

Strategic Arts Plan 2020-2022 HLPUSD

Focus Area 1: Provide equitable, high quality arts education for all P-12 students.

GOAL: Identify content and curricular models in arts integration.

Strategies	Implementation Tasks	Budgetary Implications	Person Responsible	Measureable Outcome
1. Visual and Performing Arts Teachers on Special Assignment (VAPA TOSAs) conduct and share research and best practices.	Investigate and develop instructional strategies and model lessons to show how the arts are best integrated across content areas	VAPA TOSAs Salaries	Director of Curriculum, Instruction, and Assessment (CIA), VAPA TOSAs	Student work will demonstrate evidence of arts integration instruction across the district, grade levels and content areas.
2. VAPA TOSAs and Director of CIA participate in training in integrating the arts and Social Emotional Learning (SEL) across the curriculum.	Technology-Enhanced Arts Learning (TEAL), Teaching English Learners through the Arts (TELA), Arts Ed Collective, Creativity in the Classroom Los Angeles County Office of Education (LACOE), Creativity in the Classroom Inner-City Arts (ICA), Activate, Los Angeles County Museum of Art (LACMA) Evenings for educators, Courageous Creativity	VAPA TOSAs Salaries, Director of Curriculum Salary	Director of Curriculum, Instruction, and Assessment (CIA), VAPA TOSAs	Hacienda La Puente Unified School District (HLPUSD) aligned training to deliver new strategies and learning experiences through district Professional Development (PD) models.
3. Equitable Access for all students P-12.	Each school site will implement their VAPA plan that ensures equitable access to integrated arts at all grade levels across the curriculum.	0	Assistant Superintendent of CIA, Director of CIA, Site Administrators and Site Leadership, VAPA TOSAs	A published VAPA plan for each school site will be kept on file at each site and in the CIA office.
4. Arts integration, including SEL, will enhance Student Achievement and Student Engagement.	TOSAs and Directors will provide PD and coaching in arts integration and SEL to ensure school sites are supported in implementation	TOSA and Director Salaries	Directors, Site Administrators, TOSAs, Teachers	Quality student samples created from integrated lessons incorporated into teacher unit plans.
5. Support and expansion of VAPA Labs at pilot schools who have volunteered to implement them.	Provide environmental and instructional support to ensure teachers and students are supported during implementation.	VAPA TOSAs Salaries, Site Allocation per Site VAPA Plan	Director of CIA, VAPA TOSAs, Site Administrator, Teachers	Site lab schedules, lessons, supplies, and evidence in the form of student artwork and/or performances.
6. Enrich and broaden local and online arts learning experiences outside of the classroom with access to field trips, conferences, competitions, concerts through in physically and via online resources.	Provide a list to schools of field trips, conferences, competitions, concerts, and distance/online arts opportunities across Los Angeles County.	VAPA TOSAs Salaries	Director of CIA, VAPA TOSAs	Equitable access for all students to off-site and distance/online arts experiences.

GOAL: Identify content and curricular models in Discrete Arts Education (DAE - arts classes that are focused on deeper content knowledge and skills within an art discipline) that engage students in creative exploration and inquiry.

