Cymdeithas Llywodraethwyr Conwy
***26*/04/17**
6.00-8.00 o'r gloch

Conwy Governors Association
***26*/04/17**
6.00-8.00pm

Croeso / *Welcome*: Dr Lowri Brown
Pennaeth Gwasanaethau Addysg (Prif Swyddog Addysg) /
Head of Education Services (Chief Education Officer)

Agenda

* Diweddariad ar ymgynghoriad Llywodraeth Cymru ar newidiadau arfaethedig i reoliadau llywodraethu ysgolion a chyfansoddiad cyrff llywodraethu – Aaron Evans

* Adborth gan lywodraethwyr yn dilyn cyrsiau hyfforddiant - Aaron Evans.

* HWB – Cefnogi Llywodraethwyr Conwy – Natasha Jones

* Rheoliadau Diogelu Data Cyffredinol (GDPR) – Andrew Nixon

* 'Cymdeithas Llywodraethwyr' – *Aaron Evans*

* Cynllun Strategol y Gymraeg mewn Addysg - Sioned Kearns

* Iechyd a Dioglewch – Iola Wyn-Jones/Richard Evans

Agenda

* *Update on Welsh Government consultation on proposed changes to school governance regulations and make up of governing bodies* - Aaron Evans

* *Feedback from governor responses regarding attendance at training courses* – Aaron Evans

* *HWB – Supporting Conwy Governors* – Natasha Jones

* *General Data Protection Regulation (GDPR)* – Andrew Nixon

* *'Governors Association' – Aaron Evans*

* *Welsh in Education Strategic Plan (WESP)* - Sioned Kearns

* *Health and Safety* – Iola Wyn-Jones/Richard Evans

Barn Llywodraethwyr ynglŷn â Hyfforddiant

Governor Views on training

Pa heriau mae llywodraethwyr wedi'u hwynebu wrth fynychu hyfforddiant eleni?

* Gwybodaeth am gyrsiau;
* Cyrsiau 'lleol' ar gael;
* Ymrwymiadau gwaith neu gyfrifoldebau teuluol;
* Problemau cludiant (nid yn gyrru);
* Perthnasedd y cwrs.

What challenges have governors faced in attending training this year?

* Course information;
* Availability of 'local' courses;
* Work commitments or family responsibilities;
* Transport issues (do not drive);
* Perception of relevance.

Pa heriau mae llywodraethwyr wedi'u hwynebu wrth fynychu hyfforddiant eleni?

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* Perception of relevance.

Sut allwn ni wella presenoldeb neu gyflwyno yng nhyfarfodydd hyfforddi llywodraethwyr?

* Cyfathrebu ac atgoffa cynnar ac uniongyrchol;
* Canlyniad peidio bod yn bresennol;
* Rhai cyrsiau a gynhelir mewn ysgolion;
*Dysgu digidol (ond nid rhywbeth yn lle sesiwn);
* Crynodeb o bob hyfforddiant (ynghylch perthnasedd) – gwneud canlyniadau dysgu'n glir a sut all hyfforddiant helpu'r ysgol;
* Amrywiaeth o hyfforddwyr;
* Amser – sut i osgoi'r angen i ruthro o waith i hyfforddiant;

How can we improve attendance or delivery at school governor training sessions?

- *Consequences for non-attendance;*
- *Some courses held in schools;*
- *Digital learning (but not as a substitute to sessions);*
- *Synopsis of each training (for relevance) – make clear learning outcomes and how training can help the school;*
- *Variety of different trainers;*
- *Time – how to avoid the need to rush from work to training;*

Sut allwn ni wella presenoldeb neu gyflwyno yng nhyfarfodydd hyfforddi llywodraethwyr?

* Gallai llywodraethwyr gymryd rhan mewn hyfforddiant ar lein fel corff llywodraethol yn eu hysgol;
* Addasrwydd y lleoliad;
* Dewis lleoliad gydag acwsteg ac awyru da;
* Osgoi llethu pobl gyda gwybodaeth.

How can we improve attendance or delivery at school governor training sessions?

** Governors could take part in online training as a Governing Board at their school;*
** Suitability of venue;*
** Choose a venue with good acoustics and ventilation;*
** Care not to overwhelm attendees with information.*

Cynigion ar gyfer 2018-19

* Llywodraethwyr i gyfrannu i raglen Hyfforddiant a Datblygiad;
* Cyhoeddi dyddiadau a pherthnasedd i wella ysgol yn gynnar;
* Cyfryngau cymdeithasol i atgoffa llywodraethwyr yn uniongyrchol;
* Amrywiaeth ehangach o leoliadau?;
* Parhau gyda eDdysgu – defnydd o Hwb;
* Monitro mwy clos o hyfforddiant gorfodol.

Proposals for 2018-19

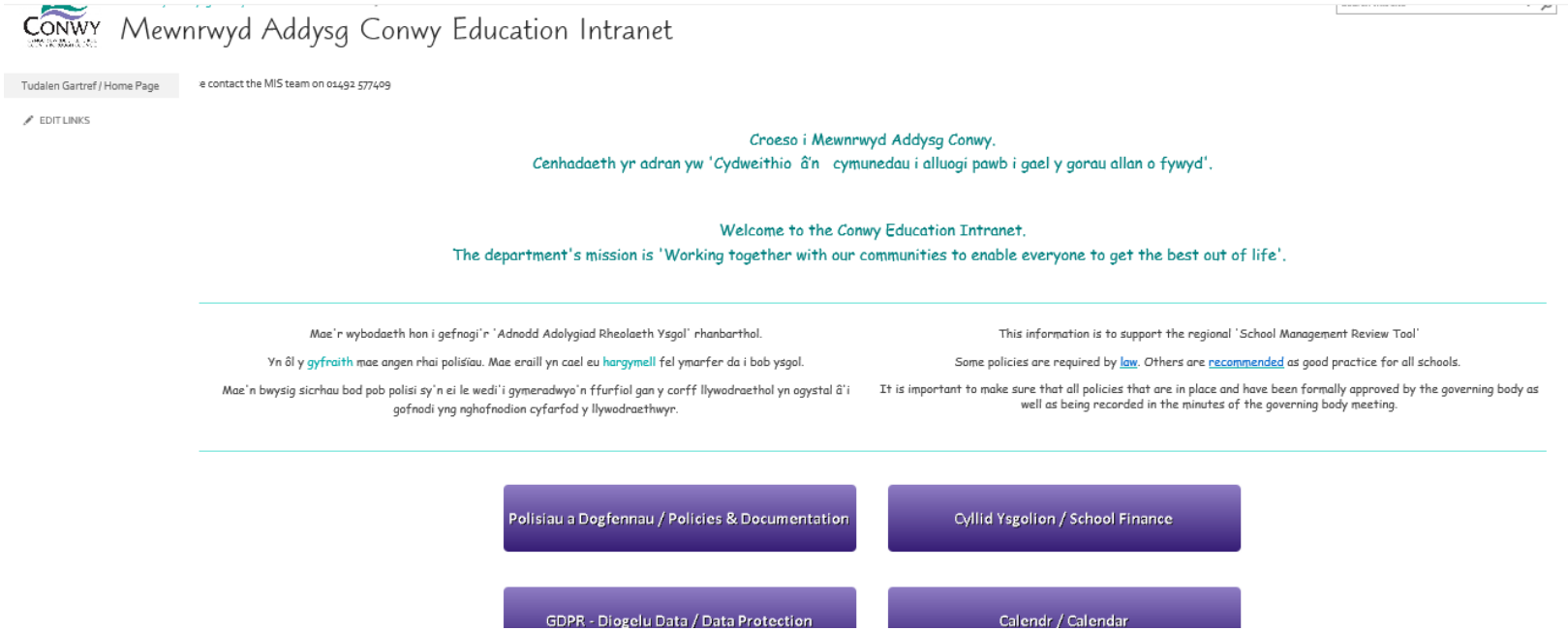
** Governors to contribute to Training & Development programme;*
** Early publication of dates and relevance to school improvement;*
** Social media to remind governors directly;*
** Wider variety of venues?;*
** Continue with eLearning – use of Hwb;*
** Closer monitoring of mandatory training.*

