

STRATEGIC ARTS PLAN SUMMARY

In the Fall of 2019, The LA County Department of Arts and Culture/Arts Education Collective invited the Compton Unified School District (CUSD) to engage in a strategic planning process to update the district's arts education plan. The objective was to bring a team of diverse stakeholders together, from both the district and the community, to develop a far-reaching, expansive plan that provides equitable arts education for all CUSD students. Guided by CUSD's Mission and Core Beliefs along with relevant research and internal assessments of the state of the Visual and Performing Arts (VAPA) offerings in CUSD, the committee created a comprehensive multi-phase/multi-year strategic arts plan to expand arts instruction in the district. This document summarizes and outlines the practical vision, strategic directions and comprehensive 5-year implementation plan.

WHY THE ARTS?

[Based on arts education research compiled by California State San Marcos, the arts align well with these stated goals:](#)

- Students consistently test higher in reading and math
- Students consistently show deep critical thinking skills
- Students have significantly better attendance rates
- Students are more engaged and motivated
- Students are more likely to pursue and succeed at post-secondary education
- Arts strengthen student's ability to cooperate, collaborate, and problem solve

CUSD MISSION

The mission of Compton Unified School District is to empower leaders to lead, teachers to teach and students to learn by fostering an environment that encourages leaders and teachers to be visionary, innovative and accountable achievement of all students.

CUSD GOALS

- Promote a safe and healthy environment in every school
- Provide equal education for every child
- Ensure that every child has access to technological opportunities.
- Continue to maintain high expectations and high student achievement, and hold personnel accountable for student success
- Improve team efforts by enhancing employee communications and collaboration
- Embrace and celebrate the diversity of our district
- Build, foster and promote partnerships with parents and the community
- Maintain facilities; plan and promote capital improvements

CUSD CORE BELIEFS

- We believe all children will learn at higher levels.
- We believe schools have an enormous impact on children's lives.
- We believe that all children shall be educated in a safe and orderly environment.
- We believe all children will reach their learning potential and that the achievement gap can be eliminated.
- We believe the Compton Unified School District will become a high performing organization

CUSD Arts Leadership Committee

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CUSD VAPA VISION STATEMENT

Through a consensus building process, the CUSD arts planning committee developed the following vision elements to begin advancing arts instruction TK-12 across school sites. Over the next 5 years compton Unified School district is committed to implementing visual and performing arts (VAPA) instruction that:

