



Paramount Unified School District Arts Plan 2023-2027

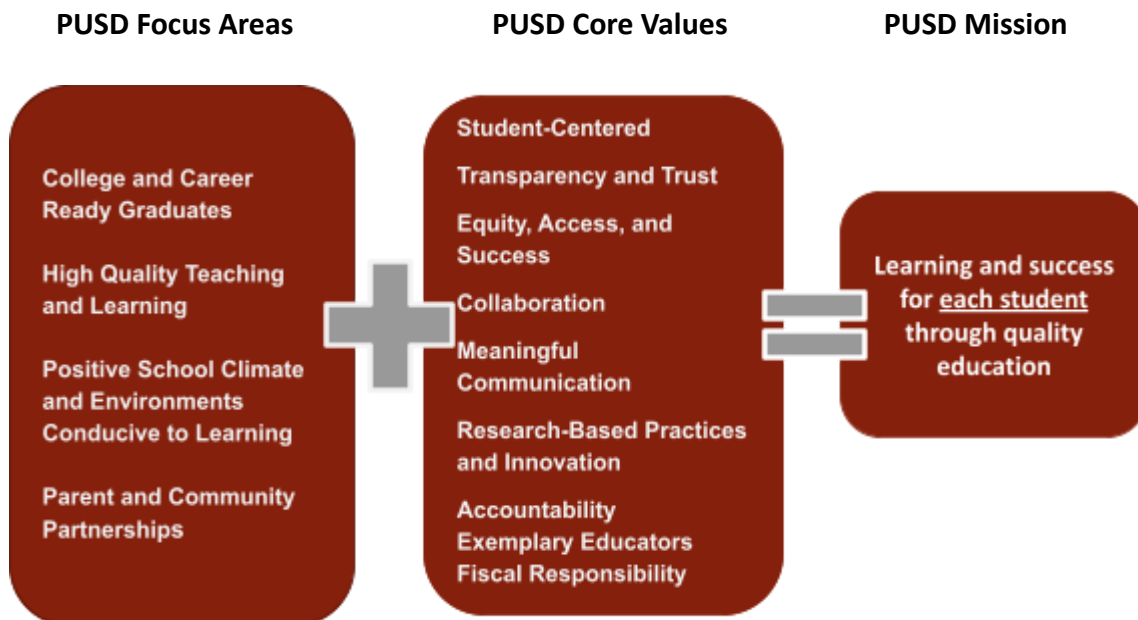
In 2002, the Los Angeles County Board of Supervisors established the Arts Education Collective to align efforts across the region with the ambitious goal that LA County's 1.5 million public school students receive a well-rounded education that includes the arts. The Los Angeles County Department of Arts and Culture works in partnership with the Los Angeles County Office of Education (LACOE), providing administrative and strategic support along with curriculum and instructional services for educators throughout LA County; for more information, visit LACountyArtsEdCollective.org. In 2022, a group of stakeholders from Paramount Unified School District formed a planning team to create a district-wide Strategic Arts Plan. Through coaching from Arts Ed Collective Strategy, Heather Heslup and Sandy Seufert supported the PUSD Arts Committee as they developed the 2023-2027 Paramount Unified School District Arts Plan.

District Overview

More than two years after the COVID-19 virus was first detected, the pandemic continued to affect every aspect of TK-12 education. The direct and indirect repercussions of the outbreak, distance learning, and navigating ever-changing pandemic guidelines have been sharply felt in the education world where astonishingly, the 2021-22 school year was more arduous and complicated than the surreal school closures of the previous year. Despite these challenges, the teachers, students, and families of the Paramount Unified School District - and indeed, the country - have endured, adapted, persevered, and in some cases, even thrived.

The arts were among the most severely impacted of all sectors during the pandemic, but PUSD continued to offer arts education at every grade and every school as part of its instructional program. The district remained committed to its vision of arts for all students. Fortunately, elementary school arts programs that were cut during distance learning resumed in 2021-2022. ***The mission of the Paramount Unified School District is to ensure learning and success for each student by providing a quality education.*** This plan leveraged the arts as an integral part of that well-rounded quality education.

