

## Chair's 360 Review

*A good chair of governors has for a long time been recognised as one of the eight elements of effective governance – but how do you know if you are a good chair?*

A 360 review is particularly suitable for those not working in a traditional line management situation. Our new diagnostic tool collates information about the chair and the various aspects of their work from all members of the governing body and clerk. They evaluate the Chair against the following key leadership competencies:

- **leading effective governance;**
- **building the team;**
- **school improvement;**
- **leading the business;**
- **personal attributes.**

The process is designed to provide anonymous feedback to support chairs of governors to identify their current strengths and opportunities for development. It will also support chairs in refining or sharpening their current practice.

### The Process

1. The chair sends out the review diagnostic to all members of the governing body, including the clerk.
2. The completed diagnostics are returned by each member directly to Governor Development Service (GDS).
3. GDS collates and produces anonymised data and the outcomes are provided in a report to the chair.
4. A telephone session is offered to support the chair to interpret the results and to identify relevant development opportunities.
5. Opportunities for development are identified and a development plan template provided.

### Example templates

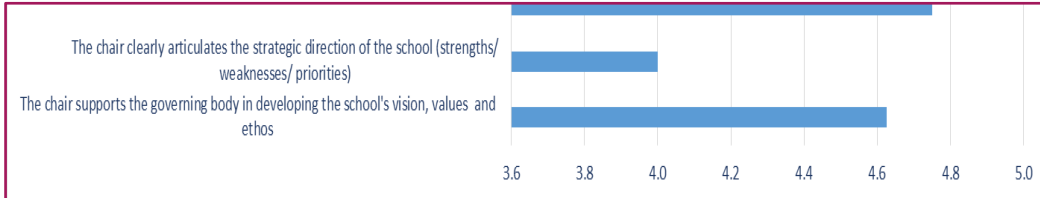
#### Governor Feedback form

Evaluation Comments: Scored 1-5 (1=poor/ 5=Excellent)	Score
<b>Leading Effective Governance</b>	
The chair supports the governing body in developing the school's vision, values and ethos	
The chair clearly articulates the strategic direction of the school (strengths/ weaknesses/ priorities)	

## Anonymised scores

Evaluation Comments: Scored 1-5 (1=poor/ 5=Excellent) G= Governor	G1	G2	G3	G4	G5	G6	G7	G8	Total
<b>Leading Effective Governance</b>									
The chair supports the governing body in developing the school's vision, values and ethos	5	4	5	5	5	5	4	4	4.6
The chair clearly articulates the strategic direction of the school (strengths/ weaknesses/ priorities)	5	3	4	4	5	4	3	4	4.0

## Example report



***The review itself will not improve the performance of the chair, this only comes from a commitment on their behalf to develop and become more effective.***

The cost for the complete service for subscribing schools is £80, if you would like to discuss the diagnostic further or to arrange a review please contact [Governor.services@southglos.gov.uk](mailto:Governor.services@southglos.gov.uk) or telephone 01454 863182