HWB
yn cefnogi Llywodraethwyr Conwy

HWB Supporting Conwy Governors

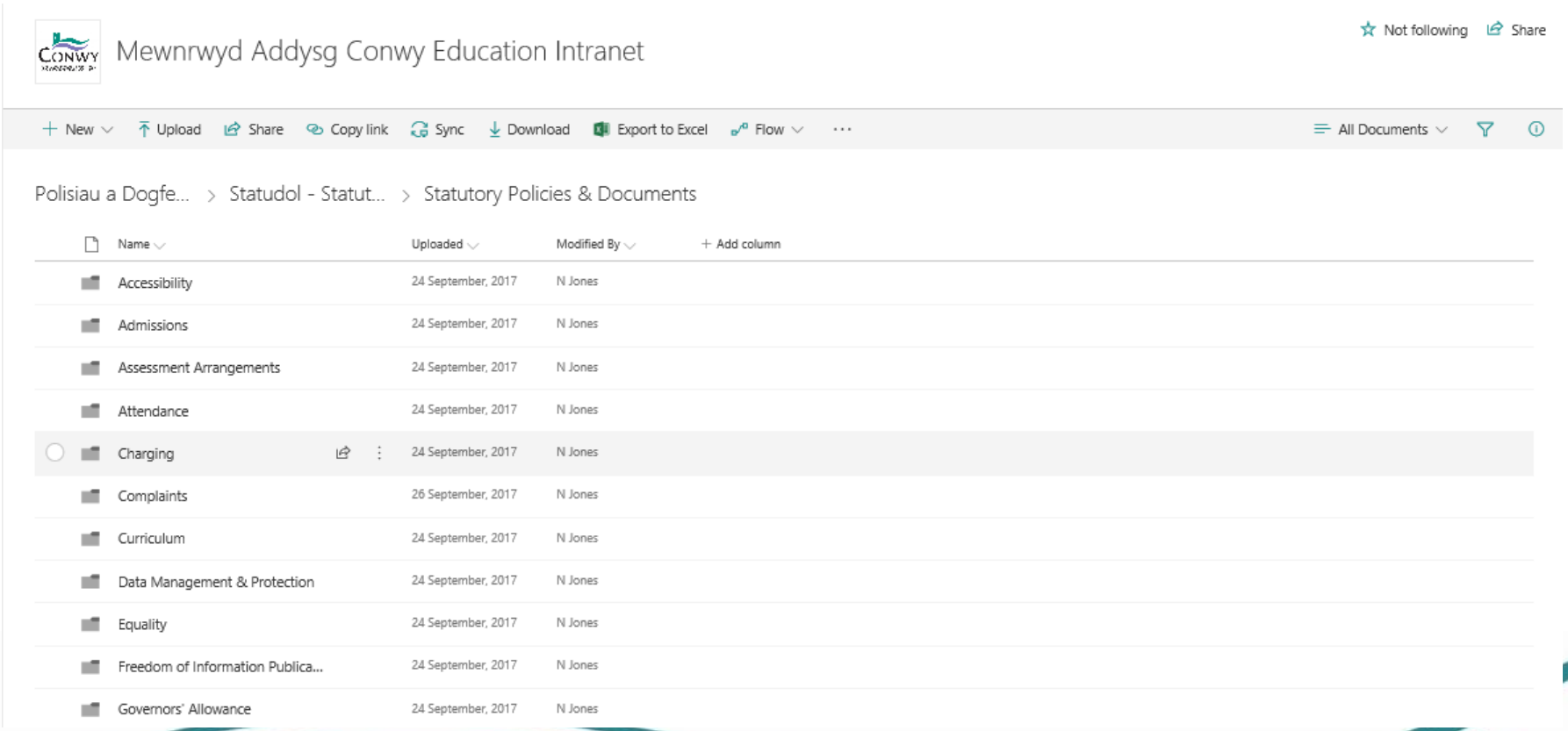
Mewnrwyd Addysg Conwy

Conwy Education Intranet



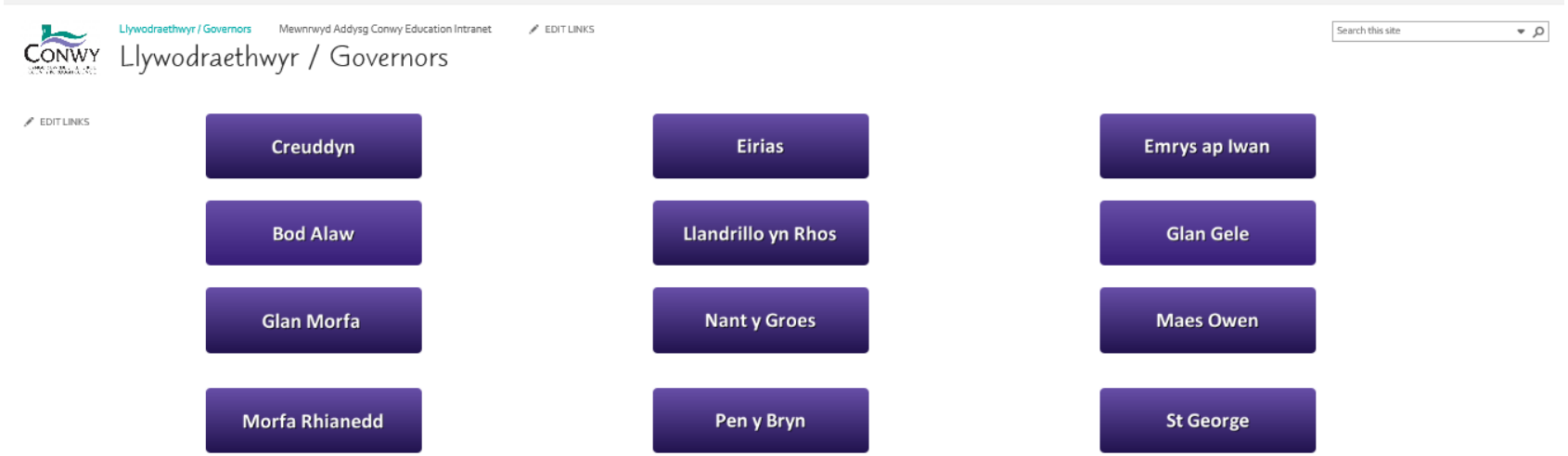
Templedi a Dogfennaeth

Templates & Documentation



Adran Llywodraethwyr

Governor Section

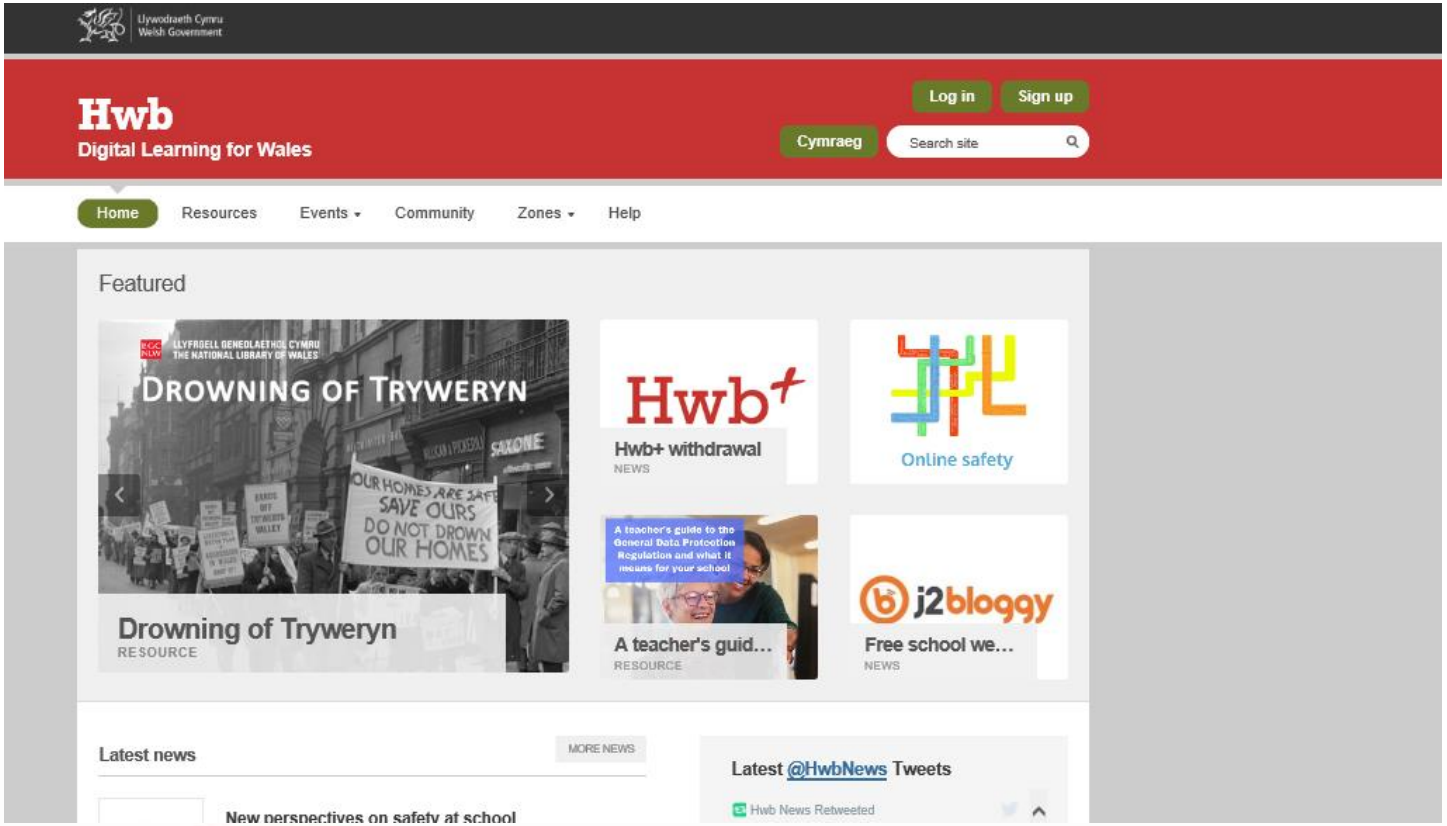


CONWY
CYNGOR BWRDEISTREF SIROL
COUNTY BOROUGH COUNCIL

					Dyddiad/Date	Dyddiad/Date
Enw	Dyddiad ar C/LI.	E-bost Hwb	Rol bresennol e.e. clerc, cadeirydd	Categori e.e. rhiant/staff/ALI.	Llywodraethwr newydd	Trin data
Name	Date on G/b	Hwb Email	rrent role e.g. clerk, chair, ALN Link	Category e.g. parent, staff, LA	New Governor	Handling data

Cyfrifon HWB Llywodraethwyr

Governor HWB Accounts



Offeryn Adolygiad Rheolaeth Ysgol Rhanbarthol

Adnodd i ysgolion adolygu safonau ac ansawdd anghenion statudol arwain a llunio cynlluniau gweithredu er mwyn gwella.

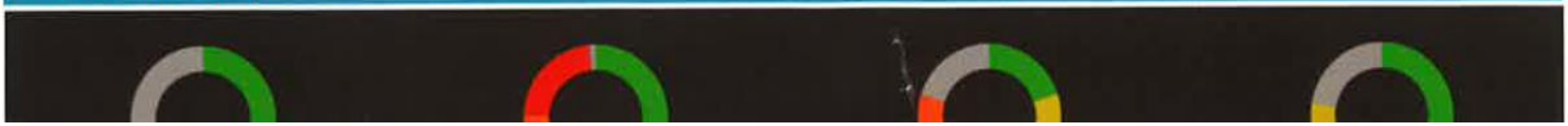
* Mae'r adolygiad wedi'i rannu yn amrywiol feysydd arwain;
* Gofynnir i ysgolion roi barn ynghylch safonau ac ansawdd anghenion statudol arwain yn erbyn safonau penodol;
* Gall gweithredu neu gynlluniau gweithredu i wella gael eu hychwanegu ar gyfer pob edefyn, dynodi cyfrifoldeb a dyddiadau gorffen;
* Mae dolen at ganllawiau a pholisïau awdurdod lleol unigol yn rhan o'r adolygiad (Mewnrwyd Addysg Conwy);
* Ar ôl gorffen, gellir creu ac allforio nifer o adroddiadau

