

ESMUC Action Plan 2023 – 2024

Autumn 2023

ESMUC ACTION PLAN 2023-2024

The ESMUC presents, for the fifth time, its annual action plan benefiting from the commitment with its students - to give them the development tools that should make them able to insert themselves into the sector by transforming it and improving it-, with its teaching staff-to accompany it to put itself at the service of this growth in the best conditions-, with the people who are professionals in accompaniment, administration and management-for give them the prominence that their work has in the achievement of the objectives - and with the musical, educational sector and society itself - which has a public higher education center at the service of its musical growth and vigilant in equity in the its access and the distribution of its results.

This academic year 23-24 poses four challenges that we will find coloring the five lines of action:

1. The beginning of the In.Tune university alliance of which the ESMUC is part together with the Paris Conservatory and the universities of Helsinki, Oslo, The Hague, Vienna, Bucharest and Belgrade.
2. The accreditation of the quality of the undergraduate studies and the Masters of classical and contemporary interpretation and Flamencology.
3. A new boost to digital transformation.
4. The design and planning of its territorial deployment in Terres de l'Ebre.

These four challenges drive the development of the ESMUC and put it to work with the rest of the members of In. Tune to jointly address the role of higher music centers in the construction of a contemporary society that must be socially just, democratic, feminist and sustainable where music and the arts discover the best contribution of each one in this transformation.

300 professionals and 990 students take the plunge!

ABBREVIATIONS USED (in alphabetical order)

A	Audiovisuals
B	Library-CRAI
CAI	Internal Evaluation Committee
CCDD	Teachers' Digital Competences Committee
CDI	Instrumental Departments Coordination
CDCPM	Coordination of Departments of Creation and Musical Thought
CiC	Department of Classical and Contemporary Music
CTM	Department of Music Creation and Theory
DG	General Management
ECM	Department of Cultural and Musical Studies
EMA	Department of Education and Artistic Mediation
IS	Computer Science and Systems
JFMMA	Department of Jazz, Flamenco, Modern and Roots Music
L	Logistics
MA	Department of Early Music
P	Production
PI	Instrument Cluster
Q	Semester
RH	Human Resources Management
RQI	Research, Quality Assurance and Innovation
SA	Academic Secretary's Office
SCRE	Cultural Services and Foreign Relations
SGAS	Subdirectorato General for Administration and Services
SGPOA	Subdirectorato General for Academic Planning and Planning
TGM	Department of Music Technology and Management

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LINE 1

In relation to the educational and civic environment: commitment to become a dynamic institution of the territory

Objective 1

Make the community feel that the ESMUC is a higher public center of musical education that puts at the same level the search for excellence and social commitment.

Action 1

Present the artistic projects of the ESMUC in the public facilities of the district, the city and the country.

Measures

M1	Cycle of concerts at the Museu Frederic Marès, with the participation of graduates of the ESMUC.	February-June 2024	P
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Participation in the regular programming of L'Auditori de Barcelona with the following activities:

M2	Concerts by the Barcelona Municipal Band: student participation in the Band's concerts.	February and March 2024	Cic
M3	Concert within the Festival Emergents Barcelona, Hall 3, L'Auditori.	February or March 2024	JFMMA
M4	Final Degree Concert specialising in composition and 22nd Joan Guinjoan International Prize for young composers, as part of the Sampler Series cycle, Sala 2, L'Auditori.	11/06/2024	CTM
M5	Modern Jazz Concert: <i>The third Stream</i> .	12/06/2024	JFMMA
M6	Concert by the ESMUC Big Band, in the cycle Sessions, Sala 2, L'Auditori.	13/06/2024	JFMMA
M7	<i>Gérard Grisey's acoustic spaces</i> , dins el cicle Sampler Series, Sala 1, L'Auditori.	18/06/2024	Cic

Participation in the regular programme of the Museu de la Música:

M8	<i>A coffee with old notes</i> .	Gener-juny 2024	MA
M9	Cycle <i>Musicians to play</i> . Student participation.	Gener-juny 2024	CDI
M10	Sessions Esmuc Júnior.	October 2023-June 2024	Cic

With the Palau de la Música Catalana:

