

## Research development and scholarship strategy

The purpose of this policy is to describe and outline ALRA's strategic approach to scholarships and supporting teaching and learning development. As an alternative provider within the currently shifting HE landscape the alignment of scholarly activity with the policies such as TEF, QA Code B3 and HEA is the overriding ideologies embedded within this document. Dr. Dave Collin's Continuum Model of Scholarship (2016) has underpinned the categorization process inherent in this policy.

### Approach

1. ALRA focus on three levels of research for which there is a differentiation in eligibility of staff members described later.
  - a. External Research will focus on engagement with organisations outside of ALRA. It is likely that this research or scholarly activity will have a national or international impact on education. In line with ALRA's programme aims it is likely that themes in this area will surround diversity, diverse leadership and diversity within pedagogic practice.
  - b. Institutional Research will focus on cross curricular learning, inhouse training mechanisms, student diversity.
  - c. Department Research will involve membership of professional networks, engagement in subject specific development, skill based enquiry relating to curriculum development.
2. Individual Continuous Professional Development will be awarded to individual staff members independently of Research Grants for scholarly activity. CPD will be agreed at appraisal and will focus on increasing knowledge that is directly related to the role or adding knowledge that will extend the role. All CPD will be managed discretely through the Development Committee (Principal and Vice Principals)
3. Whole School CPD will be directed by the Vice Principal (Quality and Curriculum) according to the over view of the skill set within the staff team or leadership direction.
4. Research grants can be given to faculty or graduates of ALRA and will be awarded three times a year, recorded on the institutional website and published in a v-log or zine for staff and students. The quality assurance and creative development of research is overseen by the Vice Principal (Quality and Curriculum).
5. Programme Level research is compulsory for all full time staff members at ALRA through the completion of the HEA fellowship/associate fellowship. New staff members will take part in the HEA accredited leadership in conservatoire settings course from February 2018 with the award of Fellow and/or Senior Fellow.
6. Currently our Moderator for the overall research, development and scholarship strategy is St. Mary's University moderator and the Trustees of ALRA who will receive an annual report and budget indicating the outcomes and impact.

7. ALRA measure the impact of their research and CPD upon two key areas, the creation of curriculum or policy and/or the impact on the experience of skill level of the students within the campuses.
8. Table to indicate eligibility:

Research Level	Eligible Staff/External	Financial Support Eligible per year
External	Principals, Vice Principals, Graduates, External Academics	3000
Institutional	Lead Tutors	variable
Department	Camera Tutors and Freelance Staff	variable

9. Table to indicate eligibility and support available for CPD.

CPD	Eligible Staff/External	Financial Support Eligible per year
Training in subject	Staff/External	2000
Training beyond subject	Staff	1000
Training with whole faculty impact	Staff/External	500
Training with whole student impact	Staff/External	500

#### Reference List

2016, Collins, D *The Continuum Model of Scholarship* Higher Education Academy