Regional School Management Review Tool

A tool for schools to review standards and the quality of statutory requirements of leadership and to formulate action plans for improvement.

- *The review is divided into various leadership areas;*
- *Schools are asked to make judgements about the standards and quality of the statutory requirement of leadership against specific standards;*
- *Actions or Action Plans for improvement can be added for each strand, assigning responsibility and completion dates;*
- *A link to access individual local authority guidance and policies is part of the review. (Mewnrwyd Addysg Conwy Education Intranet);*
- *Following completion, a number of reports can be created and exported.*

Focus areas



Definition of different standards

When considering this area, the following statements should help you come to an overall judgement that reflects your school in terms of **Data Protection**.

Excellent	Good	Acceptable	Priority for Improvement

Self review

Strands Assessment for Data Protection

Action plans

Action Plan for Data Protection

Strand 1
A Data Protection Policy

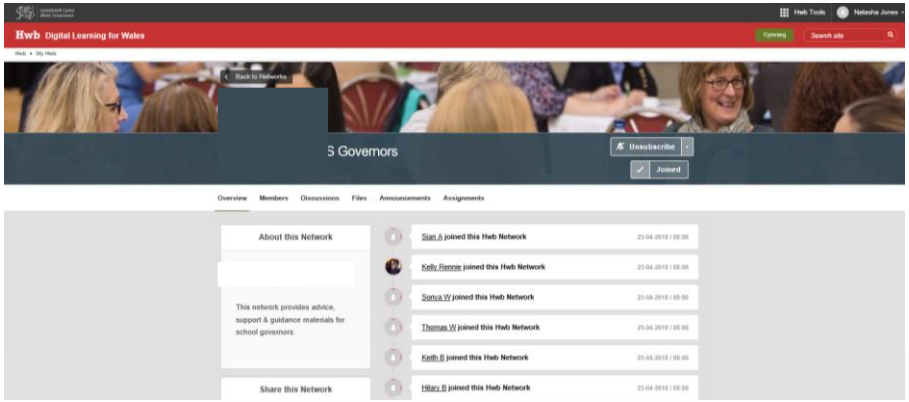
Completed actions in Strand 1

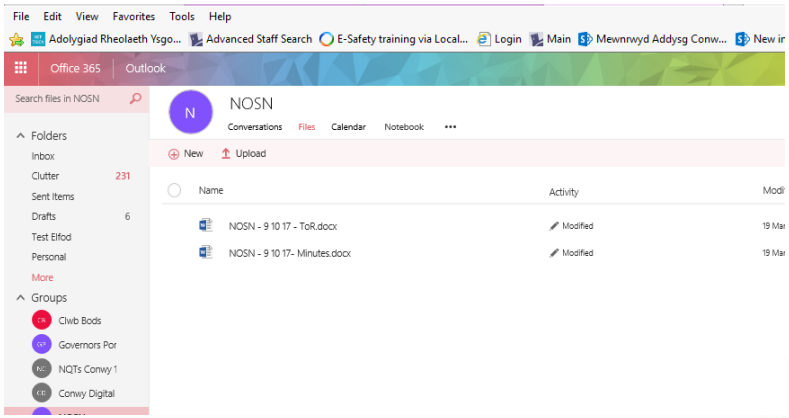
Contact County/LEA Data Protection Officer for advice and guidance how to introduce and implement a Data Protection policy Started [illegible] Completed [illegible]	Assigned to: pennaeth By when 21/09/2017	✓

