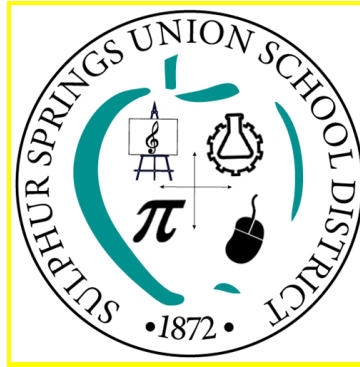




Five Year Strategic Arts Plan

2023-2028

This strategic plan for arts education for Sulphur Springs Union School District was developed as part of the LA County Arts Education Collective to advance the goals of [Arts for All Children, Youth, & Families: Los Angeles County's New Regional Blueprint for Arts Education](#), supported by Los Angeles County Department of Arts and Culture.

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Sulphur Springs Union School District Arts Education Background

The Sulphur Springs Union School District (SSUSD) stands by its vision: Empowering all students through a relevant and personalized education, supporting them as critical thinkers, and providing them the tools, supports and learning environments needed to be creative innovators. The District is proud to be comprised of approximately 5,188 students in grades TK-6. There are over 23 different languages spoken among the diverse student population (African American 5.5%, Asian 3.7%, Hispanic 57.7%, Native American 0.3%, Two or More 5.0%, White (not Hispanic) 20.8%, and Filipino 6.0%). The District has 3.7% Reclassified Fluent English Proficient (RFEP), 3.1% Initial Fluent English Proficient (IFEP), and 17.4% English Learners (ELs).

The TK-6 students at all nine sites are welcomed by dedicated staff that are committed to supporting learning to ensure ALL children an equal opportunity to achieve excellence through high quality, standards-based instruction in a safe and secure, nurturing environment. In the SSUSD, learning is supported through appropriate allocation and monitoring of fiscal resources to prepare students to work and function in a diverse, technologically dynamic world. Personnel are committed to work collaboratively toward these goals through positive interaction and communication with students, parents, community members and fellow staff, maintaining what has become our positive and unique "family feeling."

The District is also committed to ensuring all students have opportunities in visual and performing arts. We take pride in ensuring instruction and enrichment through the arts takes place through enhanced partnerships throughout the Santa Clarita Valley. The Board of Trustees and Staff believe that it is important to collaborate with our community partners to further enhance student learning and arts integration throughout the District. A few of the community partners that have continued to assist the District's goals of increasing students' achievements are: Santa Clarita Education Foundation, Canyon Country Library, William S. Hart Union School District, College of the Canyons, and Cal Arts.

We look forward to increasing our VAPA opportunities for all and will use this plan as a guiding light toward a rich and robust future in visual and performing arts for our students.

With the five year plan, the district strives to implement the following:

- Equitable arts education
- Qualified arts teachers
- Quality and abundant art supplies
- Aligned, integrated arts curriculum
- Fully inclusive accessibility
- Robust community partnerships
- Multi-faceted creative opportunities
- Marquee showcase events
- Relevant and comprehensive professional development

*The Strategic Arts Team of the Castaic Union School District identified the strengths the district could build on and the challenges it would face as it moved toward enacting the practical vision for arts education. This is the **Current Reality** for the District.*

Strengths <i>Momentum Towards Vision</i>	Challenges <i>Forces Resisting Our New Direction</i>
● CalArts Partnership ● Kennedy Center trained teachers ● Instrumental music program ● Support of community partners and parents ● New funding opportunities (Prop 28 and Block Grant) ● School administration and board support ● Many teachers motivated to include the arts	● Inconsistent funding ● Red tape to navigate school policies and procedures ● Leadership to oversee programming ● Support and respect for education ● Minimal number of teacher candidates ● Recruiting qualified art and music teachers ● Stocking the right supplies ● Competing priorities and scheduling conflicts ● Planning time used for other purposes ● Space constraints-where to put art and music classes
Opportunities	
● Teachers with VAPA skills could support teachers that lack those skills ● Current general elementary teachers could serve as leaders in this work ● Schools sharing resources with schools that lack them ● With new funding, new positions in the arts	