Paramount Unified School District strives to be an exemplary district. In order to achieve this, all stakeholders of the District must have a clear sense of its goals. They must seek out, understand, and emulate the characteristics of exemplary schools and be ready to contribute their knowledge and talents to transform this vision into a reality.



Executive Summary

Project Background

The District made the decision to apply for coaching for strategic arts planning in the Spring of 2021 to support district-specific VAPA objectives. Paramount Unified School District's prior district arts plan was from the early 2000's and it was clear that the timing was right to create a new plan to support evolving needs and practices. The invitation was sent to principals, parents, high school students, and community members to serve as participants in the strategic planning team to ensure a variety of voices, perspectives, and expertise were included in the process.

Why Now?

The two years of disrupted learning drastically impacted the academic and social growth of children. The pandemic exacerbated pre-existing opportunity gaps and educational disparities, hitting historically excluded students the hardest. This unfortunate reality makes it the right time to re-envision the District Art Plan. Research has shown that participation in the arts can accelerate learning by improving engagement, comprehension, and long-term retention. This is important for almost any student after the unfinished learning caused by the pandemic, but it is especially critical for a district such as PUSD, where the student community is composed of 94% unduplicated pupils in 2022-23. These historically underserved students are either English learners, foster youth, or eligible for free/reduced-price meals.

Process

In 2022, the PUSD Arts Team began its first meetings to review arts data, noting trends and insights. Meetings were facilitated virtually by Arts Ed Collective Strategic Planning Coaches. The Technology of Participation facilitation method was used, allowing all voices to be heard and promoting the discovery of commonalities that emerged into patterns representative of the diversity of the team. The PUSD Arts Team included the voices of the VAPA Teachers who attended multiple meetings, sharing ideas for the development of strategic directions to create the vision of arts education in PUSD. They gave insight into the strengths and challenges for PUSD arts education. Key actions, grounded in the experiences of the VAPA Teachers, helped form the strategic directions. A series of meetings led to the development of the 5-year District Arts Plan.

2022 District Art Planning Committee Members

*(**joined 2023)*

Joyce Taylor, District Administrator
Dr. Renee Jeffery, District Administrator**
Maria Lopez, Curriculum Specialist**
Alex Bowers, Music Teacher
Erick Caruso, Wirtz ES
Gina Ruiz, Jefferson ES
Jessica Hoxie, Los Cerritos ES
Ji Eun (Esther) Song, Music Teacher
May Eugenio, Wirtz ES
Yvonne Poole, Gaines ES
Valerie Garcia, Music Teacher

Isela Griffith- Wu, Art Teacher, Alondra MS
Randy Reza, Music Teacher, Zamboni MS
Angel Carmona, Music Teacher, PHS Senior
Christina Cunningham, PHS West
Elizabeth Aldave, Theater Arts Teacher, PHS Senior
Hilda Mapp, Los Cerritos ES
Karen Gaines, Gaines ES
Robin McPherson, Zamboni MS **
Tiffany Breuklander, Los Cerritos ES**
Randi Navarrete, PHS Senior **

Strategic Arts Planning Overview

Vision

The district arts committee established this intentional **vision** for the growth of the visual and performing arts (VAPA) education program and impact on students, teachers and community members.

Vision: PUSD believes that every child should take part in the creative process of their choice. We are committed to integrating, promoting, and growing creative outlets in all five disciplines in order to create well-rounded individuals.

PUSD will commit to achieving the following over the next 3-5 years of implementation of the 2022-23 Strategic Arts:

Priorities:

1. Traditions of Uplifting Districtwide Student Showcases
2. Dedicated Funding and Resources for Diverse VAPA Programs
3. Relevant, Responsive, and Evolving Arts PD for All Teachers
4. Diverse and Equitable Culture of Creativity and Inclusion
5. Creative Pathways for Student Success
6. Student-Centered and Responsive Curriculum & Instruction
7. Enthusiastically Involved Community Partners & Family Members
8. Consistent District VAPA Structures & Systems

Current Reality

An integral part of the strategic planning process includes the assessment of the current reality. Using data collected from each school site and county-wide and state comparisons, the district arts committee members conducted a deep analysis of the existing **Strengths, Challenges, and Opportunities** related to the scope of PUSD's arts education program arts as of 2022.

