



Five-Year Strategic Arts Plan

2025-2030

The Development of the strategic plan for arts education is a partnership between the LA County Department of Arts and Culture, Arts Education Collective and the Hart Union High School District.

Table of Contents	
	PAGE
Arts Education Background & Current Reality	1-2
Strategic Directions & Priorities	3
2025-2030 Implementation Plan	4-9
Visual and Performing Arts Committee Participants	10
Appendix	11
- Practical Vision Workshop Documentation	

William S. Hart Union High School District - Arts Education Summary

Developed collaboratively through a partnership with the Los Angeles County Department of Arts and Culture and the District's strategic planning team (comprised of VAPA teaching staff and the Director of Special Programs), this five-year Strategic Arts Plan outlines the District's vision for arts education, specifically to strengthen and broaden access to the arts for all students. Guided by the vision to develop creative, resilient, and opportunity-ready students through arts education, the plan is driven by a mission to serve all stakeholders across key areas. Core values underpinning this effort include collaboration, engagement, passion, equity, access, growth mindset, and excellence which are supported by the District's significant strengths including strong leadership, a cohesive performing arts teacher community, abundant student and community talent, and highly skilled, caring teachers with a unifying vision.

The work of developing a strategic arts plan began in May 2023 as a collective effort of fine arts teachers and administrators from all schools in the District. With well-established robust fine arts programs, and a vast array of visual and performing arts course offerings for students, the challenge was to more clearly define a unified vision and mission for arts education, and strategic areas for growth and improvement. A significant driver for the plan's implementation, particularly in increasing staffing, is the availability of Proposition 28 funding which will support this plan's comprehensive strategy to enhance arts education by leveraging existing strengths, addressing challenges, and capitalizing on available opportunities.

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

- Dedicated, district-wide arts administration
- Dedicated, professional Tech personnel
- VAPA professional pathways
- Relevant, unified arts curriculum
- Well-maintained, dedicated facilities
- Vertical and horizontal collaboration
- Intentional, site-based support
- Equitable and comprehensive access to Arts education
- Active and robust community partnerships

William S. Hart Union High School District Current Reality

*The District Arts Team 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 and the opportunities they would present. This is the VAPA **Current Reality** for the district:*

Strengths	Challenges
<ul style="list-style-type: none">● Strong and supportive leadership● Cohesive performing arts community of teachers and other staff● Student and community talent, abilities, motivation and support● Creative, energetic, caring and highly-skilled teachers● Overall unifying vision of wants and needs	<ul style="list-style-type: none">● Stipend funding issues● Facility issues of maintenance, upgrades and communication in regards to usage● Setting priorities for facilities● Communication between admin and staff● School site calendar for all events● Protocols for spaces and norms for staff and outside groups● Unclear budgeting practices● Some uncoordinated disorganization at the site administrative level● Inconsistencies across the district in regards to hiring, pay structures, Prop 28 implementation and site spending plans
Opportunities	
<ul style="list-style-type: none">● Creation of a position for VAPA coordination● Community outreach● Create equity across district schools● Increase student involvement● Create industry partnerships● Improve quality of instruction● Become a state model for VAPA instruction● District Arts PD days● District Art show/competition● District Honor Choir● Feeder schools collaboration	

STRATEGIC DIRECTIONS/MISSION AREAS

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/mission areas and goal areas were developed to frame plan implementation:

AREA I:

Create a VAPA culture of collaboration and communication

- Goal 1** Implement regular PLCs for each VAPA area throughout the year to foster collaboration and professional growth
- Goal 2** Develop community partnerships with local art galleries, museums, and other art organizations
- Goal 3** Establish a system of communication with feeder schools for arts recruitment
- Goal 4** Systematically gather student input to inform and strengthen arts program development

AREA II:

Provide an equitable and inclusive Arts education

- Goal 1** Provide arts content-based Professional Learning days for all VAPA teachers
- Goal 2** Provide equitable access to all VAPA courses
- Goal 3** Strategically review and adapt the Visual Arts curriculum to maximize opportunities for students to earn relevant academic credit
- Goal 4** Establish honors-level performing arts courses with opportunities for advanced academic credit