M11	Grand Ensemble Symphony Orchestra and Franz Schubert Philharmonic.	26/05/2024	Cic
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Organization, in collaboration with the Basilica of Santa Maria del Pi:

M12	Cicle Vespres d'Antiga (6 concerts).	January-May 2024	MA
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Collaboration in the Music Cycle at the University of Barcelona:

M13	UB Christmas concert: participation of singing students as soloists (3 concerts). <i>Bruckner's Te Deum</i> .	December 2023	Cic
M14	Concert within the cycle of Concerts in the Paranymph of the Historical Building of the University of Barcelona.	18/01/2024	Cic

Objective 2

Show the music and cultural sector that the ESMUC contributes to responding, through music, to the challenges of contemporary society and to personal and citizen well-being.

Action 2

Organization of days of reflection.

Measurements

M15	II Conference on artistic research.	1st Q	ECM
M16	Open inaugural lecture and presentation of the VI ESMUC Award for High School Research Projects on music. Orchestra Hall.	25/10/2023	SCRE
M17	VI International Conference on Music and Neurology: Arts and Health.	10-12/11/2023	EMA
M18	Critical Pedagogies Seminar.	February-April 2024	EMA
M19	VIII Esmuc Piano Fòrum.	March 2024	Cic
M20	Conference ab Sentits.	14-16/3/2024	ECM
M21	Gender Sounds <i>Conference</i> . Seminars and round table.	2 at 3/05/2024	ECM
M22	Interdisciplinary workshop.	23/5/2024	CTM

M23	TECSMUC week.	25-29/6/2024	CTM
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Organization, collaboration or participation in various conferences and congresses:

M24	Study sessions of the instruments of the Cobla (JEIC) in collaboration with the Sardanist Confederation of Catalonia.	2Q	JFMMA
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Action 3

Organization of collaborations with the cultural, educational and associative environment.

Measurements

M25	Collaboration with Festival Mixtur: participation of students and teachers in different workshops and concerts.	5-15/10/2023	CiC, CTM
M26	Collaboration with the Catalan Association for Peace: project "Som constructores". Music Palestine II and Music of Kurdistan.	5/10/2023 i 21/11/2023	ECM
M27	Insertion of ESMUC students in the Musethica program: — Concert. Room 4, L'Auditori. 21/10/2023 — Concert. Room 4, L'Auditori. 17/02/2024		Cic
M28	Collaboration with the Institut del Teatre. Frank Zappa Memorial. Chamber groups.	12/12/2023	Cic
M29	Collaboration with Centre Artesà Tradicionàrius: — Concert of Roots Music Ensembles of the ESMUC. 21/12/2023 — Great set of Root. Direction: Carles Belda. Centre Artesà Tradicionàrius. 19/01/2024		JFMMA
M30	Collaboration with the Institut del Teatre: ESMUC students participate in the Musicals Workshop. <i>Pippin</i> , by Stephen Schwartz and first staging by <i>Bob Fosse</i> .	28/1/2024	JFMMA

M31	<p>Collaboration with the Goethe Institute:</p> <ul style="list-style-type: none"> — Realization of a <i>Lied Cycle</i> with the participation of singing students of the Degree and the Master in Higher Art Education of Advanced Studies in Interpretation: Lied, Spanish Song and Catalan Song "Victoria de los Ángeles". January-March 2024. — Realization of a <i>jazz cycle</i> with the participation of students of the Master in Higher Art Education of Advanced Studies in Interpretation and Musical Composition of Jazz and Modern Music "Barcelona Jazz Master". January-March 2024. — Concert with works by Padrós scheduled for Tuesday, March 19 within Tuesday Toca Esmuc: <i>Poemas de Fragua</i> with Jordi Massó and Christian Benning, other works to be decided and with student participation. — FemJam concert, in collaboration with Goethe Institute, Italian Institute of Culture and French Institute. 9/05/2023. 		CiC, JFMMA
M32	Collaboration in the Festival of Jam Sessions of Sant Vicenç dels Horts.	2n Q	JFMMA
M33	Collaboration with the Barcelona History Museum (MUHBA).	2n Q	ECM
M34	Collaboration in Jazz al Pati 2024 in Balaguer.	2n Q	JFMMA
M35	Organization of the IX ESMUC Bacallaureate Research Works Award for the best high school research work in Catalonia, in any music-related topic that has been presented during the academic year 2023-2024.	May 2024	RQI
M36	Participation in the project La Vall d'en Bach and in three concerts of the Bachcelona Festival.	27/04/2024 Juny-juliol 2024	MA MA, CiC, TGM/TS

Action 4

Organization of master classes and workshops.

