

**BURBANK UNIFIED SCHOOL DISTRICT  
Proposed Arts for All Plan**

**Focus Area 1: STANDARDS-BASED CURRICULUM, STUDENT ASSESSMENT, & PROFESSIONAL DEVELOPMENT**

**Success Indicator:** Sequential standards-based arts instruction is offered for all students at all grade levels.

<b>Timeline</b>	<b>Goal No.</b>	<b>Implementation Task</b>	<b>Preliminary Budget Implications</b>	<b>Manager(s) Responsible</b>
<b>Phase 1</b>				
Phase 1: 2006-2008	1. Develop well articulated sequential curriculum K-12 (one discipline per year).	<ul style="list-style-type: none"> <li>a. Assess current District curriculum in accordance with new Visual and Performing Arts (VAPA) Framework and Content Standards.</li> <li>b. Establish timeline for writing District’s VAPA curriculum.</li> <li>c. Conduct summer writing (two disciplines in Phase 1 for music and visual arts) to complete and revise curriculum.</li> <li>d. Implement music and visual arts curriculum.</li> </ul>	c. \$5,000/year	Deputy Superintendent Assistant Superintendent AFA Committee VAPA TOSA (Teacher on Special Assignment) Teachers Arts specialists
Phase 1: 2006-2008	2. Assess professional development needs of VAPA (Visual and Performing Arts) teachers and elementary classroom teachers.	<ul style="list-style-type: none"> <li>a. Research effective, standards-based professional development models and resources.</li> <li>b. Develop an arts professional development needs assessment for arts specialists and elementary classroom teachers.</li> <li>c. Administer the needs assessment.</li> <li>d. Analyze and prioritize the needs in alignment with the curriculum and assessment implementation plans.</li> </ul>		Deputy Superintendent AFA Committee VAPA TOSA Teachers
Phase 1: 2006-2008	3. Create a professional development plan focused on standards-based arts education for arts specialists, secondary VAPA teachers and elementary classroom teachers.	<ul style="list-style-type: none"> <li>a. Develop professional development plan based on results of needs assessment.</li> <li>b. Research funding sources for professional development services.</li> <li>c. Disseminate curriculum implementation timeline and professional development plan to principals and teachers.</li> <li>d. Secure funding to support professional development plans.</li> </ul>	d. TBD	Deputy Superintendent AFA Committee VAPA TOSA Teachers
Phase 1: 2006-2008	4. Develop and pilot end of semester student assessments for secondary music programs.	<ul style="list-style-type: none"> <li>a. Identify teacher teams to develop assessments.</li> <li>b. Work with teams to develop pilot of the assessments.</li> <li>c. Review results and make adjustments as needed.</li> <li>d. Pilot assessments.</li> </ul>	TBD (assess supplies/ release time for teachers approx. \$5,000)	Deputy Superintendent AFA Committee VAPA TOSA Assist. Supt.- HRS Music teachers