AREA III:

Showcase the Arts to engage our Community

- Goal 1** Establish and sustain a District Honor Choir
- Goal 2** Establish and sustain a District VAPA Festival
- Goal 3** Establish and sustain an annual District Visual Art Show Exhibition

AREA IV:

Develop a sustainable and equitable infrastructure to support the Arts

- Goal 1** Hire a Visual and Performing Arts Coordinator or Program Specialist
- Goal 2** Provide access to and ongoing maintenance of quality equipment and supplies for all arts disciplines
- Goal 3** Provide access to and ensure the ongoing maintenance of quality facilities for all arts disciplines

William S. Hart UHSD Phased Action Plan

Strategic Direction #1: Create a VAPA culture of collaboration and communication

Goal #1: Implement regular Professional Learning Communities (PLCs) for each Fine Arts area (Visual Arts, Theater, Band, Choir) throughout the year to foster collaboration and professional growth

Actions	Tasks	Point Person	Measurable Outcomes	Phase
Establish a regular meeting schedule for VAPA PLCs	Coordinate within each fine arts group to pick common dates Set meeting dates on district calendar	VAPA Program Specialist	Each fine arts group is able to meet during the work day (paid through Prop 28) to plan district-wide goals & arts showcases.	1-3

Goal #2: Develop community partnerships with local art galleries, museums, and organizations

Actions	Tasks	Point Person	Measurable Outcomes	Phase
Establish partnerships with community arts organizations	Create a list of which organizations to partner with	Fine Arts Dept Chairs	Students will showcase their art in local art galleries	2-3
Develop and implement a mentorship program for students in collaboration with community partner organizations	Create a community outreach team to work on finding mentors	Fine Arts Teachers	Students will partner with and learn from professional artists	2-3

Goal #3: Establish a system of communication with feeder schools for arts recruitment

Actions	Tasks	Point Person	Measurable Outcomes	Phase
Share art portfolios with feeder schools to encourage enrollment in VAPA courses	Work with students to compile a digital portfolio (scans of visual art, recordings of music, acting) Share portfolios with feeder elementary teachers	Fine Arts Teachers	Students will have portfolios of work throughout the year they are able to share with future teachers	2-3

Goal #4: Systematically gather student input to inform and strengthen arts program development				
Actions	Tasks	Point Person	Measurable Outcomes	Phase
Create student interest survey to gather feedback on current and future VAPA programs and course offerings	Develop student interest survey. Decide how survey will be shared. Administer to students. Analyze survey results.	Fine Arts Teachers	Survey results in comparison to current programs and course offerings	3-4

William S. Hart UHSD Phased Action Plan

Strategic Direction #2: Provide an equitable and inclusive Arts education

Goal #1: Provide arts content-based Professional Learning Days for all VAPA teachers

Actions	Tasks	Point Person	Measurable Outcomes	Phase
Establish regular professional development opportunities for VAPA teachers	Determine content area needs. Find, hire content area professionals if needed. Contact D/O for approval, scheduling.	Director of Special Programs and Professional Development	One PD per semester for 2025-26 school year	1

Goal #2: Establish equitable access to all VAPA courses

Actions	Tasks	Point Person	Measurable Outcomes	Phase
Create equity among course offerings at all sites	Analyze current arts course offerings district-wide to determine equitable access for all students. Discuss solutions for expanding junior high electives so that all	VAPA Program Specialist Site Administrators Department Chairs	Arts enrollment increase Arts retention with year to year increase	2-3