Strengths

Currently, the district offers visual arts, dance, and music residencies in collaboration with various community arts providers. Every kindergarten through second-grade student in PUSD receives visual arts instruction through an arts residency program with Art Masters Legacy, while third-grade students participate in dance lessons. All TK-5 students in Paramount receive music instruction from one of four credentialed full-time itinerant music teachers. PUSD elementary music instructors follow Kodaly and Orff methodologies to teach bi-weekly lessons on music appreciation, history, and theory. Students in middle and high school have arts opportunities through electives in visual arts, theater arts, dance, band, choir, and orchestra.

PUSD has strong partnerships with top-tier quality arts service providers, including [AMAN Dance Educators](#), [P.S. ARTS](#), [Turnaround Arts: California](#), [The Harmony Project](#), and [Jazz Angels](#). The Career Technical Education (CTE) offers high school students Design, Visual, and Media and Entrepreneurship pathways that connect the arts to creative careers. One example is the Design, Visual, and Media Arts Pathway. With classes in graphic design, photography, and video production, among others, students gain valuable real-life experiences in the field under the guidance of teachers who are also professionals in the industry.

Challenges

While the Arts are valued, they have been the first content areas subject to cuts during times of financial strain or restructuring, evidenced by what occurred in the district during the lockdown phase of the

Covid-19 pandemic. This practice of undervaluing the arts is a common challenge shared across the county, state, and nation. This collective sense of art as “extra” presents ongoing challenges in equity and access; for example, elementary music is only every two weeks, and not every middle school has access to all of the arts. These gaps in elementary and middle school arts education limit the capacity to provide progressive learning experiences necessary for success in high school art courses. Additionally, there are competing priorities for instructional time and professional development. This connects to the overarching practice of undervaluing the arts as content that requires equal instructional time, professional development opportunities for discrete arts teachers, and arts integration training for general education teachers.

Opportunities

It is possible, especially with the influx of arts funding through the [Arts, Music & Instructional Materials Block Fund](#) and [Prop 28 Arts & Music Education](#), to expand ongoing discrete VAPA classes and opportunities to every student in the district. Expanding the arts integration efforts that are already occurring in pockets will support the district’s equity and access core values. There is an opportunity to bolster buy-in for the arts throughout the district through engaging information-sharing events highlighting the strategic arts plan vision, goals, and expected outcomes. Deepening community art partners and allocating discrete arts funding and resources can support increased standards-based arts teaching and learning. Creating more streamlined and consistent communication promoting the value/benefit of the arts to all members of the PUSD community - students, parents, staff, teachers, partners, etc.

Strategic Directions: Goals & Measurable Outcomes

The district arts committee created the following Strategic Directions to serve as broad guideposts on the journey to achieving the vision for arts education. The goals listed within each direction demonstrate specific actions to be engaged over the next 3-5 years

1: Strategically Cultivate a Community that Honors and Celebrates the Arts

Goal	Measurable Outcome
A. Develop Systems for Efficient VAPA Coordination	<i>Established Site Art Leads to support ongoing district VAPA programs and initiatives</i>
B. Uplift Student Voice and Increase Family Engagement	<i>Ongoing support and evaluation of site based family art events and student VAPA showcases</i>
C. Create Structures for Designated VAPA Spaces and Sufficient Supplies	<i>System for evaluating and prioritizing equitable designation VAPA spaces and supplies</i>