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<b>Phase 1 (cont.)</b>				
Phase 1: 2006-2008	5. Develop and pilot interim student assessments for elementary visual arts programs.	<ul style="list-style-type: none"> <li>a. Identify grade level teams to develop assessment.</li> <li>b. Work with teams to develop pilot of the assessments.</li> <li>c. Review results and make adjustments as needed.</li> <li>d. Pilot assessments.</li> </ul>	TBD (assess supplies/ release time for teachers approx. \$5,000)	Deputy Superintendent AFA Committee VAPA TOSA Elementary teachers
<b>Phase 2</b>				
Phase 2: 2008-2010	6. Develop well articulated sequential curriculum K-12 (one discipline per year).	<ul style="list-style-type: none"> <li>a. Conduct summer writing (two disciplines in Phase 2 for dance and theater arts) to complete and revise curriculum.</li> <li>b. Implement dance and theater curriculum.</li> </ul>	See Program Administration and Personnel b. \$5,000/year	Deputy Superintendent Assistant Superintendent AFA Committee VAPA TOSA Teachers Arts specialists
Phase 2: 2008-2010	7. Implement Professional Development Plan.	<ul style="list-style-type: none"> <li>a. Explore option of university credit for arts Professional Development.</li> <li>b. Schedule professional development opportunities.</li> <li>c. Create a timeline for teachers to attend.</li> </ul>	b. \$10,000	Deputy Superintendent AFA Committee VAPA TOSA Teachers
Phase 2: 2008-2010	8. Evaluate effectiveness of professional development as evidenced by increased student learning.	<ul style="list-style-type: none"> <li>a. Develop evaluation plan of curriculum and professional development and examine evidence of increased student learning.</li> </ul>	See Program Administration and Personnel	Deputy Superintendent AFA Committee VAPA TOSA Teachers
Phase 2: 2008-2010	9. Develop and pilot interim student assessments for elementary music programs.	<ul style="list-style-type: none"> <li>a. Identify teacher teams to develop assessment</li> <li>b. Work with teams to develop pilot of the assessments.</li> <li>c. Review results and make adjustments as needed.</li> <li>d. Pilot assessments.</li> </ul>	TBD(assessment supplies/ release time for teachers approx. \$5,000)	Deputy Superintendent AFA Committee VAPA TOSA Elementary teachers
Phase 2: 2008-2010	10. Develop and pilot end of semester student assessments for secondary visual arts programs.	<ul style="list-style-type: none"> <li>a. Identify teacher teams to develop assessment</li> <li>b. Work with teams to develop pilot of the assessments.</li> <li>c. Review results and make adjustments as needed.</li> <li>d. Pilot assessments.</li> </ul>	TBD (assess supplies/ release time for teachers approx. \$5,000)	Deputy Superintendent AFA Committee VAPA TOSA Elementary teachers

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<b>Phase 3</b>				
Phase 3: 2010-2012	11. Implement District sequential and comprehensive VAPA K-12 curriculum.	a. Implement professional development to support curriculum.	See Program Administration and Personnel	Deputy Superintendent AFA Committee External consultant VAPA TOSA Teachers
Phase 3: 2010-2012	12. Assess and evaluate the District VAPA curriculum.	a. Reassess and evaluate the curriculum.	See Program Administration and Personnel	VAPA TOSA
Phase 3: 2010-2012	13. Continue ongoing professional development for VAPA teachers.	a. Review and revise the professional development plan. b. Implement evaluation of professional development.	See Program Administration and Personnel b. \$5,000/year	VAPA TOSA
Phase 3: 2010-2012	14. Develop and pilot end of semester student assessments for secondary dance and drama programs.	a. Identify teacher teams to develop assessment b. Work with teams to develop pilot of the assessments. c. Review results and make adjustments as needed. d. Pilot at all schools at a level.	TBD (assess supplies/ release time for teachers/consultant approx. \$5,000)	Deputy Superintendent AFA Committee VAPA TOSA Secondary dance and drama teachers
Phase 3: 2010-2012	15. Develop and pilot interim student assessments for elementary dance and drama programs.	a. Identify teacher teams to develop assessment b. Work with teams to develop pilot of the assessments. c. Review results and make adjustments as needed. d. Pilot at all schools at a level.	TBD (assess supplies/ release time for teachers/consultant approx. \$5,000)	Deputy Superintendent AFA Committee VAPA TOSA Elementary teachers
<b>Phase 4</b>				
Phase 4: 2012-Ongoing	16. Secure UC approval for all new high school arts courses (F requirement).	a. Make sure all courses are UC aligned.	None	High Schools Instructional Services Staff
Phase 4: 2012-Ongoing	17. Implement assessments tied to standards-based instruction.	a. Conduct assessments.	TBD	Deputy Superintendent AFA Committee VAPA TOSA Secondary arts teachers Elementary teachers

