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**THE RAEDWALD TRUST MUSIC  
IMPROVEMENT PLAN 2018-2019**

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JUNE 2019

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## MUSIC IMPROVEMENT PLAN

### 1. Academy Priorities, Areas for Development (AfD), Key performance Indicators (KPI) Summary 2018 – 2019

#### Priority 1: Enabling inspirational leadership and management

Summary of where academy is at in relation to Trust Wide priorities and Team ambitions

As a result our L&M foci are to:

- Identify where academy is at, relating to Trust Wide priorities listed on page 5

AFD	Area for Development	KPIs	Actions	Evaluation Milestones
AFD 1.1	Deliver a clear, shared, Trust improvement strategy for music for 2019 and beyond. Enhancing music performance, production and introducing new music packages internally and externally for future development.	Clear and understandable information flow between leaders and managers to promote continuous developments within music.	Create profile designed for all leaders to provide clear, improvement focus areas (RT Trust Teams; Governance; Heads of School)	<p><i>By June Review</i></p> <p>Music has been shared across the trust for the last 6 months. Students have been receptive to receiving this additional offer, including students in schools where they have not had any music options.</p> <p>There are many areas for improvement, with the Intent of enhancing the musical experience for our young learners.</p>
AFD 1.2	RT resources accessible to all staff to be musically inclined with students and lesson objectives.	Information easy to access online or through staff development training.	Provide step ton step guide for music software's and share accessible online resources for development.	<p><i>By June Review</i></p> <p><i>I believe the RT has many staff that is able to support the</i></p>

				<p><i>pupils in music and their learning.</i></p> <p><i>I believe it would be a great opportunity to train some staff in the use of music production software moving forward.</i></p>
AFD 1.3	<p>Researching opportunities Pupils to see live musical performances – assemblies, workshops, projects, external concerts, visiting music teachers.</p>	<p>Information being promoted across the board, to engage pupil interest (RT Trust Teams; Governance; Heads of School)</p>	<p>Events and workshops to be published and implemented on school website and school databases.</p>	<p><i>By June Review</i></p> <p><i>There have been great opportunities for our students in regards to performances and having our external provider ‘Snape Maltings’ come in and run engaging sessions for our young people.</i></p> <p><i>Students have been developing valuable skills on Logic Pro, they can use in the music/ film and media industry.</i></p>
AFD 1.4	<p>To communicate effectively with staff in departments that affect and influence pupil learning.</p>	<p>Information shared is clear and concise.</p>	<p>Keep frequently up to date with RT staff in management in relation to music, when needed.</p>	<p><i>By June Review</i></p> <p><i>Communication has been excellent in sharing information internally and externally regarding to music information. Information communicated is always clear and concise.</i></p>

AFD 1.5	Ensuring musical resources are well maintained and stored accessibly. Appropriately sized instruments are used.	Labelled resources and of instruments used in which pupils can organise.	Planned upkeep / repair of instruments / consumables	<p><i>By June Review</i></p> <p><i>Assess condition of musical resources and equipment.</i></p> <p>Music resources have been well maintained and stored appropriately.</p> <p>We have also purchased and updated resources in which will enhance effective learning across the trust.</p>
AFD 1.6	Overseeing that instrumental lessons is a part of a well-planned, coherent music structure.	Schools help to enable practice sessions for pupils especially when instruments remain at school e.g. Drums, Piano	1 to 1 music sessions ( <i>After school</i> )	<p><i>By June Review</i></p> <p><i>There are many students who engage in lessons on the instruments of their choice e.g. drums, bass, guitar, piano.</i></p> <p><i>To improve on how to give more access to students to engage in 1 to 1 instrument tutorials needs to be revised and possibly restructured moving forward.</i></p>

## Priority 2: Delivering High Quality Learning

Summary of where academy is at in relation to Trust Wide priorities and Team ambitions

As a result our foci are to:

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AFD	Area for Development	KPIs	Actions	Evaluation Milestones
AFD 2.1	That pupils will have as wide a musical experience as possible that pupils will experience the fun and joy of music that pupils will develop talents and techniques appropriate to their age and ability.	Any pupil wishing to take part in additional music making is able to do so – inclusive music making opportunities are available.	<ul style="list-style-type: none"> <li>External music offers implemented.</li> <li>Student reviews via feedback forms.</li> </ul>	<p><i>By June Review</i></p> <p><i>Pupils have given verbal and written feedback on their experiences with 'Snape Maltings' and highlighted what they enjoyed and felt they had developed.</i></p>
AFD 2.2	Create and implement effective music packages/ offers that teach the fundamental aspects of music across the trust.	Peer challenge and support is delivered and to clearly demonstrate improvement.	Create pupil profiles that evidence their work and musical growth within their individual development.	<p><i>By June Review</i></p> <p><i>Students have developed in many aspects, and the most common area is in their self-confidence and communication skills when constructing musical ideas to the teacher or peers.</i></p> <p><i>Live performances throughout the year give the students a platform in which to showcase</i></p>