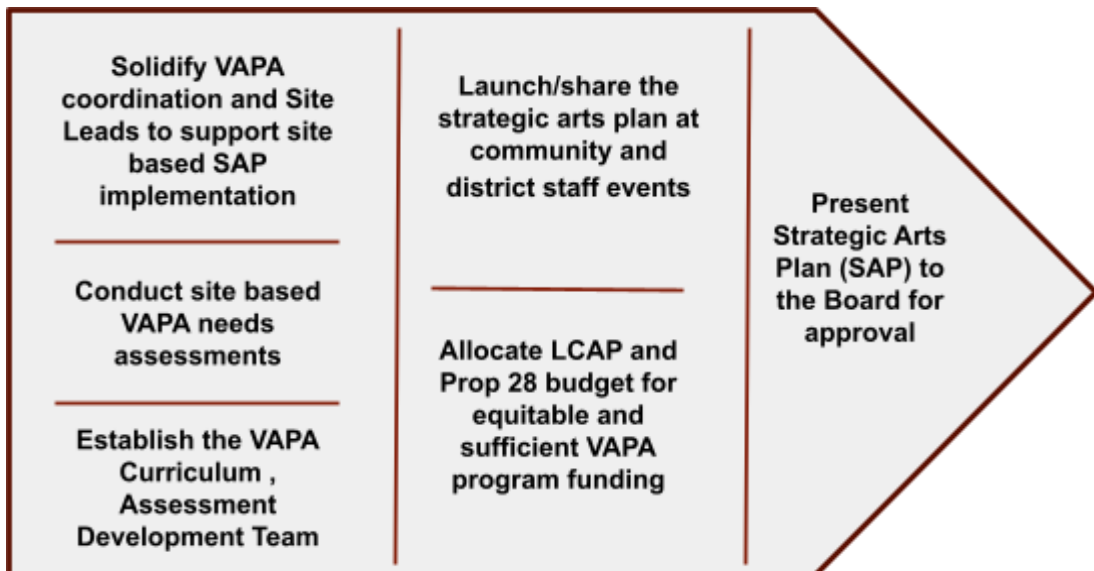
2: Provide Access to Innovative and Integrated Arts Professional Learning, Curriculum, and Instruction

Goal	Measurable Outcome
D. Establish a Culture of Collaborative Professional Learning	<i>Consistent annual training for <u>All</u> Arts Teachers and Arts integrated PD for core Ed teachers</i>
E. Establish VAPA and Arts Integrated Curriculum Guides	<i>VAPA arts integrated curriculum guides updated and posted on Schoology annually</i>
F. Secure Designated Funds for VAPA Programming	<i>Allocated VAPA funds through Prop 28 and LCAP for personnel, materials & supplies</i>

3: Create Sustainability for the Arts through Community and District Collaboration

Goal	Measurable Outcome
G. Celebrate the Arts through Visibility and Engagement	<i>Present an annual District-wide VAPA showcase</i>
H. Foster an Internal Culture and Climate of Creativity	<i>Established district VAPA Calendar and update monthly</i>
I. Engage Premier Community Arts Partners	<i>Comprehensive database of approved Arts Partners ie. PD providers, museums, arts residency providers, etc.</i>

Priorities for Phase One Implementation



LCAP & Arts Alignment

LCAP Goals	LCAP Actions Aligned to Arts	Arts Plan Alignment to the LCAP
<p>Goal 1: Create a College Going Culture</p> <p>This goal brings relevance and gives students a focus on both college and career. Students will be prepared for success in both the college and career of their choice.</p> <p>With a focus on college and career, students will possess the knowledge, skills, and certifications necessary to be successful in any post-secondary environment.</p>	<p>Goal 1, Action 2: Develop curriculum supplemental materials, instructional technology for new and curred new AP and A-G courses.</p> <p>Goal 1, Action 2: Professional development, collaboration for teachers, including AP Summer Institutes.</p> <p>Goal 1, Action 3: Director of Secondary Education/CTE, curriculum texts, ans instructional techonolgy for CTE teachers.</p> <p>Goal 1, Action 3: Provide CTE pathways and classes through California Advancing Pathways for Students (CALAPS)</p> <p>Goal 1, Action 5: Contracts, consultants, supplemental curriculum, and materials to support Project-Based Learning</p>	<p>Strategic Direction 3: Create Sustainability for the Arts through Community and District Collaboration</p> <ul style="list-style-type: none"> Goal: Foster an Internal Culture and Climate of Creativity
<p>Goal 2: Support High Quality Teching and Learning with State Standards</p> <p>Students will be provided with daily instruction that is standards-based, relevant, personalized, and rigorous. Technology will be used as a tool to enhance and</p> <p>personalize instruction and improve learning. Staff will hold high expectations for the achievement of all students and student groups and will provide personalizedand differentiated support to ensure their success.</p>	<p>Goal 2, Action 1: K-12 Lead Teachers support the implementation of standards and assessments to provide unduplicated students with effective instruction to increase course pass rate and A-G readiness</p> <p>Goal 2, Action 1: Stipends for lead teachers per site to support onsite professional learning that promotes differentiated instruction for target students</p> <p>Goal 2, Action 2: Supplemental materials and instructional technology to support professional development</p> <p>Goal 2, Action 4: Provide professional development of effective collaborative practices,such as lesson study and professional learning communities (PLC)</p> <p>Goal 2, Action 14: Support state adoption cycle with updated textbooks</p>	<p>Strategic Direction 2: Provide Access to Innovative and Integrated Professional Learning, Curriculum, and Instruction</p> <ul style="list-style-type: none"> Goal: Establish a Culture of Collaborative Professional Learning Goal: Establish VAPA and Arts Integrated Curriculum Guides Goal: Secure Designated funds for VAPA Programming

