

AIL Inclusive practice CPD evaluation report – March 2017

OUTCOME:

Music leaders are more confident to work across a range of challenging situations and motivated to approach the Hub with new ideas and initiatives of their own. Music leaders expand the range of different groups they work with.

Indicators:

1. Music leaders expand the range of different groups they work with.
2. Music leaders are pro-active in seeking out and engaging with Hub programmes and events.
3. Programme managers and trainers report music leaders demonstrate
4. increased confidence in delivering sessions with a range of CYPCC.

The AIL Network ran a CPD programme for arts practitioners, over 6 months, to meet the above outcome.

We identified 4 highly regarded and experienced practitioners, in their own field, to run 1 short workshop each. Each session had a different focus, see below, majority of the sessions took place at the NN Contemporary Art Gallery, Northampton.

The sessions were open broadly to any interested practitioner but were not very well taken up. However all committee members attended majority of the sessions, this meant a small focused group of 4-5 participants. This was positive for AIL network members, as they reported that this was a great team building experience.

As follows;

Practitioner/Trainer/Summary	Date
Graham Elstone – digital technology Graham delivered a session which focussed on useful ipad apps, garage band, interactive white boards and sound projects with young people in challenging circumstances.	September 2016
Jason Singh – beat boxing/digital technology Jason taught beat boxing techniques and how to use the voice as an instrument. We also layered sounds and created tracks using looping technology.	November 2016
Laura Gutherie – arts in disability Laura focussed on approaches to working with learning disabled children. Through practice and discussion we looked at various activities and strategies utilising music, visual art, drama and dance.	January 2017
Adriano Adewale – percussion and ensemble Adriano took the group through use of percussion instruments, he taught us different rhythms, some	February 2017

simple body percussion and how to bring together an ensemble performance.	
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We elicited participant feedback at two points, during the midpoint and at the end of the project.

Results as follows:

1. Music leaders expand the range of different groups they work with.
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When asked whether participants felt this CPD programme has supported and/or inspired them to expand the range of different groups they work with 20% strongly agreed with the statement, 60% agreed and 20% neither agreed or disagreed.

Participants commented;

“I’ve gained new strategies and approaches to consider and embed in my practice.”

“I feel more confident to work with different groups.”

“Probably not but it has inspired me to think I can work in different ways with those groups.”

2. Music leaders are pro-active in seeking out and engaging with Hub programmes and events.
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100% of participants agreed that they feel motivated to approach the Hub with new ideas and initiatives of their own. Feedback is that they would like a follow up meeting to discuss this further.

Participants commented;

“Personal circumstances make this unlikely at present but I definitely feel more connected with the hub.”

“Yes, because this project was so supportive of us as artists. Properly funded, led by our own needs and ideas, led by outstanding professionals.”

3. Programme managers and trainers report music leaders demonstrate increased confidence in delivering sessions with a range of CYPCC.

100% of participants agreed or strongly agreed to feeling more confident about working across a range of challenging situations with children and young people.

100% of participants demonstrated their confidence in this area had increased from the beginning of the training programme to the end, over the 6 months/4 sessions.

Participants commented;

“Well developed in this area of my practice but always room to learn more.”

“I work in circumstances with varying challenges all the time so my confidence is high. I will always worry about doing my best for the young people but have come to see that as a positive, not a negative.”

“I’ve developed more tools for my toolkit.”

“I feel inspired by the ways of working the course leaders demonstrated.”

“It is useful to have different strategies e.g. using beatbox sounds to begin work rather than saying 'Shh' - you can't have too many creative tools!”

4. Overall feedback on the programme

“I would like to look at how we can start to explore further collaborations between members, going forward. We all have such different skills and expertise and it would be fantastic to see how these can start to compliment each other.”

“Good programme of activity, organisation has been very good and content of seasons excellent.”

“Workshops have been inspiring and a unique opportunity to work with other artists and specialists.”

“The opportunity to discuss practice in this area with colleagues was very rich and I'd like more opportunity to do this.”

“It has been very valuable to experience workshops run by such skilled practitioners. Especially their skills in inclusion and communication. It was very important that they were practical sessions so that it was a real and first hand experience.”

“It has been fantastic to do some CPD again, have missed stretching and challenging myself.”

5. Course leader and content feedback

100% of participants rated the trainers and the course content as excellent.

See quotes further on in the report for specific feedback.

Conclusion/recommendations

This has been a highly successful programme both organisationally and in terms of outcomes for practitioners and the hub, the intended outcome/indicators have all been met.

The programme was advertised locally, regionally and nationally and while it didn't attract huge numbers to the training all of those that did participate have all gained in skills and confidence in the area of music and inclusive practice.

The network has identified that programmes of this nature are highly valuable, they would like further opportunities to come together to share and discuss practice. This could be enhanced further by working closer with the hub, on this programme only two members of the musical inclusion team participated in the programme.

The AIL network have found this partnership project to be very positive overall. In order to truly fulfil the intended outcome opportunities now need to be made available for the AIL Network members/practitioners to have an open dialogue about CPD needs and project ideas, with the hub.

We are keen to discuss the continuation and develop on this work with the hub programme manager and would welcome this in the summer term.

In terms of improvements a stronger partnership between the two organisations, including joint planning and more extensive work around developing shared objectives would be useful moving forward.

Graham

The session was very accessible, personalised to individuals with varying experience.



Graham's session has made me keen to try and use more digital tech, as has Jason's. I'm keen to explore the use of more technology and how this can be used collaboratively in my practice



I have used recommended app in sessions and am sure I will use other techniques in the future.

Jason

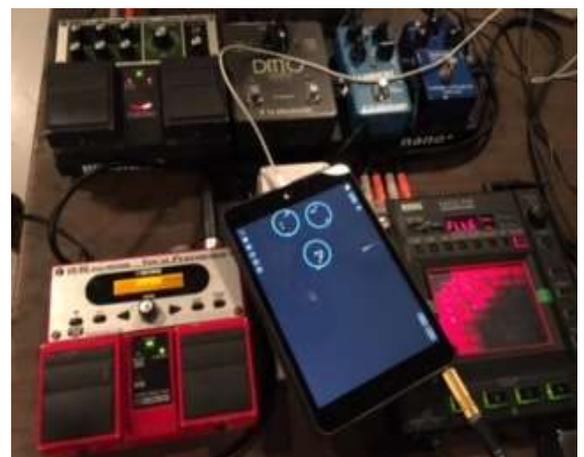
This workshop changed my perspective on sounds



They used ideas that I have already used or will use: sounds work in particular.



I have more



confidence and knowledge on how to incorporate digital sound technology into projects. Also how easy it is to use simple apps to engage young people in instantly accessible music composition. Less likely to use Jason's beat boxing. It was a good introduction but I would need more training to have the confidence to share with young people.

Jason and Adriano's sessions have inspired me to be more experimental with the voice in my practice, it has already impacted on my day to day teaching

Laura

Laura's session really put us in reflective practitioner mode, rethinking our patterns of delivery. She made us consider authenticity of praise and to be mindful that all contributions are equally valuable.



Adriano

His passion for his art was very clear, he prompted us to think about whether we always convey this in our own work? The session prompted discussion about our own role as an artist in our learning communities...



It was really inspiring and fun, I was so buzzing to learn some new skills

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