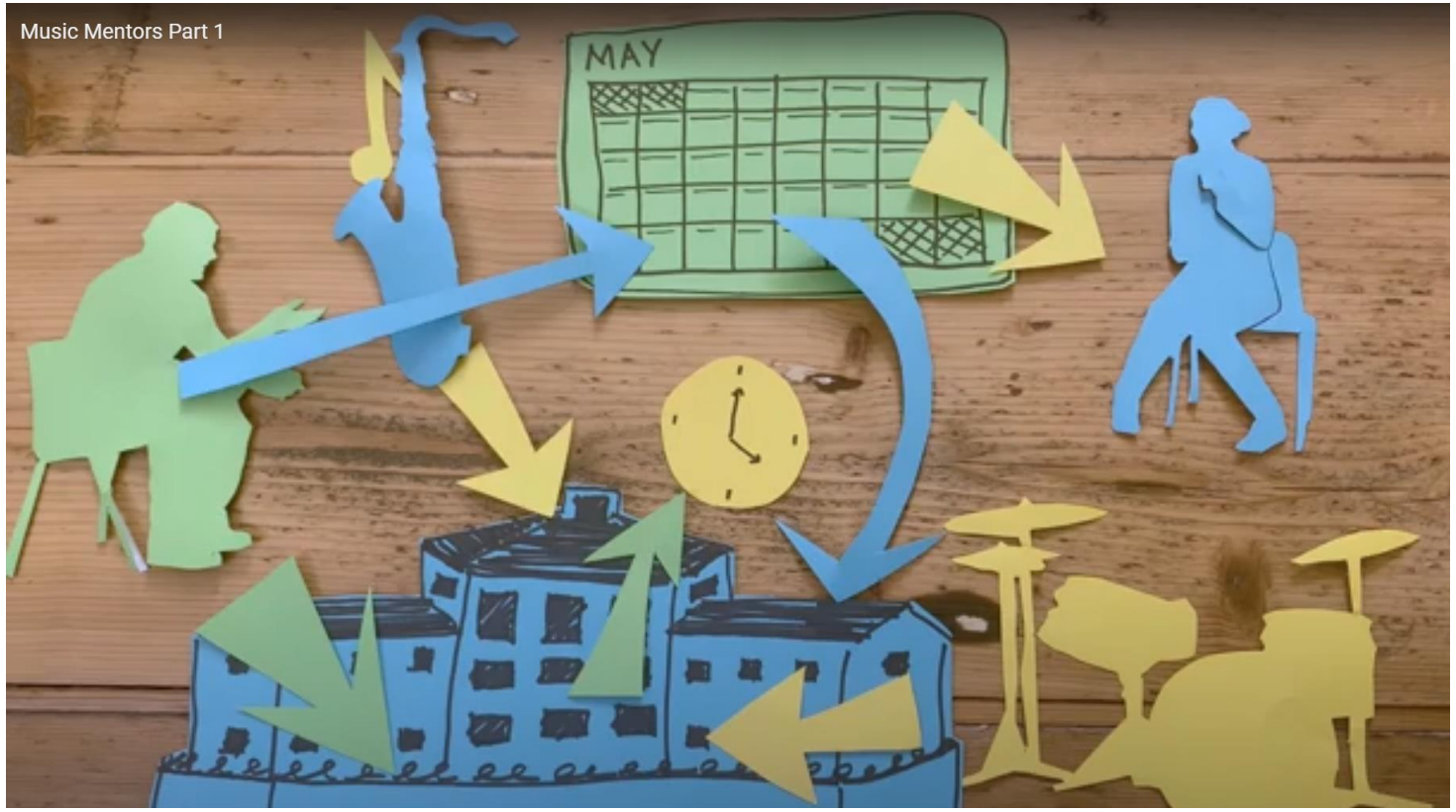
Music Mentors

HOW TO CREATE CHANGE:
TESTING YOUR IDEAS WITH DATA

Music mentors part 1: theory of change



https://www.youtube.com/watch?v=1LvYGK06Lf8

Theory of change

Activities	Short term outcomes	Medium term outcomes	Long term outcomes	Impact
Attending music sessions	Belonging to a group with shared experience	Greater feeling of affirmation & value	Increased feeling self-worth	People lead a positive and meaningful life
Building a relationship with a mentor	Comfortable making mistakes	Greater belief in ability to achieve	Greater determination to succeed	Reduced re-offending
Setting goals	Opportunity to form new friendships	Improved ability to work with others	Increased sense of hope	
Composing music/ songs	Opportunity to self-reflect, understand & express self	Improved self-discipline	Development of positive identity away from that of an offender	
Recording/performing/ achieving certificates	Opportunity to learn from a role model	Improved musical skills		

Types of outcomes

Type	Describes changes in people's….
Knowledge	….understanding and awareness
Attitude	….beliefs, values, thoughts, feelings, motivations
Behaviour	….actions, conduct, habits, participation, engagement
Skills	….practical, educational, interpersonal, emotional
Condition	….personal state, situation, circumstances
Opportunity	….availability of appropriate programmes, accessibility, inclusion