	<p>sites have access to core programs.</p> <p>Conduct an arts staffing analysis to ensure equitable course access.</p>			
Ensure that all students have equitable access to Arts curriculum at their school site	<p>Create a list of basic instructional materials and supplies.</p> <p>Identify necessary instructional resources for ELL and SpEd students in arts classes.</p> <p>Create, update course outlines for all arts classes if needed.</p> <p>Establish 4-year course progression through Arts programs.</p>	<p>VAPA Program Specialist</p> <p>Site Administrators</p>	<p>Arts enrollment increase</p> <p>Arts retention year to year increase</p>	2-4
Goal #3: Explore opportunities for expansion of VAPA Fine Arts course credits				
Write a proposal for Curriculum Council regarding Practical vs Fine Arts credit for some Visual Arts classes	<p>Compare courses that offer Practical vs Fine Arts credit.</p> <p>Establish criteria for courses that earn each type of credit.</p> <p>Present findings / proposal to Curriculum Council.</p>	VAPA Program Specialist	Approval of courses / credits	2-3
Write a proposal for Curriculum Council regarding Honors credit for some Performing Arts classes	<p>Compare courses that offer Honors credit.</p> <p>Establish criteria for which courses earn Honors credit.</p> <p>Present findings / proposal to Curriculum Council</p>	VAPA Program Specialist	New Honors level classes	2-3

William S. Hart UHSD Phased Action Plan

Strategic Direction #3: Showcase Student Art and Performances to Engage our Community

Goal #1: Establish and Sustain a District Honors Choir

Actions	Tasks	Point Person	Measurable Outcomes	Phase
Write a proposal to Cabinet to establish a District Honors Choir	<p>Discuss the components of the current District Honor Band / Honor Jazz Band with Instrumental Music Teachers.</p> <p>Develop and present proposal including rationale, budget, steps involved, people responsible, and final outcome.</p>	<p>Choir Teachers</p> <p>Instrumental Music Teachers</p> <p>VAPA Program Specialist</p>	<p>Proposal</p> <p>New District Honors Choir is created</p> <p>Performance is calendared, publicized, and implemented.</p>	1-2

Goal #2: Establish and sustain a District VAPA Festival

Actions	Tasks	Point Person	Measurable Outcomes	Phase
Write a proposal to Cabinet to establish a District VAPA Festival	<p>Discuss the components of the current District level festivals (ex. Art Showcase during Black History Month).</p> <p>Develop and present proposal including rationale, budget, steps involved, people responsible, and final outcome.</p>	<p>VAPA Teachers</p> <p>VAPA Program Specialist</p> <p>Director of Special Programs</p>	<p>Proposal</p> <p>New District VAPA Festival is calendared, publicized, and implemented.</p>	1-2

Goal #3: Establish and sustain an annual District Visual Art Show Exhibition

Write a proposal to Cabinet to establish a District Visual Art Show Exhibition	<p>Discuss the components of the current District level festivals (ex. Art Showcase during Black History Month).</p> <p>Develop and present proposal</p>	<p>Visual Arts Teachers</p> <p>VAPA Program Specialist</p>	<p>Proposal</p> <p>New District Visual Art Show is calendared, publicized, and implemented.</p>	1-2
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	including rationale, budget, steps involved, people responsible, and final outcome.			
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William S. Hart UHSD Phased Action Plan				
Strategic Direction #4: Develop a sustainable and equitable infrastructure to support the Arts				
Goal #1: Hire a Visual and Performing Arts Coordinator or Program Specialist				
Actions	Tasks	Point Person	Measurable Outcomes	Phase
Determine scope of VAPA Program Specialist job duties and responsibilities of the position	Write job description in comparison to those already established in surrounding school districts	Director of Special Programs	Cabinet approval Position posted, interviewed, filled Examine five-year enrollment data for arts education programs	1
Goal #2: Ensure access to and ongoing maintenance of facilities, equipment and supplies for all arts disciplines				
Actions	Tasks	Point Person	Measurable Outcomes	Phase
Evaluate the need for a qualified facilities manager	Discuss, compare all site needs. Write a job description in comparison to others in surrounding school districts.	VAPA Program Specialist Theatre Teachers Site Administrators Director of Special Programs	Cabinet approval (if Certificated); Personnel Commission approval (if Classified position) Position posted, interviewed, filled	1-2
Establish a kiln repair schedule and budget	Discuss the needs of ceramics programs kiln maintenance with M&O department. Establish funding source and	VAPA Program Specialist Ceramics Teachers	M&O Department approval Asst Superintendent of Business Services approval	2-5