Strategies	Implementation Tasks	Budgetary Implications	Person Responsible	Measureable Outcome
7. VAPA TOSAs conduct and share research, best practices, online educational resources (OER), in addition to bringing in specialists.	Bring arts discipline specialists in to model instructional strategies and lessons in HLPUSD PD models, OER, Professional Learning Community (PLC) and staff meetings.	VAPA TOSAs Salaries	VAPA TOSAs, Site Administrators	VAPA teachers apply new strategies with fidelity.
8. DAE for all students that connects to real world applications, and students create locally to share globally.	Develop and foster partnerships with cultural arts organizations to deliver DAE content to P-6. With a future goal of 3 discipline specific (dance, theater, visual art) residencies in middle schools.	VAPA TOSAs Salaries	Director of CIA, VAPA TOSAs, Partner Organizations	Robust DAE for all P-8 students that accelerates engagement and achievement and contributes to higher attendance rates.
9. DAE will enhance Student Achievement and Student Engagement.	District Curriculum Committees will develop consistency in course descriptions districtwide. Secure University of California (UC) and California State University (CSU) approval for all new high school arts courses (F requirement). Build level appropriate arts classes within the master schedule.	VAPA TOSAs Salaries	Director of Elementary, Director of High Schools, Director of CIA, VAPA TOSAs, Site Administrators, VAPA Teachers, (District VAPA Curriculum Committee)	Fidelity in course content and an HLPUSD VAPA course guide.
10. Enrich and broaden DAE learning experiences outside of the classroom.	Provide a list to schools of field trips, conferences, competitions, concerts and OER arts opportunities across Los Angeles County.	VAPA TOSAs Salaries	Director of CIA, VAPA TOSAs	Equitable access for all students to off-site arts experiences that lead to Career Technical Education (CTE) pathways in the arts.

Focus Area 2: Professional Development

GOAL: Provide professional development to P-12 teachers and administrators in the Arts that include societal, cultural, and historical context to deepen understanding for all students.