Datblygiadau'r Dyfodol

Future Developments

- Rhwydwaith HWB – darparu cyngor, cefnogaeth a deunydd arwain i lywodraethwyr.
- *HWB Network – to provide advice, support & guidance materials for school governors.*
- Grŵp 0365 – lle diogel ar lein i storio dogfennau, anfon e-bost, calendr wedi'i rannu.
- *O365 Group - Secure online area in order to store documentations, email securely, shared calendar.*





CONWY
CYNGOR BWRDEISTREF SIROL
COUNTY BOROUGH COUNCIL

Cymdeithasau Llywodraethwyr Lleol

Local Governors Associations

Barn Llywodraethwyr Cymru ar “Gymdeithasau Lleol”

Rhwydwaith proffesiynol;

Lledaenu ymarfer dda;

Cyfle i drafod a mynegi barn;

Ffordd i sicrhau y gall llywodraethwyr ymgysylltu’n llawn gyda swyddogion addysg yr ALl.

Governors Wales’ opinion on “Local Associations”

Professional network;

Share good practice;

*Vehicle for di*scussion and effective ‘sounding boards’;

Mechanism for governors to become fully engaged with officers of the L.A.

“Ymarfer Da” ar safle Llywodraethwyr Cymru

* Cyfarfod o leiaf 3 gwaith y flwyddyn (a hefyd CGB ag ethol swyddogion)
* Lleoliad wedi’i ariannu a’i gynnal gan A.Ll. yn aml
* Lleoliad wedi’i drefnu ar ran y gymdeithas, a hefyd yn symud rhwng pob clwstwr
* Cynnwys cyfarfod:
    - Penderfynwyd gan y Cadeirydd/Is-gadeirydd a’r Pennaeth Addysg;
    - Cymysgedd o siaradwyr;
    - Gwahoddiad i’r ‘Pennaeth Addysg, Swyddogion Addysg i bob cyfarfod;
    - Gall Corff awgrymu eitem i’w gynnwys ar yr agenda;
* Cyfansoddiad.

“Good Practice” from Governors Wales

* Meet at least 3 times a year (and also an AGM, with officers elected at first meeting)
* Venues funded & supported by LAs in many cases
* Venue organised by association members and moves around from one cluster to another
* Content of meetings:
    - Determined by Chair/Vice-Chair and Head of Education;
    - Variety of speakers & LA officers speak on topical issues;
    - Standing invitation for Head of Education, senior LA officers;
    - School’s Governing body may ask for item to be included in agenda;
* Constitution.

Cymdeithas Llywodraethwyr Conwy

* Cynrychiolydd a enwebwyd gan bob corff llywodraethol;

* Pob corff gydag un bleidlais (materion llywodraethu ysgol a chymdeithas);

* ALl yn cefnogi'r Gymdeithas gyda gwasanaeth gweinyddol;

* Dwy waith y flwyddyn;

* Nod – cyfarwyddo a diweddaru'r cynrychiolwyr ar ddeddfwriaeth, polisïau, a strategaeth wleidyddol a lleol perthnasol.

Conwy Governors Association

* *Nominated representatives of all governing bodies;*

* *Each governing body has one vote (matters to school governance & CGA);*

* *LA supports Association with administration service;*

* *Biennial;*

* *Aim – To direct and update representatives about legislation, policies and relevant political and local strategy.*

Cymdeithas/Fforwm Llywodraethwyr Ysgolion Conwy

Conwy Association/Forum of School Governors

Drafft o'r cyfansoddiad

Draft constitution

Constitution and Terms of Reference for the Conwy School Governors Association

1. Title

The name of this group shall be the Conwy School Governors Association, hereinafter called The Association

2. Objectives of The Association

- To promote best practice in governance in all schools within Conwy Local Education Authority;
- To promote partnerships amongst schools in the County;
- To ensure adequate resources for schools by working with stakeholders; and
- To represent school governors' views on issues relating to school governance and the management and resourcing of schools to relevant authorities and organisations.

3. Activities

In furtherance of its objectives, The Association shall:

- As a minimum, hold a termly meeting;
- Liaise with Officers of the LA on all matters concerning the objectives of The Association and those issues affecting school governance;
- Appoint members to liaise with other organisations, e.g. represent The Association at conferences, School Forum etc.;
- Promote and encourage governor training organised by the LA and others;
- Liaise with the Welsh Government on matters affecting school governance;
- Encourage representation on The Association from all school governing bodies in the Authority;

Cymdeithas/Fforwm Llywodraethwyr Ysgolion Conwy

Drafft o'r cyfansoddiad ar gael Llywodraethwyr Cymru – "Canllawiau" ar gyfer Cymdeithas Lleol

Amserlen:
26/04/18-10/07/18: Ymgynghoriad ar y cyfansoddiad
12/07/18: Cyfarfod ar gyfer y cyfansoddiad
01/09/18-31/10/18 – Pob CLl i enwebu cynrychiolydd i'r gymdeithas
01/11/18-30/11/18 Cyfarfod cyntaf o'r Gymdeithas newydd (cynnwys ethol swyddogion)
01/01/19-31/03/19 – Ail gyfarfod
01/04/19-30/06/19 – Trydydd gyfarfod
01/07/19-21/07/19 – CGB.

Conwy Association/Forum of School Governors

Draft constitution available;
Governors Wales – Guide to Local Associations

Timeline:
26/04/18-10/07/18: Consultation on constitution
12/07/18: Meeting regarding constitution
01/09/18-31/10/18 – Each GB nominates their link to the Association
01/11/18-30/11/18 – First meeting of new association (includes election of officers)
01/01/19-31/03/19 – Second meeting
01/04/19-30/06/19 – Third meeting
01/07/19-21/07/19 – AGM

Tuag at Ragoriaeth
Towards Excellence

Y Gymraeg mewn Addysg
Welsh in Education

Datblygu Cymraeg y Gweithlu
Welsh in the Workplace

Gwasanaeth Effeithiolrwydd a Gwella Ysgolion Rhanbarthol Gogledd Cymru
Regional School Effectiveness & Improvement Service for North Wales

Tuag at Ragoriaeth
Towards Excellence

Y Gymraeg mewn Addysg – y cefndir

3 dogfen bwysig:

Cymraeg 2050: Miliwn o siaradwyr (2017)

Addysg yng Nghymru: Cenhadaeth ein Cenedl, Cynllun Gweithredu 2017-21 (2017)

Y Gymraeg mewn Addysg: Cynllun Gweithredu 2017-21 (2017)

Welsh in Education – the background

3 important recent documents:

Cymraeg 2050: A million Welsh speakers (2017)

Education in Wales: Our National Mission, Action Plan 2017-21 (2017)

Welsh in Education: Action Plan 2017-21 (2017)

Tuag at Ragoriaeth
Towards Excellence

Y Gymraeg mewn Addysg – y cefndir

Ers 2014 mae'n rhaid i bob awdurdod lleol lunio **Cynllun Strategol y Gymraeg mewn Addysg** yn nodi sut y bydd yn cynllunio i ddatblygu addysg drwy gyfrwng y Gymraeg.

Nododd adolygiad yn Awst 2017 nad oedd rhai o'r cynlluniau yma'n ddigon uchelgeisiol i gyflawni'r weledigaeth sydd yn 'Cymraeg 2050', a bod angen cynllunio a gweithredu brys er mwyn cynyddu nifer yr athrawon sy'n cael eu hyfforddi i addysgu drwy gyfrwng y Gymraeg. Ers hynny mae'r cynlluniau wedi cael eu hadolygu a'u hail-gyflwyno.