	<p>Goal 2, Action 16: Collaboration for teachers for professional learning and sharing effective instructional practices to increase academic outcomes for unduplicated students; while teachers collaborate, students maximize learning time with certificated PE and music staff</p> <p>Goal 2, Action 17: Curriculum Specialists to support K-12 visual and performing arts professional development and instruction for unduplicated students</p> <p>Goal 2, Action 17: Musical instruments and art materials to implement instruction-Professional development to support effective instruction in the arts</p> <p>Goal 2, Action 17: After school instrumental music program at all elementary schools to increase school engagement for unduplicated students and families</p> <p>Goal 2, Action 17: Dance instructor at one middle school to expand performing arts experiences and elective courses for unduplicated students</p>	
<p>Goal 3: Create Positive School Climate and Environments Conducive to Learning</p> <p>We are committed to ensuring that our schools are focused solely on teaching, learning, and student success. It is important to build social-emotional learning, safe and healthy practices, inclusion, well-planned structures, and routines in order to create the structures for student success.</p>	<p>Goal 3, Action 2: Professional development to create and support a positive school climate and increase student engagement.</p> <p>Goal 3, Action 2: Instructional materials and curriculum for social-emotional learning.</p> <p>Goal 3, Action 11: Provide regular upgrades and improvements to technology hardware and software infrastructure.</p> <p>Goal 3, Action 11: Provide replacement and enhancement planning and implementation for networking systems.</p> <p>Goal 3, Action 11: Provide maintenance for district technology equipment and services.</p>	<p>Strategic Direction 1: Strategically Cultivate a Community that Honors and Celebrates the Arts</p> <ul style="list-style-type: none"> ● Goal: Develop Systems for Efficient VAPA Coordination ● Goal: Create Structures for Designated VAPA Spaces and Sufficient Supplies

<p>Goal 4: Develop Parent and Community Partnerships</p> <p>We are committed to developing and maintaining strong partnerships with the families and communities that we serve. By engaging our parents and community members in meaningful ways, communicating regularly with them, and creating opportunities for partnerships the result will be greater student achievement and a strong bond.</p>	<p>Goal 4, Action 1: Provide classes for parents to increase understanding of college entrance requirements, career opportunities, and wellness.</p> <p>Goal 4, Action 1: Contracts to provide parent classes and informational sessions for parents on topics that support student success, which includes topics such as school readiness, technology, literacy, and school community resources.</p>	<p>Strategic Direction 1: Strategically Cultivate a Community that Honors and Celebrates the Arts</p> <ul style="list-style-type: none"> • Goal: Uplift Student Voice and Increase Family Engagement
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Strategic Arts Planning Appendix Links

- A. [Vision Session Notes](#)
- B. [Current Reality Session Notes](#)
- C. [Goal Setting and Strategic Direction Session Notes](#)