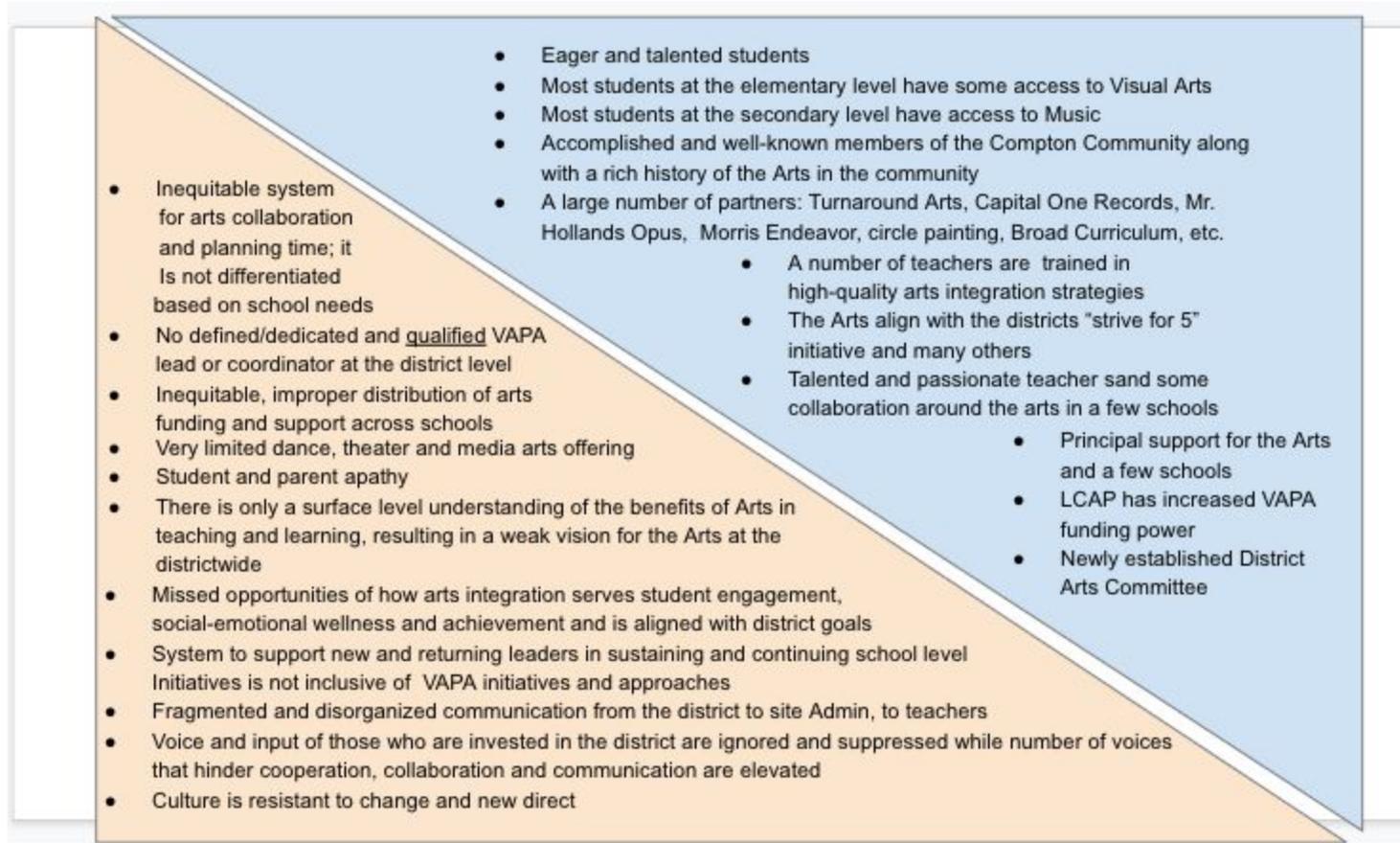
- Cultivates and employs qualified teachers in all arts disciplines
- Showcases and celebrates student achievement in the arts
- Provides comprehensive and innovative arts curriculum and instruction
- Prepares students for college and careers in the arts
- Increases innovative student electives and programs in the arts
- Provides ongoing and collaborative professional arts learning opportunities for all teachers
- Dedicates transparent district support for arts instruction
- Sustains financial resources for Arts programming

ASSESSMENT OF VAPA CURRENT REALITY

The CUSD arts committee identified the strengths the district could build on (district assets) and the challenges it would face as it moved toward enacting the vision elements.

CUSD VAPA STRENGTHS

Momentum toward our vision



CUSD VAPA CHALLENGES

Forces resisting our new direction

STRATEGIC DIRECTIONS: GOALS & KEY ACTION STEPS

To guide the 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 1 SOLIDIFY VAPA COORDINATION AS A DISTRICT PRIORITY

Goal A: Establish structured and designated arts coordination

- Hire VAPA Coordinator(s) to implement district-wide arts program with fidelity
- Establish and maintain district-level VAPA committee inclusive of all stakeholders
- Research and investigate comparable districts with successful arts program
- Create systems and protocols for coordinating and communicating with sites
- Ensure equitable representation and student engagement in VAPA across all sites

Goal B: Create sustainable and dedicated funding for VAPA

- Establish and maintain annual VAPA budget/funding
- Ensure transparency in district arts funding budget and spending
- Allocate professional development funding for arts specialists and arts integration training for standard content teachers
- Apply for all available arts grants i.e Advancement Grant

Goal C: Build the mindset that the arts are core into CUSD culture

- Expand the capacity of the established site leads and or introduce arts integration coaches
- Use the arts as a method of meeting ongoing district challenges and goals
- Include VAPA coordinator in key district meetings to ensure the arts are maintained and seen/understood as a valuable tool to meet student engagement and achievement goals



STRATEGIC DIRECTION 2 EXPAND PARTNERSHIPS AND COMMUNITY ENGAGEMENT

Goal D: Engage and deepen relationships with qualified community arts partners

- Engage the district VAPA committee in the identification and selection of new community arts partners
- Invest in arts-based field trips create an arts-based alumni group
- Partner with universities and community college arts departments for student engagement and teacher PD(i.e. UCLA Arts & healing)
- Align with other school districts with effective VAPA programs