Welsh in Education – the background

Since 2014 every local authority has to prepare a **Welsh in Education Strategic Plan (WESPs)** setting out how it will improve the planning of education through the medium of Welsh.

A recent review of the WESPs in August 2017 stated that some of these plans were not ambitious enough to achieve the vision set out in 'Cymraeg 2050', and that urgent planning and action was needed to increase the number of teachers trained to teach through the medium of Welsh. The plans have subsequently been revised and re-presented.

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Towards Excellence

Y Gymraeg mewn Addysg: Cynllun Gweithredu 2017-21 (1)

Cwricwlwm, asesu ac addysgeg

- datblygu cwricwlwm Cymraeg newydd a fydd yn ysbrydoli disgyblion i ddysgu a defnyddio'r Gymraeg
- datblygu un continwwm ar gyfer dysgu Cymraeg ar gyfer POB disgybl – mewn ysgol Gymraeg neu ysgol Saesneg

Cyfoethogi a phrofiadau yn y Gymraeg

- all addysg yn unig ddim creu siaradwyr Cymraeg hyderus
- mae angen cyfleoedd ar blant a phobl ifanc i ddefnyddio'r Gymraeg mewn nifer o gyd-destunau i gyfoethogi eu hymwybyddiaeth o'r Gymraeg fel iaith bob dydd

Welsh in Education: Action Plan 2017-21 (1)

Curriculum, assessment and pedagogy

- develop a new Welsh language curriculum that will inspire learners to learn and use the Welsh language
- develop one continuum for learning Welsh for EVERY pupil – whether in a Welsh-medium or English school

Enrichment and experiences in Welsh

- education alone cannot create confident Welsh speakers
- children and young people need opportunities to use Welsh in a number of contexts to enrich their awareness of Welsh as an everyday language

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Towards Excellence

Y Gymraeg mewn Addysg: Cynllun Gweithredu 2017-21 (2)

Cynllunio'r gweithlu a dysgu proffesiynol

- helpu athrawon ac arweinwyr ysgolion i ddatblygu eu sgiliau Cymraeg a'u gwerthfawrogiad o hanes yr iaith Gymraeg a'i llenyddiaeth
- gosod targedau ar gyfer cynyddu nifer yr athrawon sy'n dysgu Cymraeg fel pwnc ac yn dysgu drwy gyfrwng y Gymraeg

Cynllunio addysg cyfrwng Cymraeg

- cynyddu nifer y disgyblion mewn ysgolion Cymraeg neu ddwyieithog

Welsh in Education: Action Plan 2017-21 (2)

Workforce planning, professional learning

- support teachers and school leaders to develop their Welsh language skills and their appreciation of the language, its literature and history
- set targets for increasing the number of teachers teaching Welsh as a subject and teaching through the medium of Welsh

Planning Welsh-medium education

- Increase the number of learners in Welsh-medium schools

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Towards Excellence

Y Gymraeg mewn Addysg: Cynllun Gweithredu 2017-21 (3)

Tegwch a lles

- sicrhau y gall POB disgybl gael mynediad i addysg cyfrwng Cymraeg a chael y cyfle gorau i ddatblygu eu sgiliau Cymraeg – yn arbennig disgyblion sydd ag anghenion dysgu ychwanegol
- gwasanaethau cymorth ac adnoddau ar gael drwy gyfrwng y Gymraeg

Cyfathrebu

- sicrhau fod pob rhanddeiliaid – **ond disgyblion a'u rhieni'n arbennig** – yn cael eu cynnwys wrth ddatblygu addysg Gymraeg ac addysg drwy gyfrwng y Gymraeg

Welsh in Education: Action Plan 2017-21 (3)

Equity and well-being

- ensure that ALL learners have equal access to Welsh-medium education and the best opportunities to develop their Welsh language skills – especially pupils with special educational needs
- support services and resources are available through the medium of Welsh

Communication

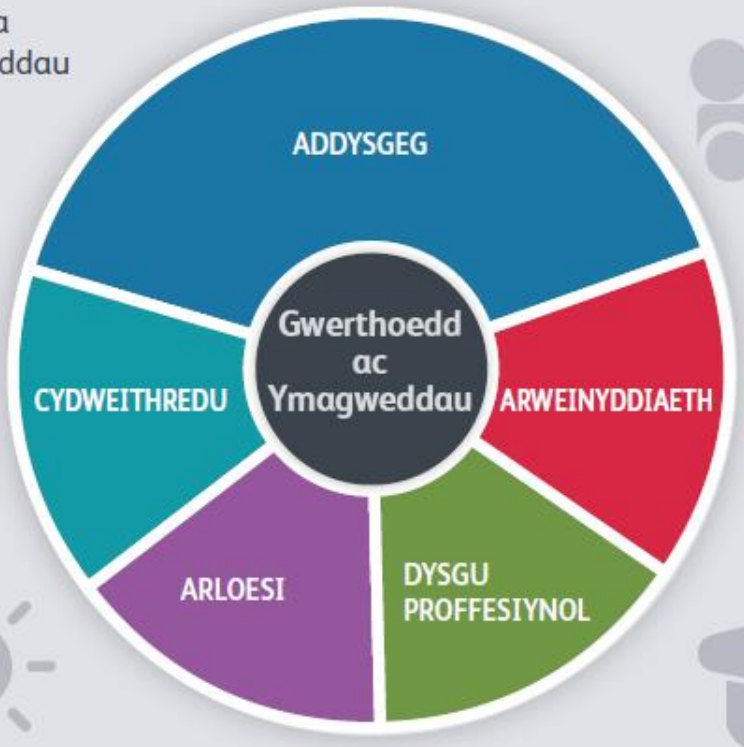
- ensure that all stakeholders – **particularly pupils and their parents** – are included in the development of Welsh in education and education through the medium of Welsh