- Parent groups willing to support the Arts
- Community partners involvement
- Kennedy Center trained teachers offer training to peers
- Possible Arts TOSA position
- Expand instrumental and choral program

STRATEGIC DIRECTIONS

To guide the new plan and to address the challenges, the committee reflected on the following question: *What creative and innovative actions can we take to address our challenges and move toward our vision?* As a result, the following strategic directions and goal areas were developed to frame plan implementation:

STRATEGIC DIRECTION

Goal 1

Goal 2

Goal 3

Goal 4

Commit to Equitable Sustainability in the Arts

Secure Consistent Funding

Develop Sustainable Programming

Grow and Maintain Partnerships

Recruit qualified teachers and staff

STRATEGIC DIRECTION

Goal 1

Goal 2

Develop and Maintain a Vital Infrastructure

Coordinate plan implementation

Establish and provide designated spaces and materials for the arts at each school site

STRATEGIC DIRECTION

Goal 1

Goal 2

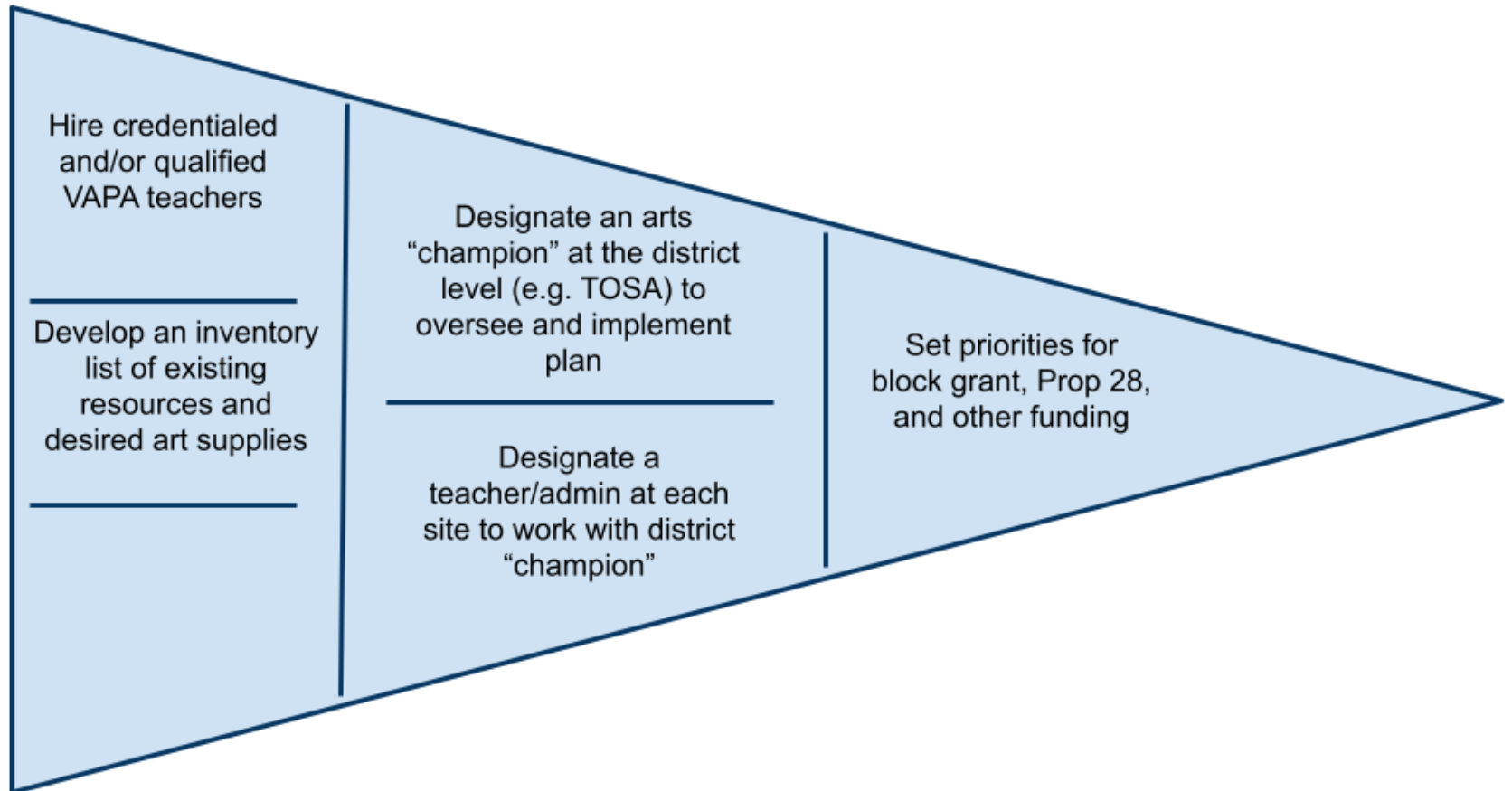
Showcase Inclusive VAPA Events

Expand performing arts opportunities and experiences

Create and expand visual art experiences and opportunities

PRIORITY WEDGE

Looking to the future and implementing goals within the 2022-2027 arts plan, the committee identified the highest leverage implementation actions to focus on. The areas below articulate the ***first (front of the wedge)***, ***second (center)*** and ***third level (back)*** priorities.



**Phase I/Year 1 Implementation Plan
2023-2024**

Strategic Direction #1: *Commit to Equitable Sustainability in the Arts*

GOAL: Secure Consistent Funding

Actions	Tasks	Point Person(s)/ Group responsible	Budget Implications	Measurable Outcome
Apply for Arts Ed Advancement Grant	☐ Determine what goals or actions steps need funding ☐ Develop grant goals and proposal ☐ Apply for grant	Dr. Fullwood Ed Program Coordinator Arts Team	Undetermined at this time	Successful submission of Advancement Grant for the 2024-25 school year
Explore funding options.	☐ Designate personnel to explore funding options ☐ Develop a list of funding options ☐ Communicate findings to administration and Strategic Arts Team	Dr. Fullwood Ed Program Coordinator	None	List of viable funding options is in place for continued and future reference