Paramount Unified School District Arts Action/work plan 2023-2027

Phase One 2023-2024				
Strategic Direction 1: Strategically Cultivate a Community that Honors and Celebrates the Arts				
Goal: Uplift Student Voice and Increase Family Engagement				
Actions	Core Tasks	Point Persons/Group Responsible	Budget Implications	Measurable Outcomes
Student VAPA presentation at the 5th, 8th, and 9th grade orientations	<ul style="list-style-type: none"> ● Enlist VAPA Site Lead to identify students to present their programs/projects (could be live or a short video/slide presentation/etc.) - like a “college fair” ● Coordinate a time for the presentations 	Counselors, VAPA specialists, VAPA Curriculum Specialist	Substitutes, buses, etc.	Awareness of available VAPA classes/courses at the middle and high school
Parent Communication	<ul style="list-style-type: none"> ● DELAC meeting VAPA presentations - 2x per year ● Monthly student spotlight videos (uploaded to the website, presented at board meetings and DELAC ● Coordinating with VAPA Site Leads and students for video content 	VAPA Curriculum Specialist, VAPA site leads		
Goal: Develop Systems for Efficient VAPA Coordination				
Actions	Tasks	Point Persons/Group Responsible	Budget Implications	Measurable Outcomes
Establish VAPA Site Leads at Elementary & Middle school to support District Arts Plan implementation	<ul style="list-style-type: none"> ● Obtain funds for extra duty pay ● Create a job description ● Ask principals to suggest or nominate teachers for this role or ask VAPA specialists 	VAPA Curriculum Specialist	Negotiating VAPA site lead compensation	Established Liaisons at all elementary and middle schools. Guide document/calendar

				of meetings
Set VAPA Site Lead communication systems and structures through Schoology.	<ul style="list-style-type: none"> Set up Schoology group and invite members/ensure access 	VAPA Curriculum Specialist	No budget implications	VAPA Team/Liaisons would use Schoology to consistently to communicate and access resources

Goal: Create Structures for Designated VAPA Spaces and Sufficient Supplies

Actions	Tasks	Point Persons/Group Responsible	Budget Implications	Measurable Outcomes
Conduct a needs and/or facilities assessment at each site	<ul style="list-style-type: none"> Site Leads and Curriculum Specialist will create a form to gather data Site Leads will conduct assessment and submit to Curriculum Specialist Create survey guidelines, set a timeline, and calendar implementation Review the findings with the District Liaisons 	Site liaisons, VAPA Curriculum Specialist	No budget implications	<p>Knowledge of materials and space available at each site</p> <p>Survey completed and implementation</p> <p>Report of findings and recommendations</p>

Phase One 2023-2024

Strategic Direction 2: Provide Access to Innovative and Integrated Arts Professional Learning, Curriculum, and Instruction

Goal: Ensure a Culture of Collaborative Professional Learning

Actions	Tasks	Point Persons/Group Responsible	Budget Implications	Measurable Outcomes
<p>K-12 Semi-annual collaboration</p> <p>Ongoing collaboration for</p>	<ul style="list-style-type: none"> Research potential professional development partners for bi-monthly or quarterly meetings Set up meetings to discuss and approve PD during arts meetings 	Curriculum Specialist (CS) VAPA Teachers	Compensation for extra hours	Calendar of meetings and meeting agendas

K-5 Arts teachers	<ul style="list-style-type: none"> Coordinate the schedule or build time into schedule, especially for middle and high schools 			
Establish PLC time for 6-12 Arts teachers		Teachers, VAPA Curriculum Specialist		Documents showing evidence of shared experiences and lessons
Goal: Secure Designated Funds for VAPA Programming				
Actions	Tasks	Point Persons/Group Responsible	Budget Implications	Measurable Outcomes
Determine the budget for VAPA programs/Projects	<ul style="list-style-type: none"> Explore grant options Continue to allocate funds through LCAP Allocate 1% from Prop 28 Allocate and approve AMIM block fund 	Director	No budget implications	Available list of what each site teaches, template available
Support school Prop 28 fund allocation	<ul style="list-style-type: none"> Info sessions & coaching for Principals Include arts plan in SPSA/ use TA:CA school SAPs as models Rollout to Principals by September 2023 	Principals on site/Director/Curriculum Specialist/ GRAN F (district) Isabel Aguayo (councilmember); School Board: LCAP	No budget implications	Transparency of Prop 28 funds List of funding opportunities
Apply for the Advancement Grant	<ul style="list-style-type: none"> Observe grant application deadlines Review strategic plan for highest leverage actions Apply for the grant 	Curriculum Specialist	No budget implications	Grant funds awarded
Goal: Establish Curriculum Guides				
Actions	Tasks	Point Persons/Group	Budget Implications	Measurable Outcomes