Tuag at Ragoriaeth
Towards Excellence

Safonau Proffesiynol Newydd – o Fedi 2018

Y pum safon proffesiynol ar gyfer addysgu ac arweinyddiaeth

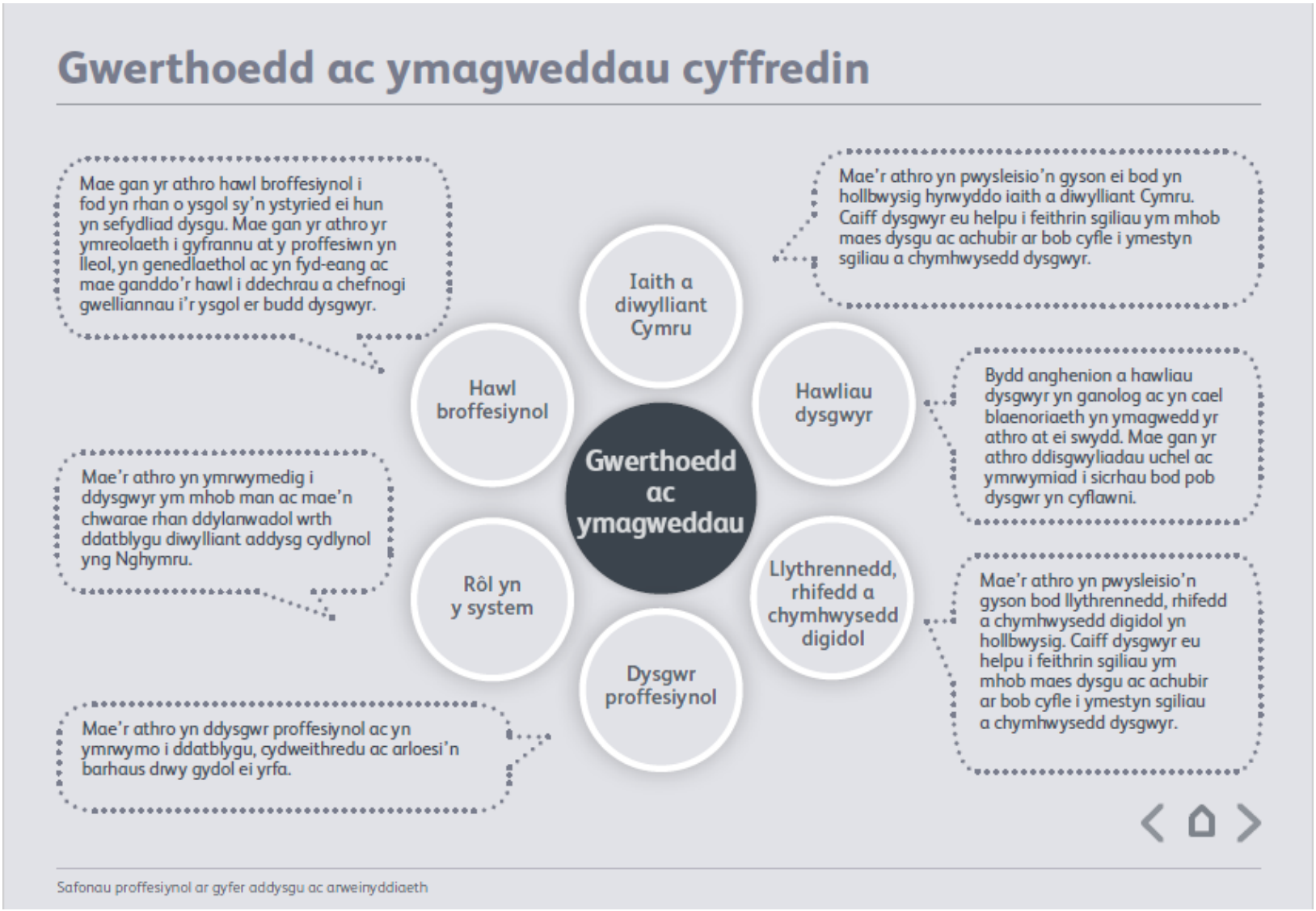
Gweithio fel un... i sicrhau addysgeg effeithiol gyda gwerthoedd ac ymagweddau cyffredin.



Safonau proffesiynol ar gyfer addysgu ac arweinyddiaeth

Tuag at Ragoriaeth
Towards Excellence

Safonau Proffesiynol Newydd – o Fedi 2018



Tuag at Ragoriaeth
Towards Excellence

Safonau Proffesiynol Newydd – o Fedi 2018

Dysgu proffesiynol

ADDYSGU

Sgiliau Cymraeg

Disgrifydd arferion effeithiol iawn a pharhaus:
Mae'r athro'n gweithredu i ganfod cyfleoedd i ddefnyddio ei ddealltwriaeth a'i sgiliau Cymraeg, ac i ehangu'r ddealltwriaeth honno a'r sgiliau hynny.

Disgrifydd ymsefydlu:
Ceir ymrwymiad personol i ddatblygu sgiliau gam wrth gam, o ran defnyddio'r Gymraeg.

Disgrifydd SAC:
Ceir ymrwymiad i ddatblygu sgiliau personol gam wrth gam, o ran defnyddio'r Gymraeg.

PDP

Tuag at Ragoriaeth
Towards Excellence

Safonau Proffesiynol Newydd – o Fedi 2018

Dysgu proffesiynol

ROLAU ARWEINYDDOL FFURFIOL

Helpu eraill i dyfu

Disgrifydd arweinyddiaeth ffurfiol effeithiol iawn a pharhaus:
Mae arweinwyr yn galluogi'r holl staff i gyrraedd y safon uchaf bosibl, gan gydnabod a chyflawni eu potensial ym mhob cyd-destun dysgu.

Disgrifydd arweinyddiaeth ffurfiol effeithiol:
Mae arweinwyr yn gweithio fel modelau rôl. Caiff dysgu proffesiynol ei gysylltu a'i hwyluso ar lefel ryngwladol er mwyn ymsefydlu cymhwysedd digidol a mabwysiadu technolegau newydd. Gwneir pob ymdrech i ddysgu Cymraeg er mwyn gosod esiampl i eraill.

PDP

Tuag at Ragoriaeth
Towards Excellence

Safonau Proffesiynol Newydd – o Fedi 2018

Addysgeg

Hyrwyddo dysgu... rhoi polisi ar waith

ROLAU ARWEINYDDOL FFURFIOL

Hyrwyddo iaith a diwylliant Cymru

Disgrifydd arweinyddiaeth ffurfiol effeithiol iawn a pharhaus:
Mae arweinwyr yn ceisio ac yn manteisio ar bob cyfle i werthfawrogi a hyrwyddo diwylliant Cymru a chynyddu'r defnydd a wneir o'r Gymraeg mewn sefyllfaoedd ffurfiol ac anffurfiol.

Disgrifydd arweinyddiaeth ffurfiol effeithiol:
Mae arweinwyr yn gosod esiampl i ddysgwyr, cydweithwyr a'r gymuned drwy ymrwymiad cadarnhaol i fwynhau dysgu Cymraeg.

PDP

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Towards Excellence

New Professional Standards – from September 2018

The five professional standards for teaching and leadership

Working as one...
to secure effective pedagogy
with overarching values and
dispositions

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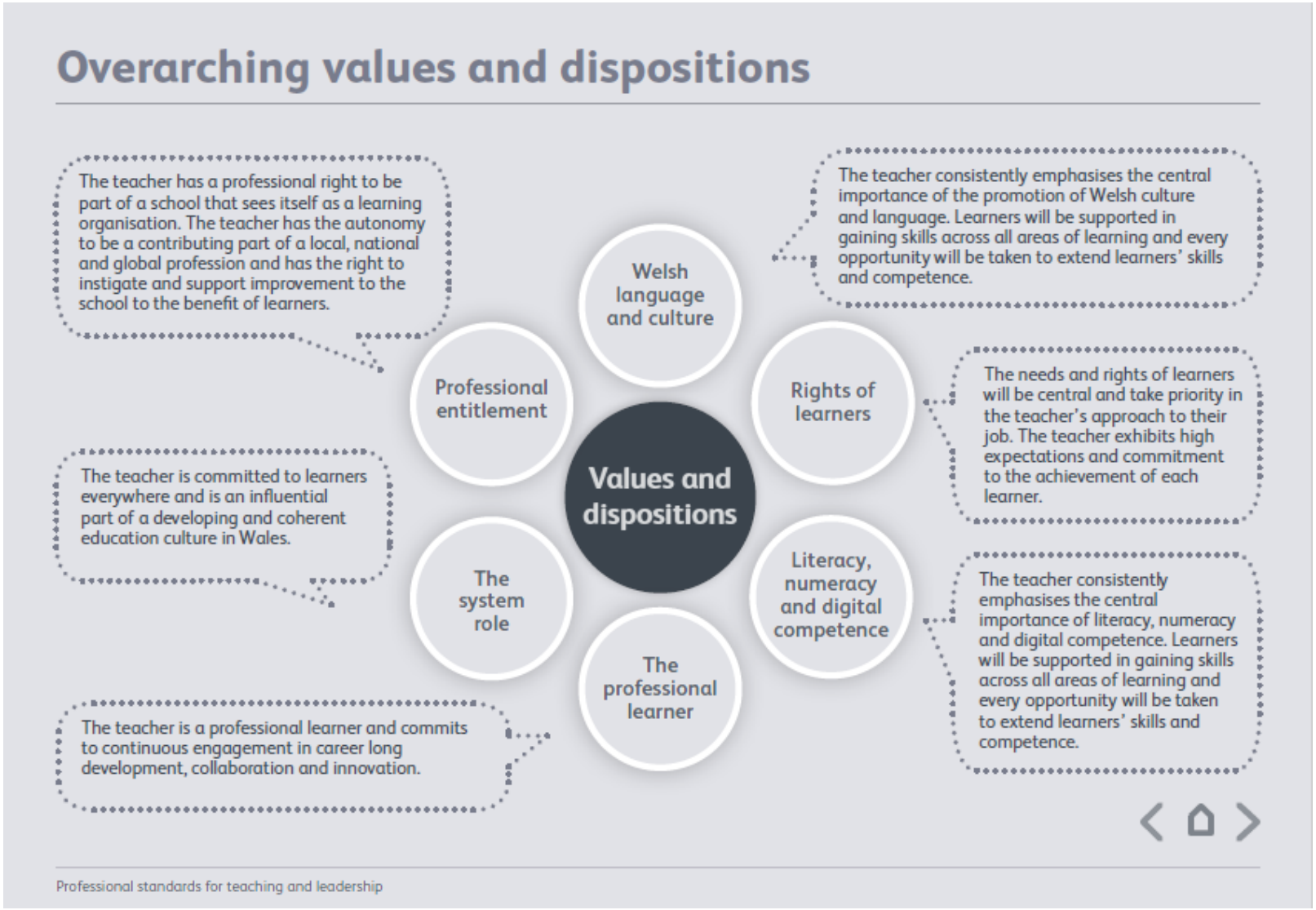
New Professional Standards – from September 2018