GOAL: Develop Sustainable Programming

Designate an arts “champion” (Ed. Program Coordinator or TOSA) at the district level.	☐ Designate the budget. ☐ Develop job description. ☐ Post the position internally and externally (if necessary)	Dr. Fullwood	\$100,000	Arts “champion” (Ed. Program Coordinator will be hired and in place for the 2023-24 school year
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Ensure consistency and agreement across school sites in regards to arts education and arts experiences for all students	☐ Establish the position of Arts Lead at each school site to collaborate and coordinate with the Ed. Program Coordinator	Dr. Fullwood Ed Program Coordinator	Extra duty pay as required	Arts Leads are established at each school site, are members of the Arts Team and are in regular communication with Ed. Program Coordinator and community partners
GOAL: Grow and Maintain Partnerships				
Develop and expand partnerships.	☐ Research and develop a resource list of community partnerships including contact information ☐ Establish regular communication between Ed Program Coordinator and community partnerships	Ed Program Coordinator	None	Resource list with contact information of community partners is established and Ed Program Coordinator has made initial contact with at least 35% of the partners
GOAL: Recruit qualified teachers and staff				
Recruit qualified teachers and staff	☐ Develop a viable resource list of possible sources (e.g. colleges, universities, teacher training programs, etc.) for present and future staffing needs	Ed Program coordinator	None	Viable resource list is established and in use for recruitment of arts

Strategic Direction #2: Develop and Maintain a Vital Infrastructure**Goal: Establish the position of Arts Lead at each school site**

Actions	Tasks	Point Person(s)/ Group responsible	Budget Implications	Measurable Outcome
Recruit possible staff to fill this position.	☐ Collaborate with site administrators in determining possible candidates for the position Arts Lead at school site ☐ Contact possible candidates to determine availability and desire to serve	Ed. Program Coordinator Site Administration	None	Arts Lead in place at each school site.