Strategies	Implementation Tasks	Budgetary Implications	Person Responsible	Measureable Outcome
1. P-12 PD Aligned to District Instructional Goals and Strategic Arts Plan with Pull-Out, Push-In, Distance Learning (DL) and OER models based on needs of teachers and students.	Plan and lead PD based on latest research and best practices for elementary teachers, arts discipline teachers (Dance, Media Arts, Music, Theater, and Visual Arts), content area teachers, and administrators.	VAPA TOSAs Salaries and PD Calendar Budget	Director of CIA, VAPA TOSAs	Teachers Post-PD Input Surveys will indicate the connections and needs. Student work observed in instructional walks will demonstrate the level of implementation.
2. All Teachers, P-12, plan and implement arts integration, DL, OER and SEL into lessons.	Provide time for teachers to plan and meet with VAPA TOSAs for arts integration and SEL coaching.	VAPA TOSAs Salaries and PD Calendar Budget and Push-In PD Model	Director of CIA, Site Administrators, VAPA TOSAs	Student work observed in the classrooms will demonstrate student understanding of the academic language of the arts and integrated content.
3. Build capacity through school-based arts and SEL PD (P-3) which is aligned to the LCAP, District Arts Plan and School VAPA Plans.	Schools bring in District TOSAs and community partners for PD aligned to district and school plans.	VAPA TOSAs Salaries and Push-In PD Model	Site Administrators and School Leadership Team, VAPA TOSAs	Established community partnerships and teachers developed arts integrated lessons/units.
4. Expand opportunities for content specific professional growth for 6-12 VAPA teachers.	2. All Teachers, P-12, plan and implement arts integration, DL, OER and SEL into lessons.	PD Calendar Budget and Site Allocation per Site VAPA Plan	Director of CIA, Site Administrator, VAPA Teachers, VAPA TOSAs	Increased retention of arts students in arts courses across grade levels and school sites that builds to CTE Pathways.
Focus Area 3: Program Administration and Personnel				
GOAL: Hire highly qualified arts educators				
Strategies	Implementation Tasks	Budgetary Implications	Person Responsible	Measureable Outcome
1. Director of CIA and VAPA TOSAs work with administrators and teachers to ensure equitable access to high-quality arts instruction districtwide.	Scheduling DL, OER, and push-in PD's aligned to school site VAPA plans and Strategic Arts Plan. Modeling and demonstrating comprehensive implementation of quality arts instruction	VAPA TOSAs Salaries	Site Administrators, Director of CIA, District TOSAs	Instructional walks report teacher and student participation in classrooms. Increased school/student participation at the District Art Showcase, District Music Festival, District Dance Festivals, District Theater Festival, and Open House. Increase in the number of VAPA events specific to each school site.
2. Highly qualified VAPA TOSAs support the districtwide Arts Plan, School VAPA Plans, and districtwide arts program.	VAPA TOSAs provide PD and collaborative opportunities in the arts, and will update administrators with the most current resources, information, and PD opportunities for arts staff and teachers.	VAPA TOSAs Salaries	VAPA TOSAs	VAPA TOSAs serve all school sites through various PD models, OER, a bank of VAPA resources, and the implementation of model lessons.
3. Give priority to hiring new middle and high school teachers that have a credential in visual and performing arts.	Human Resources (HR) works with site administrators to hire highly qualified VAPA Teachers	Teacher Salaries	School Board and HR	A net increase in credentialed art positions and courses.
4. VAPA TOSAs vet outside providers to ensure that their practices and curriculum align with district and school instructional goals.	Create a list and establish cooperative relationships with outside providers, county, and state partners while researching best practices.	VAPA TOSAs Salaries	VAPA TOSAs	A vetted list of local and county partnerships and providers that school sites can utilize.
GOAL: Develop and implement an arts assessment tool for school sites.				
5. Develop tool (ie survey) to assess quality DAE implementation.	Research current tools that are available and create one that is specific to HLPUSD goals.	VAPA TOSAs Salaries	VAPA TOSAs	The data provided by the results of the tool will inform next steps.
6. Develop tool to ensure the construction of balanced arts integration.	Develop a rubric that assesses the key components of equitable standards-based arts integration.	VAPA TOSAs Salaries	VAPA TOSAs	Results of the developed tool will create a baseline its first year to assess how arts programs and arts integration are growing.
7. Evaluate strategic arts plan on a yearly basis.	Monitor and report achievements and needs to stakeholders through an arts summary.	VAPA TOSAs Salaries, Director of CIA	Director of CIA, VAPA TOSAs	Data report reflecting progress in meeting Focus Area Goals and student access to the arts.
GOAL: Implement tools for assessing student achievement in the Arts.				
8. Develop and implement student performance tasks and assessment tools that demonstrate mastery of standards for each grade level and arts discipline.	Research best practices, rubrics and performance tasks for assessing student work. Give teachers time to collaborate and calibrate across school sites.	VAPA TOSAs Salaries, Teacher Salaries	Director of CIA, VAPA TOSAs, School Site Administrators and School Site Leadership	A central bank of rubrics, performance tasks, assessment tools, and exemplars that is kept current with student and teacher artifacts. PDs allowing for collaboration time between teachers and sites.
9. Collect and evaluate longitudinal student data on achievement in DAE and integrated classrooms.	Collecting year-to-year state and district assessment data on attendance, suspensions, extracurricular involvement, academic achievement, and college acceptance.	VAPA TOSAs Salaries and Site Admin and Site Counselor Salaries	Director of CIA, VAPA TOSAs, VAPA Teachers, School Site Administrators and site counselors	Year-to-year data reports encompassing arts students achievement on SBAC, student retention, and post-secondary careers.
Focus Area 4: Partnerships and Collaborations				
GOAL: Develop and cultivate partnerships with foundations, community and civic groups, businesses, corporations, universities, and colleges.				
Strategies	Implementation Tasks	Budgetary Implications	Person Responsible	Measureable Outcome