				<i>what they have learned, developed and achieved.</i>
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### Priority 3: Securing Safe and Energising Learning Environments

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As a result our foci are to:

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AFD	Area for Development	KPIs	Actions	Evaluation Milestones
AFD 3.1	Secure Trust wide expectations and procedures for promoting effective full time engagement in music.	Ensure procedures are in place across Trust for Safeguarding, health and safety, GDPR.	Internal review of RT safeguarding, GDPR and health and safety.	<i>By June Review</i>  Internal review to be revised.
AFD 3.2	Establish a professional culture of learning through open and transparent scrutiny of near misses and data breaches	Procedures in place for recording and reporting of Near Misses and Data Breaches  Transparent routes for ensuring 'lessons learnt' are shared at across academies and governance	External DPO in place, with clear action plans for improvement availed to leaders	<i>By June Review</i>  HEG and Governor review of records show practice altered as a result of lessons learnt to be revised.
AFD 3.3	Strengthen our partnerships with other professionals to secure our learners access to support at the point of need	Form solid partnerships with the LA, TTP, PRU Heads, SASH, and Primary Heads.	To ensure working partnerships with external providers who support young people to deliver programs in developing music skills and knowledge.	<i>By June Review</i>  <i>Partnerships are developing very well with other professionals with plan of our learners engage with them more on a more consistent basis.</i>

AFD 3.4	Secure Trust wide expectations and procedures for the use of reduced timetables aimed at promoting full time engagement.	All academies applying robust RT procedures for reduced timetables. •Commissions have clear understanding of RT Policy in relation to reduced timetables	Design a RT Policy for Reduced Timetables, with clear procedures in place for keeping children safe whilst on a reduced timetable	<i>By June Review</i> Policy and procedures are in place and shared with partners. This is very well executed.
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#### Priority 4: Empowering Supportive, Skilled and Nurturing Staff

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AFD	Area for Development	KPIs	Actions	Evaluation Milestones
AFD 4.1	Grow clear systems promoting a culture of open professional conversations at all levels in the Trust.	Clear process in place for staff to engage with the Trust		<i>By June Review</i> <i>Overall review and evaluation.</i>
AFD 4.2	Invest in colleagues through a Trust wide programme of development and coaching	Performance Management is monitored centrally to ensure equity and equality of opportunity in all academies	Complete music arts award training.	<i>By June Review</i>  Review of all professional development. This is an area which may to be explored moving forward. In music areas such a - Music Arts Awards

				- Rock School Qualifications
AFD 4.3	Sharpen focus on the 7 Nolan Principles of public service across all tiers of the organization	Nolan Principles evident in practices involving TTP	Nolan Principles published on website and on all sites	<i>By June Review</i> <ul style="list-style-type: none"> <li>• Nolan Principles known and referred to across all levels of the Trust</li> <li>• All TPP policies and procedure demonstrate alignment to the Nolan Principle</li> </ul>

### Priority 5: Forging Focused Partnerships and Collaborations Benefitting Pupil Outcomes

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AFD	Area for Development	KPIs	Actions	Evaluation Milestones
AFD 5.1	Secure strong trust wide systems for providing all stakeholders with a voice positively impacting improvement	<ul style="list-style-type: none"> <li>• Clear processes in place for ttp feedback through website</li> </ul>	Feedback processes designed and published on web site	<i>By June Review</i>  RT Development Group propose new directions for RT as a result of consultation
AFD 5.2	Strengthen opportunities for learning about enterprise and employability	Increase in partnerships across the academies supporting a broad and balanced curriculum	Develop specific terms of reference for RT Ext. Pro. Team Recruit new member of WEX team	<i>By June Review</i> All identified learners engaged in meaningful enterprise and employability procedures.

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AFD 5.3	Strengthen opportunities to learn from pupil voice	RT Pedagogical Lead establish a RT Young Persons Committee	RT Ped develop proposal for HEG: YP Committee & Pupil Charter	<i>By June Review</i>  Charter published and in place o Committee open and meeting schedule
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