Goal: Create an Arts Committee at the District Level

Recruit primary and upper representation from each school site.	☐ Collaborate with site administrators in determining possible candidates for Arts Committee members at school site ☐ Contact possible candidates to determine availability and desire to serve	Ed. Program Coordinator Site Administration	None	Arts Committee established with primary and upper representation from each school site.
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Goal: Establish designated space for Arts instruction

Determine appropriate locations on campus (classroom, MPR, Science Lab, etc.)		Dr. Fullwood Ed. Program Coordinator Site Administration	None	Designated space for Arts instruction established at each school site.
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Goal: Ensure each school site has the appropriate materials and supplies

Create an ongoing inventory of materials for the arts at each school site	☐ Develop an inventory listing ☐ Check existing materials ☐ Order materials as needed	Dr. Fullwood Ed. Program Coordinator Site Administration	Variable based on supply needs and budget availability	Each school site has appropriate Arts materials and supplies in place for Arts instruction.
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Strategic Direction #3: <i>Showcase Inclusive VAPA Events</i>				
Goal: Create and expand visual art experiences and opportunities				
Actions	Tasks	Point Person(s)/ Group responsible	Budget Implications	Measurable Outcome
Implement a visual art display at each site during Open House held each April	☐ Recruit parent volunteers ☐ Inform teachers early in the school year so they will be prepared to have students create art ☐ Collect artwork from teachers	Dr. Fullwood Ed. Program Coordinator Site Administrators, Identified school site art leads	Possible extra duty pay for set-up and presentation	Visual art display held during Open House in April at each school site
Promote increased participation in PTA Reflections Program	☐ Recruit a PTA chairperson for the PTA Reflections program	Site Administrator Ed. Program Coordinator	None	PTA Reflections program chairperson in place for 2023-24 school year
Goal: Expand performing arts opportunities and experiences				
Actions	Tasks	Point Person(s)/ Group responsible	Budget Implications	Measurable Outcome
Plan and present culminating performances in conjunction with the CalArts program	☐ Collaborate with CalArts teaching artists to make plans for culminating performance ☐ Schedule date on school master calendar ☐ Publicize culminating performances to parents, staff and district administrators	Dr. Fullwood Ed. Program Coordinator Site Administrators Identified school site arts leads CalArts Personnel	Possible extra duty pay for rehearsals and performances	Culminating performances for CalArts program held for participating grade levels at each school site during the 2023-24 school year
Showcase district choirs with	Plan choir performances in cooperation with	District music teachers	Possible extra	Choir performances planned

performance events	music teachers, site administrators and district calendar	Site art leads	duty pay for rehearsals and performance	and implemented for the 2023-24 school yuear
Showcase district bands with performance events	Plan band performances in cooperation with music teachers, site administrators and district calendar	District music teachers Site art leads	Possible extra duty pay for rehearsals and performance	Band performances planned and implemented for the 2023-24 school year

**Phase II-III/Years 2-5 Implementation Plan
2024-2028**

Strategic Direction #1: *Commit to Equitable Sustainability in the Arts*

GOAL: Secure Consistent Funding

Actions	Tasks	Point Person(s)/ Group responsible	Budget Implications	Measurable Outcome
Apply yearly for Arts Ed Advancement Grant	☐ Determine what goals or actions steps need funding ☐ Develop grant goals and proposal ☐ Apply for grant	Assistant Superintendent Ed Program Coordinator Arts Team	Undetermined at this time	Successful submission of Advancement Grant for the 2024-25 school year
Continue to explore increased funding options.	☐ Ed Program Coordinator will continue develop a list of continuing and new funding options ☐ Communicate findings to administration and Strategic Arts Team	Assistant Superintendent Ed Program Coordinator	None	List of viable funding options is in place for continued and future reference

GOAL: Develop Sustainable Programming

Actions	Tasks	Point Person(s)/ Group responsible	Budget Implications	Measurable Outcome
Reevaluate the need for the position of “champion” (TOSA) at the district level.	☐ Evaluate the effectiveness and impact of the Arts TOSA position ☐ Evaluate the availability of budget for this position	Assistant Superintendent Ed Program Coordinator Strategic Arts Team	None unless budget is impacted	A decision will be made in regards to the continued feasibility (both in regards to budget and impact) of the Arts TOSA/Ed Program Coordinator position.