	<p>routine repair schedule.</p> <p>Select qualified kiln repair company.</p>	<p>Maintenance & Operations Dept</p> <p>Director of Fiscal</p>	Kiln repair schedule established	
Conduct annual piano tuning	<p>Discuss the needs of music programs with M&O department.</p> <p>Establish funding source and routine repair schedule.</p> <p>Select qualified piano tuning vendor.</p>	<p>VAPA Program Specialist</p> <p>Music Teachers</p> <p>Maintenance & Operations Dept</p> <p>Director of Fiscal</p>	<p>M&O Department approval</p> <p>Asst Superintendent of Business Services approval</p> <p>Piano tuning schedule established</p>	2-5
Conduct annual facilities inspections, evaluations, and upgrades	Conduct a feasibility study on auditoriums at each high school	<p>Facility Manager (upon hiring)</p> <p>Maintenance & Operations Dept</p> <p>Director of Fiscal</p>	<p>Annual facilities evaluation report</p> <p>Annual facilities upgrades done</p>	2-5

Thank you to the VAPA strategic planning committee for your dedicated work and invaluable contributions to the strategic arts plan. Your commitment and insights have been instrumental in shaping a clear vision for the future of our arts programs. We deeply appreciate your efforts!

Visual and Performing Arts (VAPA) Strategic Committee Participants:

**Jan Daisher
Taylor Arakelian
Evan Block
Joe Brusca
Mark De La Vega
Darcy Etienne
Kelvin Flores
Kevin Fulleman
Carrie Garcia
Jeff Gilbert
Rachelle Haddoak
Olivia Hondrogiannis
Amanda Hubbell
Eugene Kim
Tammy Kornfeld
Brian Leff**

**Christine Mocha
Heather Moss-Layman
Chantelle Moran
Angel Nazario
Stephanie Nazario
Michael Owston
Gina Painter
Katherine Ridder
Sally Rush
Andrew Shousha
Brittany Singleton
Ron Smith
Rebekah West
Steve Whalen
Kyndal Zakarian
Liliana Zuniga**

APPENDIX

Practical Vision Workshop

William S. Hart Union High School District - January 30, 2025

If anything was possible, what would we want to see in place in our District's delivery of arts education in the next five years?

Dedicated, District-wide Arts Administration	Dedicated, Professional Tech Personnel	VAPA Professional Pathways	Relevant, Unified Arts Curriculum	Well-Maintained, Dedicated Facilities	Vertical and Horizontal Collaboration	Intentional Site-Based Support	Equitable and Comprehensive Access to Arts Education	Active and Robust Community Partnerships
Full-time VAPA coordinator	Tech director for facilities and stage craft	District artist residence to promote professional pathways in the arts	Standardized curriculum for VAPA subjects across the district	Maintenance and repair for district spaces and equipment	Cross-district collaboration opportunities	Additional support for VAPA teachers	Updated and equitable quality and amounts of material	District-wide art exhibit
Prop 28 secretary at each school site	Tech and facilities personnel to maintain buildings and equipment	Establishment of an arts magnet high school	Honors credit for advanced classes and auditioned ensembles	Proper classroom facilities for space/storage and security of equipment, materials	VAPA PD/ collaboration days	Administration that is passionate about the arts	Equitable access to ALL materials	Proper facilities to showcase student work and performances to the community
	PAC manager at each school site		District pacing guide for VAPA subjects	Darkroom for photography	Interdisciplinary collaboration	Extra duty pay, prep time and stipends for VAPA teachers and tech staff	More VAPA electives with equitable access to those electives	Increased community awareness and involvement with the existing VAPA program
	Dedicated theater tech for each JHS/HS pair		P7 production class for PE credit	State of the art facilities across the district	Feeder program and collaboration (elementary - middle - high school)	ALL VAPA teachers are fully credentialed		
					Pathways from middle to high school to provide access for all students			