1. Research arts organizations for their educational and artistic outreach programs and maintain relationships with existing partners.	Develop, maintain, and foster relationships that will support implementation of the VAPA plan and increase student achievement. Collaborate with a community arts partner to establish an Arts Residency that will deliver discrete arts instruction TK-6, including SEL.	Directors, TOSAs, Site Administrators' Salaries	Directors, TOSAs, SFS, Equity and Access, CIA, and site administrators	A catalog of approved arts partners for school and teacher access.		
2. Sustain and replicate successful arts programs, with future goal to increase the number of programs to reach more students.	Track successful implementation of programs through modeling and observations, and deliver PD based upon those programs.	VAPA TOSAs Salaries, VAPA Teacher Salaries, Administrator Salaries	Site Administrators, Guidance Counselors, Director of CIA, VAPA TOSAs	Art programs with high rates of student achievement and attendance, and CTE pathway placement are increased across district. An established arts residency program for discrete arts instruction.		
3. Forge relationships with local media to promote partnerships and advertise district activities.	Continue to meet and develop press relations and identify programs that generate press for HLPUSD	District Office Superintendent, District Administrators	Superintendent, Director of CIA, VAPA TOSAs	A collection of media recognition in print and electronic form (i.e. district journal, PPTs, news clippings, etc.)		
4. Plan meetings with city officials and industry leaders to establish relationships of mutual support.	Create a schedule to meet with officials and leaders, and invite them to VAPA events. VAPA TOSA attend and deliver arts education updates, announcements of special events and the progress of the VAPA Vision at city council meetings.	District Office Superintendent, District Administrators	Superintendent, Director of CIA, VAPA TOSAs	A published schedule of meetings with elected officials and leaders.		
5. Reach out to post-secondary educational institutions and private sector partners to bring new arts programs to HLPUSD.	Partner with outside performance groups, college graduates to mentor/intern, careers, guest speakers, and sponsorships. Connect with High School Counselors on CTE pathways and higher ed opportunities. Tutoring program w/ local college arts departments.	VAPA TOSAs Salaries, VAPA Teacher Salaries, Administrator Salaries	Site Administrators, Director of CIA, VAPA TOSAs, HS Executive Director	CTE and collegiate partnerships at high school sites.		
6. Research grant opportunities to acquire funding for VAPA field trips that will deepen student learning and connections to the arts.	Identify and apply for grants that are key to supporting the VAPA Vision.	VAPA TOSAs Salaries, VAPA Teacher Salaries, Administrator Salaries	Site Administrators, Executive Directors of ES and HS, Director of CIA, VAPA TOSAs	Current grants maintained and increase grant support to supplement arts instruction and professional development.		
Focus Area 5: Parents & Community						
GOAL: Provide robust arts curriculum and programming that results in high quality showcases and performances to highlight artistic/academic achievement, empower students and engage families and community.						
Strategies	Implementation Tasks	Budgetary Implications	Person Responsible	Measureable Outcome		
1. Communicate arts activities and programs with parents and community through in person and online methods.	Maximize use of current outreach platforms to communicate art events to stakeholders (i.e. school newsletters, VAPA webpage, festivals, school messenger, etc.).	VAPA TOSAs Salaries, VAPA Teacher Salaries, Administrator Salaries	Site Administrators, Executive Directors of ES and HS, Director of CIA, VAPA TOSAs	Consistent monthly outreach through web, school messenger, and newsletters as tracked by school sites and VAPA TOSAs.		
2. Continue to develop parent education programs for VAPA, including an SEL component.	Provide VAPA education, SEL, and engagement activities at district and school site parent meetings (i.e. District Learner Advisory Committee (DLAC), English Learner Advisory Committee (ELAC), School Site Council (SSC), etc.).	VAPA TOSAs Salaries, VAPA Teacher Salaries, Administrator Salaries	Site Administrators, Director of CIA, VAPA TOSAs	Advanced parent involvement in current events, and a schedule created for quarterly parent meeting contact.		
3. Continue with annual districtwide collaborative HLPUSD Visual and Performing Arts Showcases and Festivals to celebrate, promote, and fundraise for continued programming.	Promote the events districtwide and coordinate with VAPA teachers and elementary teachers to create an equitable collaborative arts experience for all students.	VAPA TOSAs Salaries, ES and VAPA Teacher Salaries, Administrator Salaries	ES Teachers and MS/HS VAPA Teachers, Director of CIA, VAPA TOSAs	Increased grant and district funding and increased student participation, expression, and mastery in the arts.		
Focus Area 6: Resources and Facilities						
GOAL: Provide needed resources and facilities in support of the Arts Education Plan						
Strategies	Implementation Tasks	Budgetary Implications	Person Responsible	Measureable Outcome		
1. Identify the facilities at each school site, districtwide, and in the community, for the arts.	1. Document the identified facilities along with their capacity to accommodate arts learning and presentation.	Site Administrators, Teachers, and VAPA TOSAs Salaries, Bond Oversight Committee (BOC) to plan for upgrading of VAPA learning spaces.	Director of CIA, VAPA TOSAs, Site Administrators and Teachers., and BOC Committee	A central document of district facility needs, and available spaces for program access.		
2. Identify the resources (tools, instructional materials, curriculum, and technology) needed at each school site.	2. Create and document the needs assessment for each site and discipline to implement the arts. Develop a master list of resources and facilities and disseminate to the school sites.	Site Administrators, Teachers, and VAPA TOSAs Salaries. Costs for instructional materials, curriculum, and technology.	Director of CIA, VAPA TOSAs, Site Administrators and Teachers	A master list of site specific current and requested resources.		
Focus Area 7: Funding						