Measurements

M37	Workshop on movement and breathing strategies for musical performance.	20/10/2023	EMA
M38	<i>Music with Gigi Johnson.</i>	24/11/2023	TGM
M39	Master class in collaboration with the Franz Schubert Association (Wolfgang Rieger, Lied).	6-10/12/2023	Cic
M40	Masterclass by Patricia Kopatchinskaja.	10-12/01/2024	Cic
M41	Masterful class in pedagogy.	24/01/2024	Cic
M42	Workshop on new theatrical and musical creation for children and young people.	1/02/2024	EMA
M43	Tari Bali: Balinese dance and gamelan.	6/02/2024	Cic

M44	Masterclass by Vincent David.	16 at 17/02/2024	EMA
M45	Kebyart Meets ESMUC-Ensemble Saxophones, Sala 4, L'Auditori.	18/02/2024	Cic
M46	Master class by Luciana Serra.	22/03/2024	CTM
M47	Masterful class by Lizzie Waisse.	22/04/2024	Cic
M48	We do Jazz master classes.	8/05/2024	ECM
M49	Collaboration with the Victoria de los Ángeles Foundation: master classes within the framework of the Life Victoria festival.	2n Q	Cic

Action 5

Teaching and learning activities in accordance with the values, interests and challenges of contemporary society.

Measures

Follow-up of the commitment to *the United Nations Sustainable Development Goals* (SDG 2030) in the planning of teaching and service activities. For the 2023-2024 academic year, the following measures are prioritized:

Equality:

M50	Projection of neglected repertoires and people invisible for reasons of gender or racialization.	1r i 2n Q	ECM
M51	Publicize the repertoire of women composers and women performers (publication of 2 articles in popular music or specialized magazines).	1r i 2n Q	ECM
M52	Introduce women performers (presence of women performers in 75% of ESMUC student concerts).	1r i 2n Q	CiC, JFMMA, AND
M53	Visibility of women in the public projection of the ESMUC (presence of women in 50% of the photographs and videos of dissemination of the school and 25% in the activities and public concerts organized).	1r i 2n Q	SCRE, JFMMA, MA i CiC
M54	Inclusion in teacher meetings of the awareness of lack of parity between students and teachers (inclusion in 2 general meetings of teachers).	1r i 2n Q	SGPOA
M55	Evaluation of the care of language, examples and personal relationships from a gender perspective in the evaluation processes of the institution (use in 100% of non-sexist language in paper and digital texts both dissemination and internal of the School).	1r i 2n Q	SGPOA, SGAS, SCRE, SA
M56	Strategies to guarantee the access of girls in masculinized specialties.	1st and 2nd Q	CiC, JFMMA, AND
M57	Acquisition of specialized bibliography on women, musicians and gender.	1r i 2n Q	B
M58	Mentoring of students and graduates of music schools and conservatories in order to encourage the incorporation of girls into male-dominated specialties.	2nd Q	QRI
M59	Prioritize the projection of women and music in the public information of the ESMUC so that it serves as a model and reference. Consolidate the spaces for the recognition of women and music in research platforms and their dissemination.	1st and 2nd Q	SCRE

Access to education:

M60	Acquisition of technological support equipment for online classes of Bachelor's and Master's degrees.	1st and 2nd Q	A, IS
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Reduced inequality:

M61	Consolidation of the Practicum of Pedagogy and the Master in Music therapy in centres with vulnerable environments (5 students).	2n Q	EMA
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Public-private cooperation:

M62	Constitution of new alliances with cultural institutions (signing of 2 new framework agreements).	2n Q	SCRE
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Sustainable consumption:

M63	Inclusion of environmental criteria in supply contracts (100% of supply contracts indicating the company's environmental certificates).	1r i 2n Q	L
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Objective 3

Musically dynamize the direct territorial environment of the School, promoting knowledge of the institution to the most distant groups.