Goal E: Promote and market the arts district-wide and to the external community

- District VAPA program communication system (web page, e-newsletter)
- Create designated spaces for arts education, showcases and performances
- Invite community members, partners and funders to student performances and exhibitions

STRATEGIC DIRECTION 3
*ENSURE IMPLEMENTATION OF QUALITY
 ARTS TEACHING AND LEARNING*

Goal F: Provide ongoing and relevant professional development in the arts

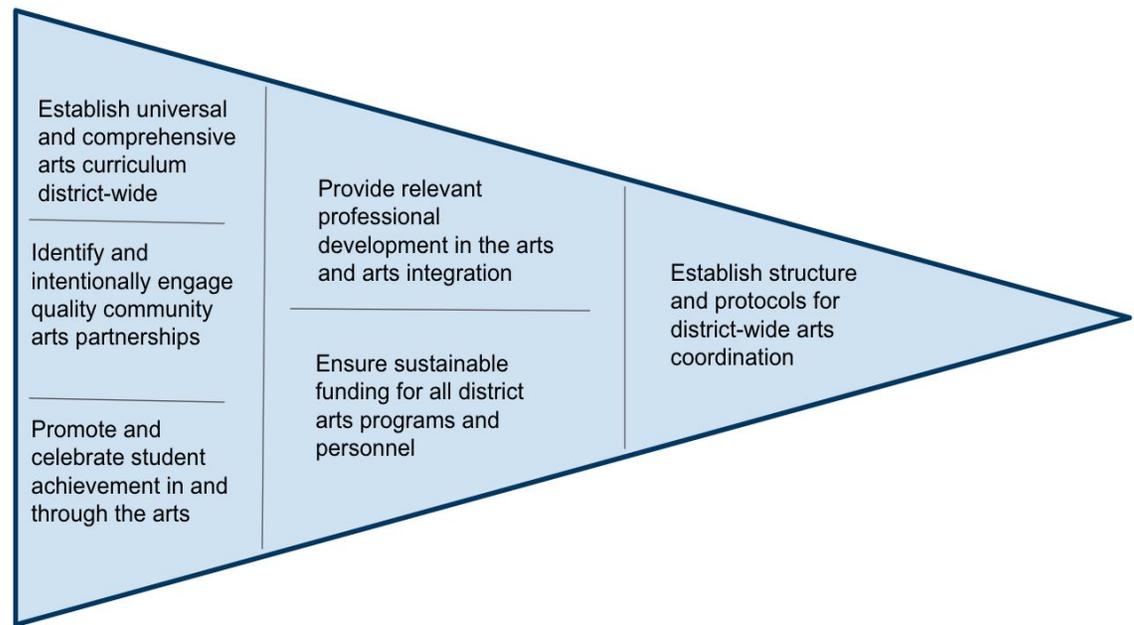
- Regular district PD’s for arts teachers (Music, VA, Theatre, Dance, Media)
- Quarterly arts integration PD for site leads and teachers
- Provide site based arts integration coaches
- Train Principals and district administrators on the importance and value of arts education and arts integration
- Train CUSD counselors in arts-based SEL and trauma informed strategies

Goal G: Establish a universal arts curriculum

- Mandatory weekly arts instruction minimum at each school
- Allocated time for discrete arts instruction TK-12
- Create an arts-based benchmark pacing guide
- Create a district arts education handbook
- Purchase curriculum for integrating arts into core subjects

STRATEGIC PRIORITIES

Looking to the future and implementing goals within the 2020-2025 arts plan, the CUSD Arts Committee identified the highest leverage implementation actions to focus on. Known as the “Priority Wedge” the image to the right articulates those first (tip), second and third tier priorities. The first priority is the critical first step that will enable the successful implementation of all activities identified in the 2nd and 3rd tiers.