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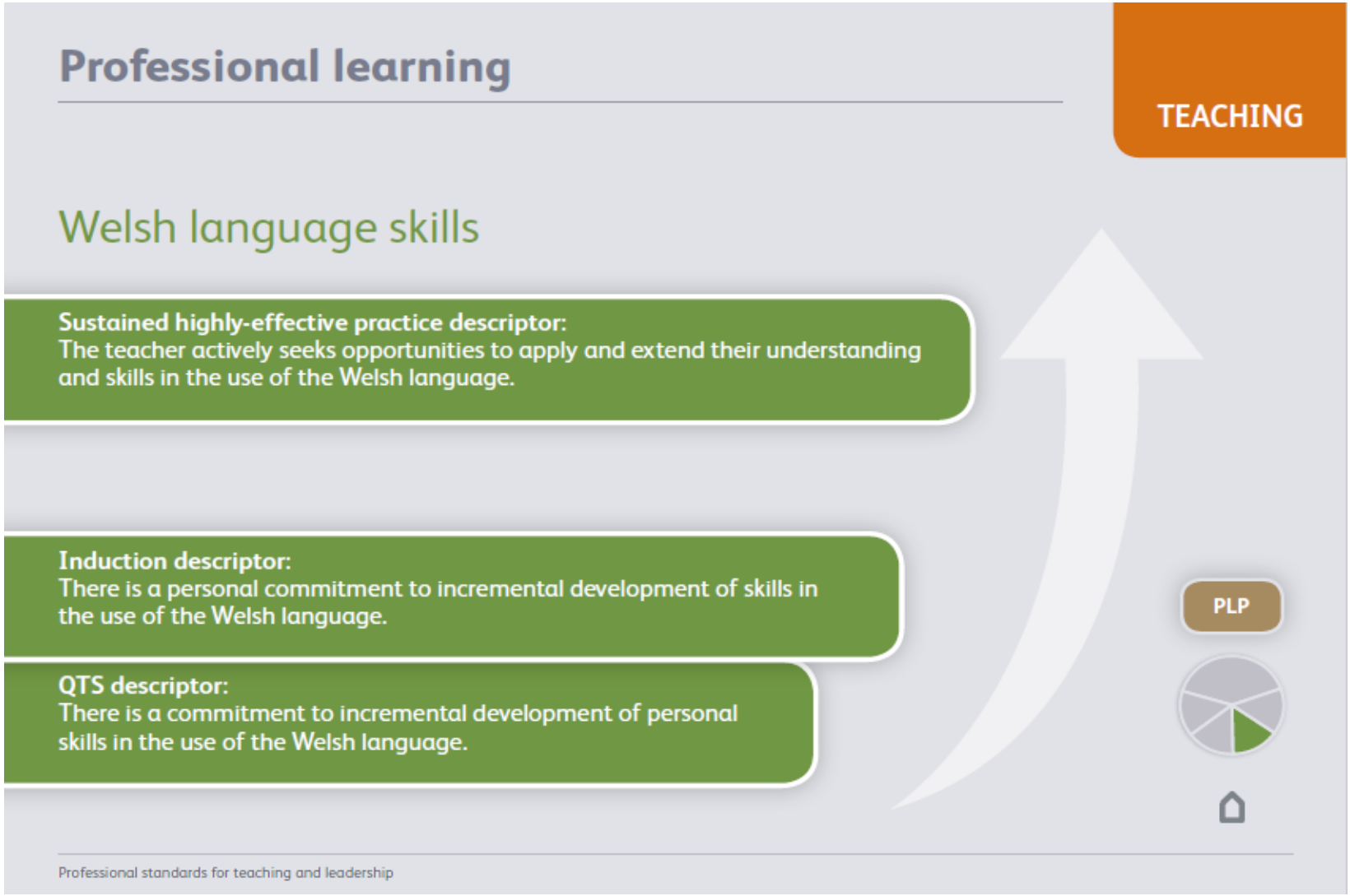
New Professional Standards – from September 2018



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New Professional Standards – from September 2018

Professional learning

FORMAL LEADERSHIP ROLES

Supporting growth in others

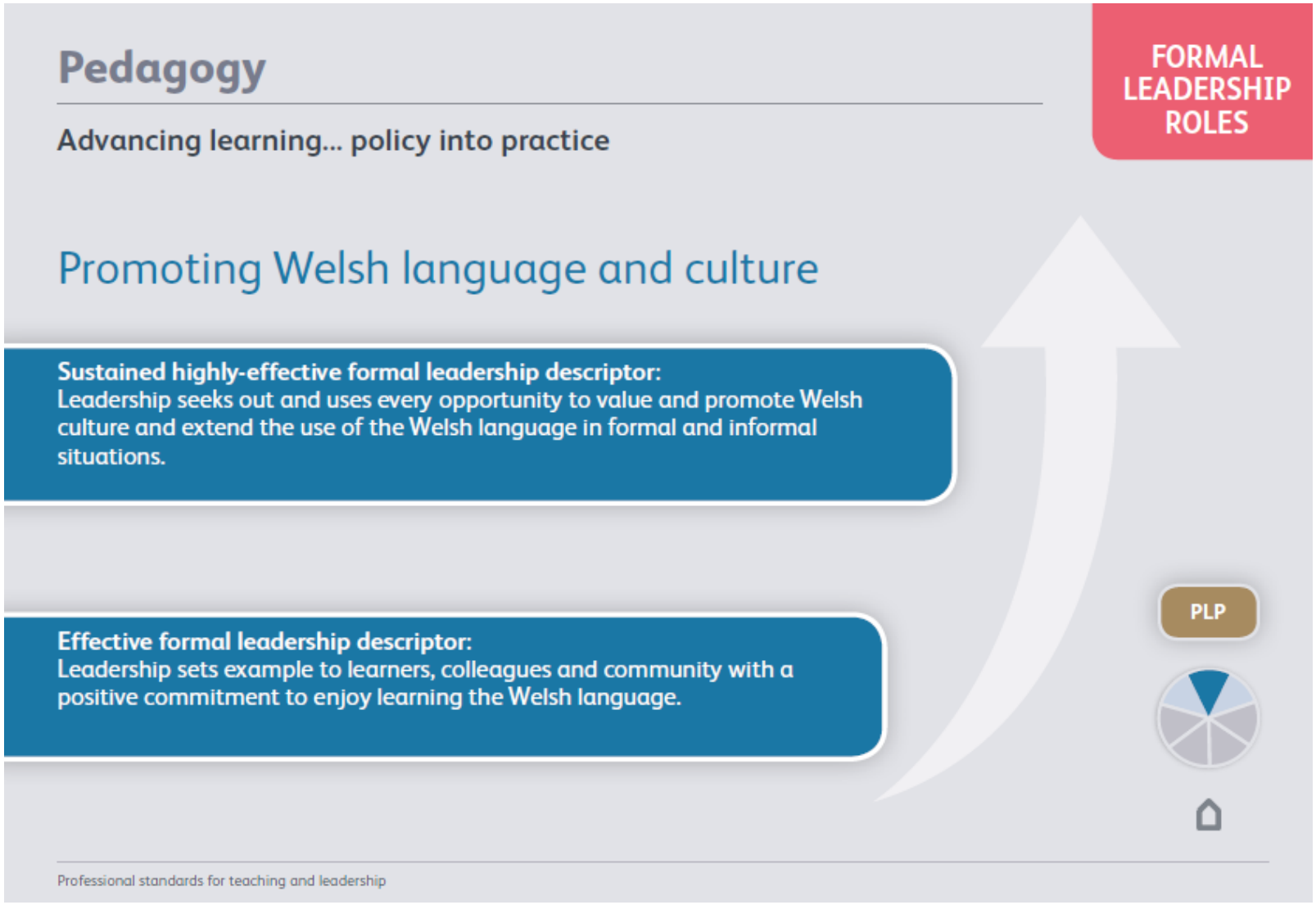
Sustained highly-effective formal leadership descriptor:
Leadership enables all staff to become the best they can be, recognising and realising potential in all learning contexts.