Action 6

Opening of ESMUC activities to groups in the citizen environment with decisive actions that encourage participation.

Measures

M64	Tuesday touch ESMUC cycle: with specific dissemination to territorial groups. Orchestra Hall.	1r i 2n Q	CiC, JFMMA, MA, TGM/TS, CTM
M65	Wednesday ESMUC Jam: Wednesday at 7.30 p.m., Bar Llanterna (L'Auditori) with specific dissemination to professional and territorial groups.	1r i 2n Q	JFMMA
M66	Presentation of the book Lluís Vergés. Collaboration with Editorial Boileau. Victoria de los Ángeles Hall.	7/11/2023	JFMMA, B

M67	Music and movement jam session.	8/11/2023 22/02/2024 20/04/2023	EMA
M68	Music, movement and rhythm.	17/11/2023	EMA
M69	Baroque orchestra workshops. Orchestra Hall.	19/11/2023 17/12/2023 17/03/2024 21/04/2024	MA
M70	Saxos Ensemble Concert. Sala 4, L'Auditori.	23/11/2023	Cic
M71	Audition works by composition students, Orchestra Hall.	23/11/2023 14/12/2023 11/04/2024 25/04/2024	CTM
M72	Screening of final projects of the Master's Degree in Soundtrack Composition and Music for Audiovisual Media, Room 4, L'Auditori.	20/11/2023	CTM
M73	Linda May Han Oh & Big Band of ESMUC. Room 4, L'Auditori.	26/11/2023	JFMMA
M74	Concert by the Camerata Casals. <i>Symphony No. 40 "Jupiter"</i> , KV550. Room 2, L'Auditori.	1/12/2023	Cic
M75	Contemporary Ensemble s XX and XXI, Orchestra Hall.	5 to 14/12/2023 16/05/2024	Cic
M76	Big Band of Esmuc. Room 4, L'Auditori.	13/12/2024	JFMMA
M77	Marathon of Flamenco and Traditional combos. Room 4, L'Auditori.	17- 21/12/2023	JFMMA
M78	Combos marathon: Jazz, Flamenco and Traditional. Room 4, L'Auditori.	1r i 2n Q	JFMMA
M79	Multichannel audition. Orchestra Hall.	11/1/2024	CTM
M80	Great ensemble of Antigua. Room 3, L'Auditori.	15/01/2024	MA
M81	<i>Opera bottega: Babel 46</i> , by Xavier Montsalvatge. — Path 4. 18/01/2024 — Sarrià Theatre. Date to be determined.		Cic
M82	Gran Conjunto Esmuc Jazz Project. Room 3, L'Auditori.	17/01/2024	JFMMA
M83	Great Symphonic Ensemble. Bruckner, <i>Symphony No. 8</i> , 2nd version, 200 years. Room 1, L'Auditori.	25/01/2024	Cic
M84	Great ensemble of Cobla. Casino L'Aliança del Poblenou.	29/01/2024	Cic
M85	Great ensemble of the Band. Works by John and Richard Lamote de Grignon. Director: Salvador Brotons. Room 1, L'Auditori.	31/01/2024	Cic

M86	Old Concert. Círculo del Liceo.	9/05/2024	BUT
M87	Great Big Band Ensemble. Room 2, L'Auditori.	13/05/2024	JFMMA
M88	Opera Small Format. Room 4, L'Auditori.	27- 31/05/2024	Cic
M89	Gran Conjunto de Flamenco, Sala 4, L'Auditori.	7/06/2024	JFMMA
M90	Large Cobla Ensemble, Hall 2, L'Auditori. Director: Bernat Castillejo.	10/06/2024	Cic
M91	Multichannel audition. Orchestra Hall.	11/1/2024	CTM

LINE 2

In relation to the music education system: opening our eyes to all the centres in the country

Objective 4

Move towards a coherent and integrated system of music and arts education throughout the country.

Action 7

Networking with professional degree centres (CCGP) and music schools with high intensity programmes (EEMAI).