COMPTON UNIFIED SCHOOL DISTRICT | 5-YEAR PHASED IMPLEMENTATION PLAN (2020-2025)

PHASE I - YEAR 1 (2020-2021)

Strategic Direction 1: Solidify VAPA Coordination as a Priority			
GOAL A: Establish structured and designated arts coordination			
Action: Hire VAPA Coordinator or two ToSA's to implement a district-wide arts program with fidelity			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> • Create an outline of duties for VAPA coordinator and 1 or 2 ToSA (job description) • Get Board approval for VAPA coordinator position • Post positions by mid 2021 • Interview and hire by start of 2021-22 	<p>By fall of 2022, have hired a district VAPA coordinator. and identifies 1-2 TOSA's to support District Admin</p>	District Arts Leads	<p>Approx. \$150K LCAP District level funds Grant funds</p>
Action: Establish and maintain a district level VAPA committee			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> • Create a calendar/ schedule for quarterly committee meetings and ensure that the arts committee is inclusive of all stakeholders • Designate subcommittees to ensure implementation of key actions and tasks outlined in Phase 1 	<p>Site based and community members are consistently communicating needs and key information to district VAPA Lead(s)</p> <p>Quarterly meetings scheduled for 2020-21 school year (3 hours)</p> <p>Subcommittee members identified and meet at least twice throughout 2020-21</p>	District Arts Lead and VAPA Committee	<p>Release/Substitute time</p>

GOAL B: Create sustainable and dedicated funding for VAPA

Action: Apply for the Arts Ed Collective Advancement Grant (and other available grants)

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Write and submit grant proposal Seek other grant opportunities <p><i>*On-going*</i></p>	Receive maximum amount of grant funding for key phase 2 and 3 strategic arts plan priorities	District Arts Lead, sub-committee	No costs Potential release/substitute time

GOAL C: Build the mindset that the arts are core into CUSD culture

Action: Expand the capacity of established site arts leads

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Managing TEAL in schools - Create a site arts lead survey to gauge interest and capacity in the creation of site arts teams and inclusion of TEAL 	A completed comprehensive survey that will be disseminated in Phase II	VAPA Committee	No costs, release/substitute time

Strategic Direction 2: Expand Partnerships and Community Engagement

Goal D: Engage and deepen relationships with qualified community arts partners

Action: Reach out to and communicate with comparable school districts with effective arts plans

Task(s)	Measurable Outcome	Point Person(s)	Budget implications
<ul style="list-style-type: none"> Collect data from successful Arts Ed Collective schools and districts Communicate with Turnaround Arts partners on best practices and successes at the school site level 	Compiled highlights from data review and successful best practices in the field of arts education	District VAPA Lead(s)	No costs

Action: Engage the district VAPA committee in the identification and selection of new community arts partners			
Task(s)	Measurable Outcome	Point Person(s)	Budget implications
<ul style="list-style-type: none"> Collect current and potential partner data/info from each school site and share with VAPA Committee Classify elementary middle. H.S - define what services each partner provides 	TK-12 arts education partnership database	District Arts Lead, VAPA Committee, Sub-committee	No cost, potential release/substitute time

Goal E: Promote and market the arts district-wide and to the external community

Action: Create a district arts program communication system (web page, virtual newsletter)

Task(s)	Measurable Outcome	Point Person(s)	Budget implications
<ul style="list-style-type: none"> Collect notable arts program info from sites and partners Include quarterly highlights on social media <p>*On-going*</p>	Student, family and community arts education work displayed and showcased	VAPA Committee, site arts leads	No costs
<ul style="list-style-type: none"> Create an arts page on CUSD website Draft quarterly arts Newsletter/Email Blast (Constant Contact) <p>*On-going*</p>	District arts webpage is updated monthly Send newsletter/email blast quarterly	ToSA & site leads, CUSD Communications Dept., VAPA Committee	Potential cost of additional webpage Add pay for subcommittee planning mtgs

Strategic Direction 3: Ensure Implementation of Quality Arts Teaching and Learning

Goal F: Provide ongoing and relevant professional development

Action: Provide SEL Professional Development opportunities for teachers

Task(s)	Measurable Outcome	Point Person(s)	Budget implications
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<ul style="list-style-type: none"> Coordinate CUSD site arts Leads and admin participation in TEAL and Arts Ed Collective Wellbeing Convenings 	100% of arts leads participate in TEAL and other SEL/Wellbeing trainings	District Arts Lead	No costs, release/substitute time
<ul style="list-style-type: none"> Conduct a needs assessment to determine Arts teacher PD needs and ensure all schools receive resources and training equitably identify discrete VAPA PD providers 	A list of quality PD Providers and a report on the PD needs of discipline specific arts teachers	District Arts Lead, VAPA Committee	No costs, release/substitute time