Continue to promote consistency and agreement across school sites in regards to arts education and arts experiences for all students	☐ Arts Lead at each school site will continue to communicate and collaborate with the Ed Program Coordinator to provide consistency in arts education and experiences ☐ Develop a Google form survey to evaluate the effectiveness of communication across school sites	Assistant Superintendent Ed Program Coordinator	Extra duty pay as required	Arts Leads continue at each school site,, are members of the Arts Team and are in regular communication with Ed. Program Coordinator and community partners. Survey is completed and evaluated.
GOAL: Grow and Maintain Partnerships				
Continue to develop and expand partnerships.	☐ Update and expand a resource list of community partnerships including contact information ☐ Continue to encourage regular communication between Ed Program Coordinator and community partnerships	Ed Program Coordinator	None	Updated and expanded resource list with contact information of community partners is maintained and Ed Coordinator has made initial contact with at least 50% of the partners.
GOAL: Recruit qualified teachers and staff				
As necessary continue to recruit qualified teachers and staff	☐ Update and expand a viable resource list of possible sources (e.g. colleges, universities, teacher training programs, etc.) for present and future staffing needs	Ed Program coordinator	None	Updated and expanded resource list is established and in use for recruitment of arts staffing.
Strategic Direction #2: Develop and Maintain a Vital Infrastructure				
Goal: Continue to affirm the position of Arts Lead at each school site				
As necessary, recruit staff to fill vacated Arts Lead positions	☐ Collaborate with site administrators in filling Arts Lead vacancies ☐ Contact possible candidates to	Ed. Program Coordinator Site Administration	None	Arts Lead continue to be in place at each school site.

	determine availability and desire to serve			
Goal: Create an Arts Committee at the District Level				
As needed, recruit primary and upper representation from each school site as vacancies become available	☐ Collaborate with site administrators in determining possible candidates for Arts Committee vacancies ☐ Contact possible candidates to determine availability and desire to serve	Ed. Program Coordinator Site Administration	None	Arts Committee continues with primary and upper representation from each school site.
Goal: Establish designated space for Arts instruction				
Maintain and expand Arts spaces	Expand Arts spaces to include visual and performing arts as needed	Dr. Fullwood Ed. Program Coordinator Site Administration	None	Designated space for Arts instruction, including visual and performing arts, are maintained and expanded at each school site.
Goal: Ensure that each school site has the appropriate materials and supplies for Arts instruction				
Maintain inventory at each campus	Determine if additional items are needed as the program expands	Ed. Program Coordinator Site Administration Site Arts Leads	As required to replace inventory and in accordance with budget availability	Appropriate inventory for Arts instruction is available.
Strategic Direction #3: <i>Showcase Inclusive VAPA Events</i>				
Goal: Create and expand visual art experiences and opportunities				
Actions	Tasks	Point Person(s)/ Group responsible	Budget Implications	Measurable Outcome

Continue visual art display at each site during Open House held each April	☐ Continue to recruit parent volunteers ☐ Continue to inform teachers early in the school year so they will be prepared to have students create art ☐ Collect artwork from teachers	Dr. Fullwood Ed. Program Coordinator Site Administrators, Identified school site art leads	Possible extra duty pay for set-up and presentation	Visual art display held during Open House in April at each school site
Continue to promote increased participation in PTA Reflections Program	☐ As needed, replace PTA chairperson for the PTA Reflections program if a vacancy occurs	Site Administrator Ed. Program Coordinator	None	PTA Reflections program chairperson in place
Goal: Expand performing arts opportunities and experiences				
Actions	Tasks	Point Person(s)/ Group responsible	Budget Implications	Measurable Outcome
Continue to expand and implement culminating performances in conjunction with the CalArts program	☐ Continued collaboration with CalArts teaching artists to make plans for culminating performance ☐ Schedule dates on school master calendar ☐ Continue to publicize culminating performances to parents, staff and district administrators	Dr. Fullwood Ed. Program Coordinator Site Administrators Identified school site arts leads CalArts Personnel	Possible extra duty pay for rehearsals and performances	Culminating performances for CalArts program held for participating grade levels at each school site during each school year
Continue to showcase district choirs with performance events	☐ Plan choir performances in cooperation with music teachers, site administrators and district calendar	District music teachers Site art leads	Possible extra duty pay for rehearsals and performance	Choir performances planned and implemented for each school year
Continue to showcase district bands with performance events	☐ Plan band performances in cooperation with music teachers, site administrators and district calendar	District music teachers Site art leads	Possible extra duty pay for rehearsals and performance	Band performances planned and implemented for each school year

