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



FEBRUARY 2019

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) | <i>By June Review</i> <i>RT to evaluate progress in relation to pupil engagement with in music.</i> |
| 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. | <i>By June Review</i> <i>Review impact on staff in learning environment.</i> |

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| AFD 1.3 | Researching opportunities Pupils to see live musical performances – assemblies, workshops, projects, external concerts, visiting music teachers. | Information being promoted across the board, to engage pupil interest (RT Trust Teams; Governance; Heads of School) | Events and workshops to be published and implemented on school website and school databases. | <i>By June Review</i> <i>Review number of opportunities presented within RT.</i> |
| AFD 1.4 | To communicate effectively with staff in departments that affect and influence pupil learning. | Information shared is clear and concise. | Keep frequently up to date with RT staff in management in relation to music, when needed. | <i>By June Review</i> <i>Communication and information shared for RT music development.</i> |
| 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 | <i>By June Review</i> <i>Assess condition of musical resources and equipment.</i> |
| 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>) | <i>By June Review</i> <i>Evaluate how many learners engaged in practice sessions and to review development.</i> |

Priority 2: Delivering High Quality Learning

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

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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"> External music offers implemented. Student reviews via feedback forms. | <p><i>By June Review</i></p> <p><i>Review pupil feedback forms and future offers.</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>Assess student growth and personal development.</i></p> |

Priority 3: Securing Safe and Energising Learning Environments

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

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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 confirm standards have been met. |
| 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. |
| 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>The overall working level and relationships and engagement.</i> |

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| 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 |
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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 |
| 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> |

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| | | | | <ul style="list-style-type: none"> • Nolan Principles known and referred to across all levels of the Trust • All TPP policies and procedure demonstrate alignment to the Nolan Principle |
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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"> • Clear processes in place for ttp feedback through website | 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 Committee open and meeting scheduled |
| AFD 5.4 | | | | <i>By June Review</i> |