PHASE II YEARS 2-3 (2021-2023)

Strategic Direction 1: Solidify VAPA Coordination as a Priority			
Goal A: Establish structured and designated arts coordination			
Action: Create systems and protocols for coordinating and communicating with school sites			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<p>*Continue district VAPA committee efforts from Phase I*</p> <ul style="list-style-type: none"> Schedule Fall and Spring site arts lead cohort meetings Schedule bi-monthly 1:1 Site Arts lead check-ins (include the principal in are least 3 of these check-in meetings) Include arts reminders in Principal Corner Bulletin 	<p>Site based regular occurrences, communication documented, (example newsletter, social media communication)</p> <p>Roster of site arts representatives</p> <p>Agendas and dates of actual meetings</p> <p>Verifiable markers set in place.</p>	District VAPA Admin & TOSA along with Site leads	Release/substitute time

Goal B: Create sustainable and dedicated funding for VAPA

Action: Create a budget template with a clear explanation of why funding for the arts needs to be replenished yearly

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Inventory all school sites for musical instruments and other VAPA materials and supplies and check records in Warehouse. Regular process of refunding for each site in the arts 	<p>Confirming annual budget for new instruments and other VAPA supplies maintaining receipts from verified purchase orders</p> <p>Arts is included in the LCAP Plan and School Site Plan as a means of school improvement and growth</p>	District VAPA Admin & TOSA	School Site LCAP approx. \$10-20k District level funds & Grant funds Approx. \$5-10K per school annual

Action: Organizational Chart for flow of command to support the budget process (who reports to who directly for communicating allocations, check processes, payments,etc.)

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Design chart and set a budget approval reporting calendar 	Annual budget/cash flow calendar available to all school site Arts Leads and Admin.	VAPA Coord	n/a

Goal C: Build the mindset that the arts are core into CUSD culture

Action: Implement plan for site Arts leads

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Set quarterly Arts site lead cohort meetings and bi-monthly 1:1 	Annual calendar with set dates for Site lead meetings and 1:1 check-ins	District VAPA Admin & VAPA ToSA	Potential sub Add Pay for site leads

check-ins between district VAPA lead and Site Arts leads			
Action: Survey to gather data on the status of student and teacher interest and status of current arts implementation			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Create 2 surveys one teacher one student - disseminate, analyze and create reports 	Data report on the status of arts education and arts assessments that reflects student growth, needs and desire	District Admin, VAPA ToSA, sub-committee	
Strategic Direction 2: Expand Partnerships and Community Engagement			
Goal D: Engage and deepen relationships with qualified community arts partners			
Action: Invest in arts based field trips			
Task(s)	Measurable Outcome	Point Person(s)	Budget implications
<ul style="list-style-type: none"> Identify in-person and virtual opportunities <p><i>*On-going*</i></p>	At least 70% of the schools (Elementary, Middle, High, K-8) will participate in arts-based field trips	Site Art Leads	(in-person) Tickets transportation and student lunches (Virtually) Tickets
Action: Establish partnerships with colleges, universities, museums and non-profits			
Task(s)	Measurable Outcome	Point Person(s)	Budget implications

<ul style="list-style-type: none"> • Compile list of partners and what they have to offer and in turn, what we can offer them • CUSD communication department to reach out to community colleges and universities <p><i>*On-going*</i></p>	<p>Comprehensive list compiled of at least 10 community partners to serve all school ES, MS, HS) and a list of at least 5 colleges/universities for MS HS engagement</p>	<p>District VAPA Admin, VAPA ToSA & site leads</p>	
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<p>Goal E: Promote and market the arts district-wide and to the external community</p>			
<p>Action: Create a district arts program communication system</p>			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<p>Action: Create designated spaces for arts education, showcases, and performances</p>			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> • Develop VAPA subcommittee to analyze updated and equipped performance spaces 	<p>Committee secures locations for performance spaces in the Compton Unified School District and in the community</p>	<p>ToSA + Subcommittee</p>	<p>District level funds & Grant funds</p>
<p>Action: Invite committee members and funders to students art performances and exhibitions</p>			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications

<ul style="list-style-type: none"> Create a list of community members, stakeholders, funders, and partnerships 	75% of our community members, stakeholders, funders, and partnerships will attend at least 2 full performances annually (location TBD)	District VAPA Admin & VAPA ToSA	N/A
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Strategic Direction: Solidify VAPA Coordination as a Priority