Measures

M92	Organization of the training of level B2 of digital teaching skills of the teachers of music schools and public conservatories together with the teachers of the ESMUC.	1st Q	CDCPM
M93	Dissemination of the possibilities of Baroque music.	2n Q	MA
M94	Organization of concerts for students of piano and other instruments in the conservatories of Catalonia.	2nd Q	CDI
M95	Presentation of the territorial deployment of the ESMUC in the Terres de l'Ebre.	2nd Q	SUN

Action 8

Networking with all centres in the music education ecosystem.

Measures

M96	ESMUC Júnior: pilot support programme for gifted students, teachers at their home centre and their families (Saturday mornings). (8 sessions).	October 2023- May 2024	Cic
M97	Seminar on critical pedagogies.	February-March 2024	EMA
M98	VIII Conference ESMUC Piano Forum.	25/02/2023	Cic
M99	I Forum for the teaching of music analysis.	21/10/2023	CTM

Objective 5

Design and strengthen stable bilateral relations between pre-university centres and ESMUC.

Action 9

Invitation to the teaching staff of the centers to know in depth the elaboration of the entrance exams, to attend various subjects of the specialty of Pedagogy: Didactics seminar, Didactics of instrument 2, Music and community and Polyphonic instruments in the classroom; and to receive continuous training.

Measures

M100	Teacher assistance (10 teachers).	2nd Q	EMA
M101	The teaching of string instruments.	2nd Q	Cic

LINE 3

In relation to the university system: contextualising and actively intervening in the current debate on the uniqueness of higher education schools

Objective 6

Contribute to the articulation of a higher education system (artistic) in Catalonia in accordance with the challenges posed by the European Higher Education Area and current university structures.

Action 10

Occupation of spaces that allow the influence and generation of evidence of being an institution with international quality standards typical of higher education.

Measures

M102	Integration into the first European Music Alliance, InTune.	1st and 2nd Q	DG
M103	Invitation to MusiQue to participate in the accreditation process together with the AQU.	1st Q	RQI
M104	Leadership of the Campus of the Arts Organisational and Interlocution Working Group.	1st and 2nd Q	DG
M105	Active participation in other groups on the Campus of the Arts and other forums for reflection.	1st and 2nd Q	SGOPA, RQI, ECM

Action 11

Actively collaborate with the Department of Education in order to guide public policies in the field of Higher Art Education.

Measures

M106	Defence of EAS students before the Ministry of Education and Vocational Training so that they can access the same scholarship system for university students.	1st and 2nd Q	DG
M107	Integration in the EAS working group of the DEGC.	1st and 2nd Q	DG

Objective 7

Consolidate the ESMUC's position in reference networks.

Action 12

Be part of the reference networks.

Measures

M108	Respect the Spanish Association of Higher Centres of Artistic Education (ACESEA): celebration of the annual meeting with the ESMUC.	1st Q	DG
M109	Regarding the Association Européenne des Conservatoires (AEC): presence of the ESMUC in the working groups Internacional, EPARM, WG5, Pop and Early Music.	2nd Q	DG
M110	ELIA Respect: participation in the artistic research forums and in the EDI (Equity, Diversity and Inclusion) working group. Celebration of the meeting of the EDI group at the ESMUC.	1st Q	DG
M111	Regarding International Benchmarking Group: participation in management meetings and research working groups, International, Digitalization and Data.	1st and 2nd Q	DG

Action 13

Establishment of collaboration agreements with higher education and university centres.

Measures

M112	Consolidation of collaboration with the Autonomous University of Barcelona (UAB) and the Polytechnic University of Catalonia (UPC) and film schools in the Master's Degree in Soundtrack Composition. And new agreement with the ERAM University School of the University of Girona.	1st and 2nd Q	CTM
M113	Reformulation of joint master's degree agreements with the University of Barcelona (UB) and the Autonomous University of Barcelona (UAB).	2nd Q	SGPOA, SCRE, AND

Objective 8

Put teaching, learning, research and knowledge transfer at the same level.

Action 14

Stimulus to the increase of doctoral professors.

Measure

M114	Preparation of a master's degree with the Institut del Teatre to train the teaching staff of the school to continue doctoral studies.	1st and 2nd Q	RQI
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Action 15

Disseminate the results of the research groups.