		Responsible		
Establish the Curriculum and Development Team to: -create scope and sequence -unpack arts framework	<ul style="list-style-type: none"> ● Create a description of roles and responsibilities ● Recruit members ● Secure funding 	Curriculum Specialist; Principal on site	Extra duty pay	Established Curriculum and Development Team in Place Calendar of meetings
Create scope and sequence for the arts program	<ul style="list-style-type: none"> ● Research arts curricula ● Create a pacing guide ● Create K-5 and 6-8 music and visual arts guides 	Curriculum Development Team (CADT)	Extra duty pay	K-5, 6-8 Music Guides Scope and Sequence
Conduct a deep dive of arts framework	<ul style="list-style-type: none"> ● Unpack the standards ● Prioritize the anchor standards ● Select discipline-based representatives to serve ● Offer professional development Encourage LACOE summer workshop attendance to unpack the Framework ● Research possible facilitation for Framework review (LACOE or other providers) ● Review state-adopted curriculum options that best align to the standards 	Curriculum Specialist; CADT	Extra Duty Pay	Scope and Sequence Pacing Guide Recommendation for curriculum choices

Phase One 2023-2024

Strategic Direction 3: Create Sustainability for the Arts through Community and District Collaboration

Goal: Celebrate the Arts through Visibility and Engagement

Actions	Tasks	Point Persons/Group Responsible	Budget Implications	Measurable Outcomes
Present Crossover collaborative events between ES, MS & HS schools	<ul style="list-style-type: none"> ● Invite Audience/Participants to Site Showcase Events/Celebrations ● Recruitment events ● Feeder patterns - partnerships for celebrations and events 	VAPA Curriculum Specialist; Lead Teachers from Sites; Site Admin.	Extra Hours Transportation Materials & Supplies (Positive Impact on Enrollment)	Annual District Showcase Metrics on participants

Goal: Foster an Internal Culture and Climate of Creativity

Actions	Tasks	Point Persons/Group Responsible	Budget Implications	Measurable Outcomes
Conduct a public launch of the District Arts Plan at a local event	<ul style="list-style-type: none"> ● Get calendar of First Fridays and reserve 	VAPA Curriculum Specialist; Arts Leads	No budget implications	Event agenda and documentation
Establish a District Arts Calendar	<ul style="list-style-type: none"> ● Research arts calendars in other districts ● Create a VAPA event form to gather data ● Connect with site leads to get site-based arts information ● Coordinate with district IT ● Collect events in the city to support partnership 	VAPA Curriculum Specialist; Arts Leads	No budget implications	District Arts Calendar in place Site analytics
Present the District Arts	<ul style="list-style-type: none"> ● Put the plan on the board agenda for August 	VAPA Curriculum	No budget	Board formally adopts District

Plan to the School Board	2022 <ul style="list-style-type: none"> Share key plan elements with school leadership and families in communications 	Specialist; District Arts Team	implication	Arts Plan
Goal: Engage Premier Community Arts Partners				
Actions	Tasks	Point Persons/Group Responsible	Budget Implications	Measurable Outcomes
Partner with The Latina Arts Foundation	<ul style="list-style-type: none"> Communicate Event Details Gather Arts from Each Site Invite Community/Site and District Publicity 	Rep from Latina Arts, District Office, Site Admins	Materials and Supplies	Entries in the Annual Visual Arts Contest from Each Site
Generate participation in the Water Replenishment District Art Contest	<ul style="list-style-type: none"> Communicate with visual arts teachers to generate student interest in the contest Create a calendar of contest deadlines Acknowledge student participation in the contest with the Board Highlight student success in district communications 	Jen Schwartz, Representative from WRD and Kim Cacpal, PUSD	No budget implications	List of students participating in contest

Phase Two 2024-2025				
Strategic Direction 1: Strategically Cultivate a Community that Honors and Celebrates the Arts				
Goal A: Uplift Student Voice and Increase Family Engagement				
Actions	Tasks	Point Persons/Group	Budget Implications	Measurable Outcomes