Goal A: Establish structured and designated arts coordination

Action: Create systems and protocols for coordinating and communicating with school sites

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<p>*Continue district VAPA committee efforts from Phase I*</p> <ul style="list-style-type: none"> Schedule Fall and Spring site arts lead cohort meetings Schedule bi-monthly 1:1 Site Arts lead check-ins (include the principal in at least 3 of these check-in meetings) Include arts reminders in Principal Corner Bulletin 	<p>Site based regular occurrences, communication documented, (example newsletter, social media communication) Roster of site arts representatives</p> <p>Agendas and dates of actual meetings</p> <p>Verifiable markers set in place.</p>	District VAPA Admin & TOSA along with Site leads	Release/substitute time

Goal B: Create sustainable and dedicated funding for VAPA

Action: Create a budget template with a clear explanation of why funding for the arts needs to be replenished yearly

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
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<ul style="list-style-type: none"> Inventory all school sites for musical instruments and other VAPA materials and supplies and check records in Warehouse. Regular process of refunding for each site in the arts 	<p>Confirming annual budget for new instruments and other VAPA supplies maintaining receipts from verified purchase orders</p> <p>Arts is included in the LCAP Plan and School Site Plan as a means of school improvement and growth</p>	<p>District VAPA Admin & TOSA</p>	<p>School Site LCAP approx. \$10-20k District level funds & Grant funds Approx. \$5-10K per school annual</p>
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Action: Organizational chart for flow of command to support the budget process (who reports to who directly for communicating allocations, check processes, payments,etc.)

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Design chart and set a budget approval reporting calendar 	<p>Annual budget/cash flow calendar available to all school site Arts Leads and Admin.</p>	<p>VAPA Coord</p>	<p>n/a</p>

Goal C: Build the mindset that the arts are core into CUSD culture

Action: Implement plan for site arts leads

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Set quarterly arts site lead cohort meetings and bi-monthly 1:1 check-ins between district VAPA lead and Site Arts leads 	<p>Annual calendar with set dates for Site lead meetings and 1:1 check-ins</p>	<p>District VAPA Admin & VAPA ToSA</p>	<p>Potential sub Add Pay for site leads</p>

Action: Survey to gather data on the status of student and teacher interest and status of current arts implementation

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
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<ul style="list-style-type: none"> Create 2 surveys one teacher one student - disseminate, analyze and create reports 	Data report on the status of arts education and arts assessments that reflects student growth, needs and desire	District Admin, VAPA ToSA, sub-committee	
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Strategic Direction 3: Ensure Implementation of Quality Arts Teaching and Learning			
Goal F: Provide ongoing and relevant professional development in the arts			
Action: Provide ongoing training in the arts and SEL for teachers, principals and administrators			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Calendar arts presentations/workshops during principal meetings Set quarterly 2-hour district arts integration PD for teachers Schedule regular district PD's for VAPA (discrete arts) teachers Secure funding and time for teachers to attend PD opportunities 	<p>By the end of year 2023, 90% of principals will have completed at least two training sessions</p> <p>At least 90% teacher participation in quarterly AI PDs by 2023</p> <p>100% VAPA teacher participation in discrete VAPA PDs by 2023</p> <p>Funding secured and time off provided for arts teachers for once a year PD</p>	District VAPA Admin + VAPA ToSA	Facilitation and training costs and sub or add pay costs approx \$20-\$30K
Action: Establish an arts integration (AI) coaching cohort of ToSAs and provide ongoing training			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications

<ul style="list-style-type: none"> Recruit AI ToSAs set regular meeting times for AI coach professional development. Set program plan for AI Coach cohort (goals and expectations) 	<p>Arts learning cohort will meet for professional development at minimum on a quarterly basis.</p> <p>By January, 2022 have arts integration coaches selected and assigned to 60% of schools, with a goal of increasing to 75% by Jan 2024 and 100% 2025</p> <p>Begin training for 100% of Arts Integration coaches by summer 2022</p> <p>Each arts coach will have led a minimum of 4 arts integration PDs for staff at their school sites during 2022-23 school year</p>	<p>VAPA District Admin and Tosa along with VAPA sub committee</p>	<p>Facilitation and training costs and ToSA approx \$-\$12K</p>
<p>Action: Establish ongoing administrative check-in for support and accountability</p>			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Set bimonthly 1:1 sessions between VAPA Coord and Site Leads AI coaches 	<p>Bimonthly AI coach schedule set</p>	<p>VAPA District Admin and Tosa</p>	<p>Possible add pay costs</p>
<p>Action: Conduct mid and end-of-year progress check-ins for consistent feedback and implementation support</p>			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Allocate time for VAPA teachers to have time to plan, reflect, and discuss progress of decided projects during district PDs Create mid and end of year progress reports or surveys for AI coaches to administer to teachers at school sites 	<p>Process in place to VAPA teachers to collaborate across the district</p> <p>At least 3 discrete scaffolded VAPA PDs per school year</p> <p>Process for measuring progress and support AI coaches in place</p>	<p>VAPA District Admin and Tosa</p>	<p>Possible add pay costs</p>

Goal G: Establish a universal arts curriculum			
Action: Create curriculum Map/plan to fill gaps identified via survey to the board			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Administer district-wide arts survey to identify gaps and needs Analyze survey data and present findings to the board 	<p>A survey administered Jan 2022 Collected by March 2022</p> <p>Findings presented to the Board by June 2022</p>	VAPA District Admin and Tosa	No cost
Action: Purchase Arts Integrated curriculum guide book			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Research arts integration curriculum resources Identify and purchase best curriculum guide Create and implement training series around the guide 	<p>Spring 2022 research is compiled and best options are identified</p> <p>Curriculum guide purchased and reviews by AI cohort by Jan 2023</p> <p>To be rolled out at the start of 2023-24 school year</p>	VAPA District Admin and Tosa along with VAPA sub committee	Possible add pay costs

PHASE III – YEARS 4 & 5 (2021-2023)

Strategic Direction 1: Solidify VAPA Coordination as a Priority			
Goal A: Establish structured and designated arts coordination			
Action: Ensure equitable representation and student engagement in the arts at each site			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications

<ul style="list-style-type: none"> ● Set clear and updated expectations of the Site Arts Leads role and clear expectations on teachers role in implementing arts integration ● Review and refine VAPA curriculum plans and pacing guides for teachers ● Track teacher capacity in implementing arts integration ● ITD Data monitor yearly to verify progress of student achievement in the arts. 	<p>Arts teachers are implementing instruction aligned to the CA Arts Standards (standardized vertically and horizontally).</p> <p>Arts curriculum and pacing guides fully established</p> <p>Data collected and analyzed for continuous monitoring of progress in the arts. Correlated data between the arts and academics.</p>	<p>VAPA District Admin and Tosa along with VAPA sub committee and Site leads</p>	<p>Possible add pay for teachers a fees for curriculum development or purchase</p>
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<p>Goal C: Build the mindset that the arts are core into CUSD culture</p>			
<p>Action: Establish site arts walk-throughs with questions for students and teachers</p>			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> ● Site admin/principals and site leads AI coaches work in collaboration to ensure the integration of arts standards and maintaining communication ● Create site walk-thru format and calendar for the year to share with Principals and Site leads in advance 	<p>More of the arts are displayed school wide. Arts standards are integrated in the core content. Arts highlighted on each school's Web with district arts team in preparation for the walk-throughs</p> <p>Arts Awards Recognition for students or school sites</p>	<p>VAPA District Admin and Tosa along with Principals and Site Leads</p>	<p>Potential release time</p>
<p>Action: Continue to implement discrete and integrated VAPA PD days</p>			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications

<ul style="list-style-type: none"> Schedule annual discrete and integrated VAPA PD days Set budget, get approval and set dates for annual PD's 	A minimum of 8 designated Arts PDs on annual distric PD Calendar	VAPA District Admin and Tosa	Release time, external and internal trainer fees
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Strategic Direction 2: Expand Partnerships and Community Engagement

Goal D: Engage and deepen relationships with qualified community arts partners

Action: Engage the district VAPA Committee in the identification and selection of new community arts partners

Task(s)	Measurable Outcome	Point Person(s)	Budget implications
<ul style="list-style-type: none"> Organize school day and after school partnership opportunities 	Increased arts experiential opportunities for all ES and MS students	VAPA District Admin and Tosa	LCAP, site funding, grants