Measures

M115	Incorporation of practice-based research results in university relationship contexts.	1st and 2nd Q	RQI
M116	Dissemination of results of the ESMUC research group that is part of the System of Recognized Research Groups (AGAUR).	1st and 2nd Q	RQI
M117	Dissemination of results of the rest of the research groups.	1st and 2nd Q	RQI
M118	Dissemination of results of teaching staff integrated into other research groups of other institutions.	1st and 2nd Q	RQI

LINE 4

In relation to the professional ecosystem: the ESMUC, a factor of transformation

Objective 9

To make the sector aware of the diversity and excellence of the training, research, production and dissemination processes that accompany students during the training processes at the ESMUC.

Action 16

Linking research lines to the needs detected by institutions in professional sectors.

Measure

M119	Establishment of knowledge transfer agreements.	1st and 2nd Q	RQI
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Action 17

Support for the development of graduates.

Measures

M120	Follow-up of the agreement with the Institut Ramon Llull to support the internationalization of Catalan music through graduates.	1st and 2nd Q	DG
M121	Consolidation of the level of the pilot orchestra and choir with the integration of graduates and graduates.	1st and 2nd Q	CDI

Objective 10

Link ESMUC students to the professional sector of reference.

Action 18

Establishment of professional bridges and connections between graduates and the professional world.

Measures

M122	Alumni programming in stable collaborations in concert cycles of museums, civic centers, festivals and other institutions.	1st and 2nd Q	CDI, CDCPM, TGM, SCRE
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M123	Collaboration with the CCMA for the broadcast of concerts in the program "Diumenge, concert" of TV3 (5 concerts).	2nd Q	CDI, SCRE
M124	Creation of digital tools where <i>alumni</i> can consult job offers and other professional resources.	2nd Q	IS, SCRE

Action 19

Establishment of bridges between students and the professional sector.

Measure

M125	Invitation to <i>alumni</i> to share their professional development with students.	1st and 2nd Q	SCRE, TGM, DG
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Objective 11

Actively participate in policy design and decision-making processes that affect the professional music sector.

Action 20

Increase participation in forums and opinion and decision-making environment.

Measures

M126	Increased relationship with the National Council for Culture and the Arts (CONCA).	1st and 2nd Q	DG
M127	Active participation in the processes of reflection and commissions of the Catalan Academy of Music.		DG
M128	Increased relationship with the Department of Culture.		DG
M129	Increased relationship with the Department of Research and Universities.		DG

Objective 12

Respond to the training needs (initial and continuous) of the professional sector in the ESMUC's training offer.

Action 21

Programming of master classes, online courses, extension courses or summer courses, in coordination with the opportunities of the professional musical offer, open to students and professionals.

Measures

M130	Master classes offered to graduates of the <i>alumni database</i> and to 6th grade students from professional degree centers and music schools.	1st and 2nd Q	CDI, CDCPM, SCRE
M131	Music Education Forum in the XXI.	4-5/07/2024	EMA

Action 22

Use of internal training resources.

Measures

M132	Continuation of the offer of musical training for non-teaching staff (Choir and Musical Language).	1st and 2nd Q	RH
M133	Offer of body training to teaching and non-teaching staff.	2nd Q	RH

LINE 5

In relation to internal organization: guaranteeing the rights and participation of the educational community

Objective 13

Remove barriers to access for ESMUC students with economic scarcity.

Action 23

Articulation of the scholarship system.

Measures

M134	Reformulation and increase of the number of undergraduate and master's degree students awarded scholarships through private funds: Ana Riera and the Victoria dels Àngels Foundation (2 new grants).	1st and 2nd Q	SCRE
M135	Number of students with AIE Scholarships (Asociación de Artistas Intérpretes o Ejecutantes) (2 scholarships).	2nd Q	SCRE
M136	Social aid for families of students in vulnerable situations.	1st Q	SGAS

Objective 14

Normalize an organization that guarantees the development of a common and ambitious project.

Action 24

Strategic planning of structural needs.