APPENDIX

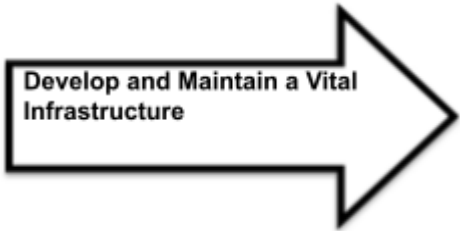
Vision Workshop Documentation
Strategic Directions Workshop Documentation
Arts Committee Roster

Sulphur Springs Union School District Practical Vision for the Arts

Answering the question – “If all things were possible, what would we want to see in our District in five years in arts education?”

Equitable Arts Education	Qualified Arts Teachers	Quality and Abundant Art Supplies	Aligned, Integrated Arts Curriculum	Fully Inclusive Accessibility	Robust Community Partnerships	Multi-faceted Creative Opportunities	Marquee Showcase Events	Relevant and Comprehensive Professional Development
Equitable across sites and students	Art, dance, music and media teachers	Consistent, repeatable projects and activities	School-wide arts integrated with content curriculum	Instrument accessibility for all students	Community expert involvement	Variety of media	Highlighting site's fine art programs	Universal training opportunities
Equitable access across the district	Dance instructor-cultural dancing	Designated and fully stocked creative spaces	Teaching state art standards	Fine arts for students with disabilities	Team up with Performing Arts Center in SCV	Technology and Industrial Arts	District-wide concerts	
Equitable materials	Expert Teachers	“Real” art supplies			Grammys in our Schools program	Pottery classes (kiln, clay-making process from start to finish)		
Music classes for all students	Certificated Arts teachers coming into classrooms					School-wide creation of art form genres		
Visual arts for students	Teaching in how to play musical instruments (piano, violin, flute, etc)							

Strategic Directions Workshop: Answering the question – “What creative, innovative actions can we take to address our challenges and move toward our vision?” This workshop generated the **goal areas** and **infrastructure pillars** (strategic directions) for the arts plan.

Secure Consistent Funding • Apply for Arts Ed Collective Advancement Grant • Explore Funding options such as the PTA CLASS Education Foundation, getedfunding.com, school fundraisers/silent auctions, district fundraisers (e.g. Casino Night)	Develop Sustainable Programming • Establish district-wide arts curriculum for consistency • Designate an arts “champion” (TOSA) at the district level	Grow and Maintain Partnerships • Sustain and continue partnership with CalArts • Establish partnerships with Nick and Remo Drums for instrument sources	Recruit qualified teachers and staff • Partner with colleges and universities to obtain credentialed VAPA staff • Explore creative recruiting solutions including part-time staff and using local artists as instructors • Work with teacher candidates to obtain VAPA certification	
Coordinate plan implementation • Establish arts leads at each school site • Create an Arts Committee with equitable representation from across the district	Establish and provide designated spaces and materials for the arts at each school site • Appoint an “arts space” task force to oversee arts spaces at each site • Provide and maintain an inventory of quality art supplies			
Expand performing arts opportunities and experiences • Grade level performances • Choir/Band Concerts • Community concerts at the mall	Create and expand visual art experiences and opportunities • Art Festival during Open House • Encourage participation in PTA Reflections program			

Sulphur Springs Union School District Strategic Arts Planning Committee

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