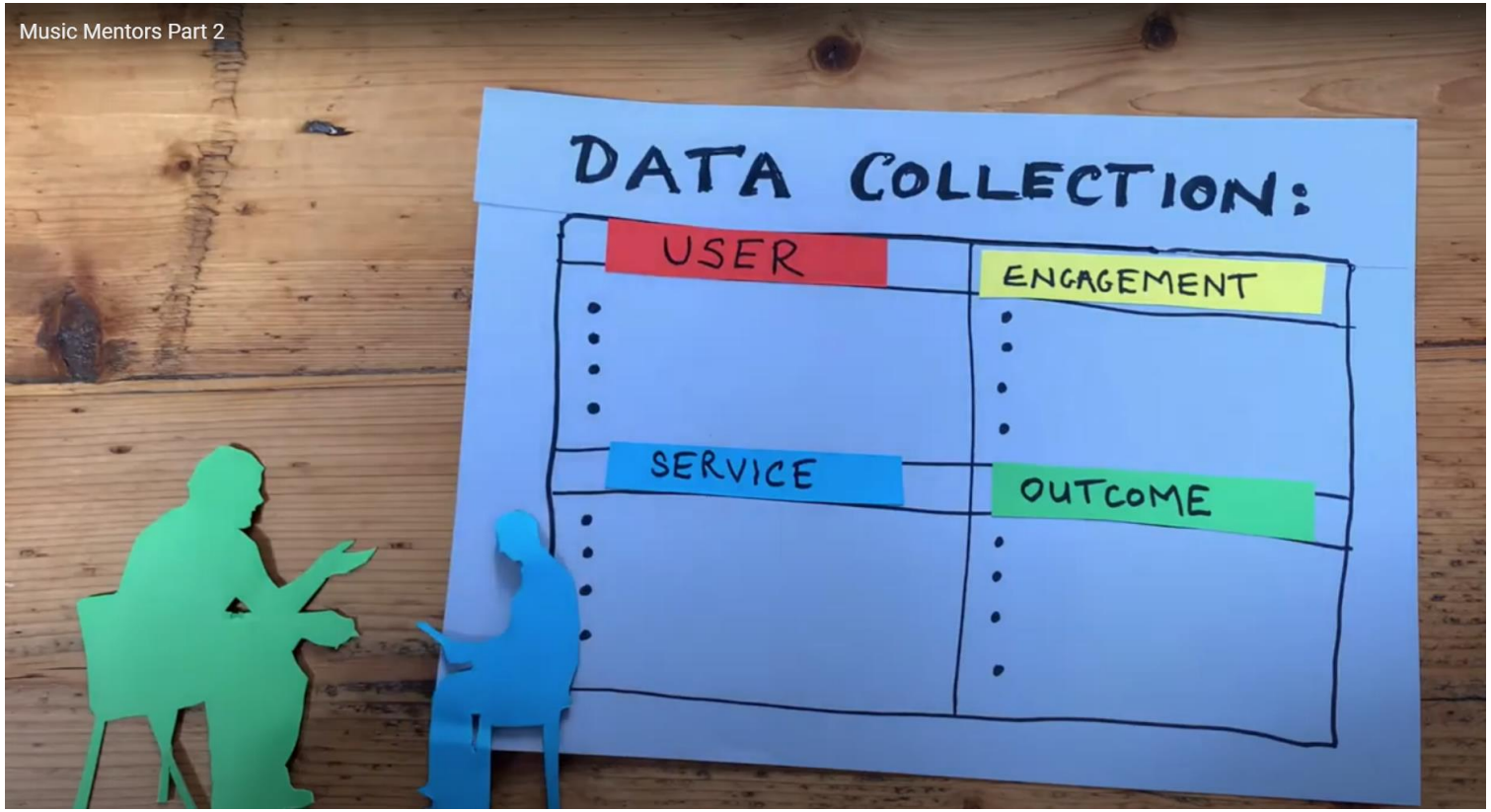
Simple & specific

Improved physical health and mental wellbeing	• Which one are you focussed on? • Which one are you having a direct influence on? • Does one logically come before the other in your service?
Children & young people have better outcomes	• What does this mean? • Articulate your outcomes rather than assuming people know what you mean • If you don't know what you mean, how will you measure success?
Residents engaged in mutually beneficial communal projects are more likely to value their positive stake in society	• Use real language • Your business is people so explain things in a way that people understand • Change your language to suit your audience

Theory of change

Activities	Short term outcomes	Medium term outcomes	Long term outcomes	Impact

Music Mentors Part 2: types of data



https://www.youtube.com/watch?v=Aoqi9GqykwY

Types of important data

User data
Asks: demographics, characteristics, reason for coming to service
Establishes: your target audience, who you are serving

Engagement data
Asks: how people engage, frequency, why they stop
Establishes: the extent to which people use your services and how

Service data
Asks: what they liked / didn't like, why, what they would change, what is special.
Establishes: whether your service is working in the way you intended

Outcome data
Asks: what has changed as a result of using the service, what have people gained
Establishes: short-term and long-term impact on people's lives

What and why do we want to know?

User data

Length of sentence

Prison behaviour record

Ethnicity

Age

Engagement data

How many sessions were run?

How many attended each session?

How many were new / repeat attendees?

How many musicians attended each session?

Service data

What instruments were available?

What was good about the session?

What could be improved?

How easily could people access the session?

Outcome data

Did people start working better together?

Did it give space to explore issues/ideas?

How did behaviour change over the sessions?

Did people build a relationship with a mentor?

Has attitude changed towards self/future?

Your organisation

User data	Engagement data

Service data	Outcome data

Music Mentors part 3: evaluating using ToC and data

https://www.youtube.com/watch?v=Au66Zd-m5jw

How could you use data to explore some of your outcomes?

- E.g. to find out whether your gut feeling is right
- E.g. to explore whether your service is working in the way you intended
- E.g. to investigate things you didn't expect

"We thought that making mistakes was an important skill to learn before gaining belief in oneself"

"We realised that we were having an impact on physical health as well as mental health and that we should capture that"

"We wondered whether women weren't attending because of the location of the session"

"We think older people might not be able to access our services online now that we've closed our centre due to covid"