

BOARD DEVELOPMENT PLAN 2020/21

ACTION AREA	WHAT WE WILL DO	HOW WE WILL MEASURE SUCCESS	
BOARD MEMBERS			
Ensure that new members are appointed with appropriate skills and experience to complement existing Board members.	Undertake an open recruitment process for new Board members with expertise in financial management.	Board members appointed by end of year.	New Board members competent and confident to succeed as Committee chairs at least one year before the end of the current chairs' terms of office.
Ensure that new members are given sufficient induction to allow them to quickly contribute to the effectiveness of the Board	Continue to build on the Induction Process as developed over the course of 2019/20; Learn from experience of recent new members.	A fit for purpose Induction Pack ready for use by new members in session 2021/22	
MEETING MANAGEMENT			
Ensure Board Papers are focussed and accessible for Board members.	Review standard Board Paper format Work with those presenting papers to ensure papers contain appropriate information in accessible format.	Feedback from Board members recognises improvements	

Ensure Board time is prioritised on strategic discussion.	Work with those presenting papers to limit time spent on introducing papers, to make space for strategic discussion.	Feedback from Board members and Chair recognises improvements.
COMMUNICATIONS		
Ensure that the Board is confident that it is kept appraised of developments both in the College and the wider environment which could impact on the strategic direction of the Board or the College's financial standing.	Suite of communications to be developed to include regular updates from Principal.	
Ensure that the Board is kept aware of the culture/ morale within both the teaching and support staff within the College in light of challenging teaching environment due to the Covid-19 pandemic.	OD Committee to report to Board specifically on staff wellbeing initiatives and on any feedback from staff surveys.	Positive results from staff feedback surveys.
MONITORING		
Ensure that the College's strategic plan remains relevant and that there is a clear programme of reporting against agreed KPIs.	Take forward the work done in Session 2019/20 to identify a suite of KPIs which provide the Board with information targeted to areas of strategic importance.	The programme of KPI reporting is included in Board agendas as required.