Measures

M137	Territorial deployment of interpretation studies in Terres de l'Ebre.	2nd Q	SGPOA
M138	Completion of the workforce stabilization process in accordance with regulations.	2nd Q	SGAS
M139	Deployment of catalogue forecasts according to budget availability.	2nd Q	SGAS
M140	Update of the Equality Plan.	1st Q	RH

Action 25

Implementation of the continuous training plan of the staff, shared with the rest of the members of In. Tune, to maximize the development of their capacities and the generation of a cohesive institutional culture.

Measures

M141	The staff's continuing education plan emphasizes the following: <ul style="list-style-type: none">— Digital teaching skills.— English language skills.— Basic research.— Formalization of student guidance and evaluation processes.— Teaching relationship and teaching and learning strategies.— Management of teaching, research, planning, communication and leadership.— Maintenance techniques applied to musical instruments.	2nd Q	RH
		2nd Q	L

Action 26

Encourage continuous improvement.

Measures

M142	Implementation of teacher evaluation and its relationship with teaching promotion.	1st Q	RH
M143	Implementation of the evaluation of the productivity of non-teaching staff.	1st Q	RH
M144	Follow-up of the complaints, claims and suggestions handling system that incorporates anonymous reporting.	1st and 2nd Q	RQI

Objective 15

Incorporate shared planning, understood as the backbone of the school's strategy and actions.

Action 27

Strengthening the school's participatory spaces.

Measures

M145	Regular meeting spaces with representatives of each group (ESMUC Student Association (ASSAE), Feminist Collective, Health and Safety Committee, etc.).	1st and 2nd Q	DG
M146	Incentive for the integration of students in the Student Council of In. Tune.	1st and 2nd Q	DG

M147	Generation of spaces for the responsibility of students. Start on Tuesday it's ESMUC and 8M.	1st and 2nd Q	DG, TGM
M148	Generation of the coordination space of the Alliance so that the entire organization feels like a member.	1st and 2nd Q	DG
M149	Conclusion of the Equality Plan with the participation of all sectors.	1st Q	HR

Objective 16

Improve the efficiency of organizational processes.

Action 28

Review of work organization processes.

Measures

M150	Diagnosis of workflows.	1st Q	ESMS
M151	Incorporation of In.Tune responsibilities throughout the structure.	1st 2nd Q	DG
M152	Modernization of the tools to guarantee an integrated articulation of the entire management process of the teaching activity of the ESMUC.	2nd Q	IS, SGAS
M153	Development of the Intranet (teaching staff, students and administrative and service staff) for a better integration of the services offered to the ESMUC community.	2nd Q	SCRE, IS
M154	Review of the results of the Internal Communication Plan.	2nd Q	SCRE
M155	Drafting of the Digitalization Plan increase accessibility, optimize management and update forms of teaching and learning.	1st and 2nd Q	DG

Objective 17

Integrate evaluation as a fundamental element for continuous improvement.

Action 29

Deployment of proposals for improvement of each evaluated process.

Measures

M156	Consolidation of the Evaluation Committee as a tool for constant review of processes from the different perspectives it integrates.	1st Q	RQI
M157	Evaluation process of the Bachelor's and Master's Degree Final Project: Preliminary Projects and Works.	1st and 2nd Q	RQI
M158	Establishment of a specific incentive to increase responses to surveys on master's degree studies.	1st and 2nd Q	RQI
M159	Implementation of tutoring surveys.	1st and 2nd Q	RQI

M160	Implementation of practice surveys.	1st and 2nd Q	RQI
M161	Implementation of the student survey about the infrastructure of the center.	1r i 2n Q	RQI

Objective 18

Encourage the use of Catalan as a language of teaching and research.

Action 30

Deployment of the commitment to the use of Catalan.

Measures

M162	Application of the ESMUC Language Policy Plan.	2n Q	SGPOA
M163	Integration of Catalan as a language for the subtitling of shared educational processes in In.Tune.	2n Q	SGPOA
M164	Consolidation of the offer of Catalan courses for guest lecturers, exchange students and students from outside Catalonia.	2n Q	SGPOA
M165	Promotion of the use of the Parla.cat platform.	1r i 2n Q	SGPOA
M166	Teacher training in basic Catalan.	1r i 2n Q	SGPOA