Goal E: Promote and market the arts district-wide and to the external community

Action: Hold regular meetings with community members to discuss/plan arts-based events and create a CUSD arts volunteer taskforce

Task(s)	Measurable Outcome	Point Person(s)	Budget implications
<ul style="list-style-type: none"> Schedule meetings with stakeholders to educate, empower, and involve them in arts-based events and how they can support, volunteer, and donate Schedule meetings to occur biannually Create volunteer roster and schedule 	Ongoing structure for meeting with and engaging external community partners	VAPA District Admin	Hospitality costs

Action: Build relationships with city officials to discuss/plan on how they can support CUSD arts education programs

Task(s)	Measurable Outcome	Point Person(s)	Budget implications
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<ul style="list-style-type: none"> Identify <u>city officials</u> to connect with Schedule meetings to discuss how arts-based events and instructional needs can be supported 	Strengthened connections with community officials and evidence of support	VAPA District Admin	Hospitality costs
Action: Build relationships with donors and financial supporters interested in funding CUSD arts education programs			
Task(s)	Measurable Outcome	Point Person(s)	Budget implications
<ul style="list-style-type: none"> Identify potential <u>funders</u> Schedule biannual meetings to discuss/ funding for CUSD Arts 	Strengthened connections with community officials evidence of financial support to CUSD VAPA initiatives	VAPA District Admin	Hospitality costs and potential match fees for grants

Strategic Direction 3: Ensure Implementation of Quality Arts Teaching and Learning			
Goal F: Provide ongoing and relevant professional development in the arts			
Action: Provide ongoing arts and SEL training for teachers, principals and administrators			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Calendar arts presentations/workshops during principal meetings Set quarterly 2-hour district Arts Integration PD for teachers Schedule regular district PD's for VAPA (discrete arts) teachers 	<p>By the end of year 2023, 90% of principals will have completed at least two training sessions.</p> <p>At least 95% teacher participation in quarterly arts integration PDs by 2023.</p> <p>100% VAPA teacher participation in discrete VAPA PDs by 2023.</p>	VAPA District Admin, ToSA, site leads and sub committee	LCAP, site funding, grants, release time

<ul style="list-style-type: none"> Secure funding and time for teachers to attend PD 	Funding secured and time off provided for arts teachers for once a year PD.		
Action: Establish an arts integration coaching cohort and provide ongoing training and coaching for site leaders			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Recruit and appoint site based arts integration (AI) coaches Set regular meeting times for AI coach professional development Set program plan for AI Coach cohort with goals and expectations 	PD delivered quarterly (minimum) Site based arts integration coaches appointed by January 2022 at 70%, with a goal of increasing to 100% by 2023 Trainings delivered at 100% by summer 2022 A minimum of 4 arts integration PDs for school site staff during 2022-23 school year	VAPA District Admin, ToSA, site leads and sub committee	Release time, potential stipends, grant funding
Action: Establish ongoing administrative check-in for support and accountability			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Set bimonthly 1:1 sessions between VAPA Coord and Arts integration coaches 	By fall of 2024, bimonthly sessions are habitual and integrated into CUSD systems Bimonthly AI coach schedule established	VAPA District Admin and ToSA	Potential release time
Action: Conduct mid and end-of-year progress check-ins with VAPA teachers			
Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none"> Allocate time for VAPA teachers to plan, reflect, and discuss progress from receiving PD Create mid and end of year progress reports or surveys for AI coaches to administer 	System in place for ongoing reflection, assessment and implementation progress monitoring	VAPA District Admin and ToSA	Potential release time

Goal G: Establish a universal arts curriculum

Action: Create a data sheet that highlights the academic gains made by students

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none">• Administer district-wide arts survey to identify gaps and needs• Analyze survey data and present findings to the board	A survey administered Jan 2022 and collected by March 2022 Findings presented to the Board by June 2022	VAPA District Admin and ToSA	No costs

Action: Identify key protocols and tool that replicated best practices for implementing Arts Integration

Task(s)	Measurable Outcome	Point Person(s)	Budget Implications
<ul style="list-style-type: none">• Research arts integration curriculum resources• Identify curriculum guides and tools• Create and implement training series for implementing guides and tools	Spring 2022 research is compiled and best options are identified To be rolled out at the start of 2023-24 school year	VAPA District Admin and ToSA	No costs