Effective formal leadership descriptor:
Leadership acts as a role model. Professional learning is connected and facilitated on an international scale to enable digital competence and the adoption of new technologies. Every effort is made to embrace the learning of the Welsh language as an example to others.

PLP

Tuag at Ragoriaeth
Towards Excellence

New Professional Standards – from September 2018



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Estyn – Fframwaith Arolygu 2017
Llawlyfr Arweiniad i Ysgolion Uwchradd

Dylai arolygwyr ystyried safonau disgyblion mewn Cymraeg o gymharu ag ysgolion mewn cyd-destunau tebyg. Dylent ystyried cynnydd y disgyblion o ddiwedd y cyfnod cynradd. Dylent ystyried cyrhaeddiad disgyblion mewn Cymraeg neu Gymraeg ail iaith o'i gymharu â'u cynnydd blaenorol a chyrhaeddiad o'i gymharu ag ysgolion tebyg.

Dylai arolygwyr ystyried y cynnydd a wna disgyblion o ran datblygu eu medrau Cymraeg ar draws y cwricwlwm ac o gwmpas yr ysgol. **Dylent ystyried pa mor dda y mae disgyblion yn gwybod am fanteision dysgu'r Gymraeg a dod yn ddwyieithog.**

Estyn – Inspection Framework 2017
Guidance Handbook for Secondary Schools

Inspectors should consider pupils' standards in Welsh when compared with schools in similar contexts. They should consider pupils' progression from the end of the primary phase. They should consider pupils' attainment in Welsh or Welsh second language when compared with their previous progress and attainment compared with similar schools.

Inspectors should consider the progress pupils make in developing their Welsh language skills across the curriculum and around the school. **They should consider how well pupils know about the advantages of learning Welsh and becoming bilingual.**

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Y Gymraeg mewn Addysg – rôl GwE

Ar gais y llywodraeth gofynnwyd i'r 4 consortiwm greu cynllun gweithredu i 'Ddatblygu'r Gweithlu i gefnogi'r Gymraeg mewn Addysg'.

Yng Ngogledd Cymru bu gweithgor o athrawon, arbenigwyr a rhanddeiliaid eraill ar draws siroedd y gogledd yn cyfarfod i gynhyrchu'r cynllun gweithredu.

Welsh in Education – GwE's role

Each of the 4 consortia were asked by the government to create an action plan to 'Develop the Workforce to support Welsh in Education'.

In North Wales a working group of teachers, language experts and other stakeholders have met to produce the action plan.

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Towards Excellence

Y Gymraeg mewn Addysg – rôl GwE

Blaenoriaethau cynllun gweithredu GwE:

1. Cael trefniadau llywodraethu a rheolaeth prosiect effeithiol
2. Datblygu strategaeth a pholisi
3. Awdit o sgiliau iaith Gymraeg y gweithlu
4. Arolwg o raglenni hyfforddiant cyfredol
5. Sicrhau amrediad o gyrsiau hyfforddiant sydd yn diwallu'r angen
6. Rôl rhaglenni Addysg Gychwynnol Athrawon
7. Cynnal ymchwil i faes dwyieithrwydd a hyrwyddo'r Gymraeg
8. Codi ymwybyddiaeth a rhannu gwybodaeth

Welsh in Education – GwE's role

The priorities in GwE's action plan:

1. Have effective governing arrangements and project management
2. Develop strategy and policy
3. Audit of the workforce's Welsh language skills
4. Review current training programmes
5. Ensure a range of suitable training programmes are available
6. Role of Initial Teacher Training programmes
7. Research into bilingualism and promote the Welsh language
8. Raise awareness and share information

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Awdit o sgiliau Cymraeg y gweithlu

POB aelod o staff i gwblhau arolwg byr ar-lein o'u sgiliau yn yr iaith Gymraeg. Hyn i ddigwydd tymor yma!

O Ionawr 2019 ymlaen bydd hyn yn digwydd yn flynyddol fel rhan o PLASC.

Bydd ysgolion yn derbyn adborth manwl o'r awdit a fydd yn eu helpu i gynllunio ymhellach.

Audit of the workforce's Welsh language skills

EVERY member of staff to complete a short online survey regarding their Welsh language skills. This to be done this term!

From January 2019 onwards this will be collected annually through PLASC.

Schools will receive detailed information from the audit which should help future planning.

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Sicrhau hyfforddiant addas

Cynlluniau peilot amrywiol yn digwydd ar draws ysgolion y gogledd – cynradd ac uwchradd.

Ysgolion arbennig?

Suitable training programmes are available

A number of pilot schemes are taking place across North Wales – primary and secondary.

Special schools?

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Y Gymraeg mewn Addysg

- codi ymwybyddiaeth staff a llywodraethwyr o bwysigrwydd y cynllun fel blaenoriaeth lleol a chenedlaethol

- sicrhau fod pob aelod o staff – athrawon a chymorthyddion – yn cwblhau'r awdit – a bod hyn yn digwydd yn ystod amser wedi ei gyfeirio

- ceisio sicrhau fod staff yn cael hyfforddiant addas yn ôl yr angen

Welsh in Education

- raise awareness of staff and governors of the importance of this strategy both locally and nationally

- ensure that every member of staff – teachers and classroom assistants – complete the audit – and this to be done within directed time

- try and ensure that staff have the appropriate training suitable to their needs

Iechyd a Diogelwch Cyfrifoldebau'r Llywodraethwyr

* Sicrhau bod gan yr ysgol bolisi IaD sy'n cyd-fynd â Pholisiau IaD y Sir a Gwasanaethau Addysg;
* Sicrhau cydymffurfiaeth â'r holl drefniadau, canllawiau a System Rheoli IaD y Sir;
* Hybu diwylliant IaD cadarnhaol sy'n sichrau fod IaD yn rhan integredig o reolaeth yr ysgol;
* Sicrhau fod digon o adnoddau ar gael;
* Sicrhau fod yr adeilad yn ddiogel;
* Pennu amcanion a safonau;
* Monitro ac adolygu;
* Sicrhau gweledigaeth, ethos a chyfeiriad strategol.

Health & Safety Governor's responsibilities

* Ensure that the school has a H&S policy that complies with the County & Education Services H&S policies;
* Ensure compliance with all Corporate H&S procedures, guidance, instructions and the H&S Management System;
* Promote positive H&S culture ensuring H&S forms an integrated part of school management;
* Ensure adequate resources available;
* Ensure responsible guardianship of the school buildings;
* Set objectives and standards;
* Monitor and Review;
* Ensure clarity of vision, ethos and strategic direction.