GOAL: Provide funding as needed to support the Strategic Arts Plan				
Strategies	Implementation Tasks	Budgetary Implications	Person Responsible	Measureable Outcome
1. Conduct assessment of funding needs.	1. Review data from surveys and site specific resource and needs requests for implementing the arts.	VAPA TOSAs Salaries	Director of CIA, VAPA TOSAs	Data driven needs identified.
2. Continue to investigate funding streams that will support school site VAPA Plans	2. VAPA TOSAs continue to support the revision and implementation of the school VAPA Plans.	Site Administrators, VAPA TOSAs Salaries	Site Administrators, Director of CIA, VAPA TOSAs	A list of funding streams to support school site VAPA plans.
3. TEAL Grant: Visual Arts, Dance, Theater, General Music	VAPA TOSAs will coach site teachers as they implement arts integration. VAPA TOSAs and TEAL Coaches will attend TEAL PD in each discipline module.	\$1,500 from LACOE TEAL in 2019-20. From SCALE UP, we received \$16,551 for attendance at Scale UP PD with MTSS Team, equipment and materials to use in PDs	Director of CIA, VAPA TOSAs, TEAL Coaches	A master list of TEAL trained teachers and a schedule for coaching to continue to build capacity in the arts across the district. SCALE UP Bookcase of resources for HLPUSD.
4. Curriculum Director and VAPA TOSAs to collaborate on VAPA grants to support the Arts Education Plan.	4. Write grants for short and long-term projects or special projects. Develop specific, written, public guidelines for how funds can be spent. Align strategic arts plan and school site VAPA plans with Local Control and Accountability Plan (LCAP), continue to apply each year for the Arts Ed Collective Advancement Grant.	Director of Curriculum Salary, VAPA TOSAs Salaries	Associate Superintendent of Business, Assistant Superintendent of Instruction, Director of Purchasing, Director of CIA, VAPA TOSAs	Identified grants written, submitted and rewarded.
5. Develop HLPUSD Arts campaign to identify donors to support annual events.	Scheduling DL, OER, and push-in PD's aligned to school site VAPA plans and Strategic Arts Plan. Modeling and demonstrating comprehensive implementation of quality arts instruction	Director of Curriculum Salary, VAPA TOSAs Salaries	Associate Superintendent of Business, Assistant Superintendent of Instruction, Director of Purchasing, Director of CIA, VAPA TOSAs	A defined capital need amount and communication plan with a list of current or potential donors.
6. TELA (Teaching English Learners through the Arts)	VAPA TOSAs and Site TELA Coaches will coach site teachers as they implement arts integration. VAPA TOSAs and TELA Coaches will attend TELA PD with TELA Schools.	Director of Curriculum Salary, VAPA TOSAs Salaries, TELA Principals and TELA teachers. \$25,000 per year from 2018-2022, and in 2017 we received \$12,500.	Associate Superintendent of Business, Assistant Superintendent of Instruction, Director of Purchasing, Director of CIA, VAPA TOSAs	Deliverables for TELA, lessons that TELA teachers implement for students in the classroom, mural at each TELA school