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**Focus Area 2: PROGRAM EVALUATION**

**Success Indicator:** Evaluation procedures are in place for all arts education programs.

<b>Timeline</b>	<b>Goal No.</b>	<b>Implementation Task</b>	<b>Preliminary Budget Implications</b>	<b>Manager(s) Responsible</b>
<b>Phase 2</b>				
Phase 2: 2008-2009	1. Evaluate music program using external summative evaluation.	a. Determine focus of evaluation. b. Locate external evaluator(s). c. Support data collection. d. Review drafts of evaluation. e. Present evaluation to teachers and Board of Education. f. Make adjustments to program based on recommendations of evaluation.	\$8,000 (evaluator/consultant)	Evaluator/Consultant VAPA TOSA
Phase 2: 2009-2010	2. Evaluate visual arts program using external summative evaluation.	a. Determine focus of evaluation. b. Locate external evaluator(s). c. Support data collection. d. Review drafts of evaluation. e. Present evaluation to teachers and Board of Education. f. Make adjustments to program based on recommendations of evaluation.	TBD	VAPA TOSA
Phase 2:2009-2010	3. Implement recommendations of music program evaluation.	a. TBD based upon recommendations.	TBD	Deputy Superintendent AFA Committee VAPA TOSA Secondary music teachers Elementary teachers
<b>Phase 3</b>				
Phase 3: 2010-2011	4. Implement recommendations of visual arts program evaluation.	a. TBD based upon recommendations.	TBD	Deputy Superintendent AFA Committee VAPA TOSA Secondary visual arts tchrs Elementary teachers
Phase 3: 2010-2011	5. Evaluate dance and theater program using external summative evaluation.	a. Determine focus of evaluation. b. Locate evaluator. c. Support data collection. d. Review drafts of evaluation. e. Present evaluation to teachers and Board of Education. f. Make adjustments to program based on recommendations of evaluation.	TBD (Approx. \$8,000)	VAPA TOSA VAPA Committee
Phase 3: 2011-2012	6. Implement recommendations of dance and theater program evaluation.	a. TBD based upon recommendations.	TBD	Deputy Superintendent AFA Committee VAPA TOSA Secondary dance/drama tchr Elementary teachers

Phase 1=2006-2008, Phase 2=2008-2010, Phase 3=2010-2012, Phase 4=2012-Ongoing

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**Focus Area 3: PROGRAM ADMINISTRATION & PERSONNEL**

**Success Indicator:** Adequate staffing level of teachers and administrators is in place to support standards-based sequential arts education.

<b>Timeline</b>	<b>Goal No.</b>	<b>Implementation Task</b>	<b>Preliminary Budget Implications</b>	<b>Manager(s) Responsible</b>
<b>Phase 1</b>				
Phase 1: 2006-2008	1. Create Arts for All (AFA) Steering Committee.	a. Appoint members for AFA Committee and include representative teachers from elementary, middle, and high school grade levels, District leadership, parents, and community partners.	None	Deputy Superintendent AFA Committee VAPA TOSA Dir. Ed. Support Services
Phase 1: 2006-2008	2. Create a new position for .5 FTE VAPA Teacher on Special Assignment (TOSA) to coordinate all VAPA activities.	a. Post the VAPA TOSA position. b. Appoint the VAPA TOSA.	b. \$40,000	Deputy Superintendent Assistant Supt-Instr. Servs. Dir. Ed. Support Services Assistant Supt- HRS
Phase 1: 2006-2008	3. Provide sufficient personnel for elementary music programs.	a. Post position(s). b. Appoint music teachers (optimum staffing level = 4 teachers, 2 vocal and 2 instrumental).	\$75,000/ music teacher	Deputy Superintendent Assistant Supt.-HRS
<b>Phase 2</b>				
Phase 2: 2008-2010	4. Provide sufficient personnel for K-12 dance and theater programs.	a. Assess personnel needs in the areas of dance and theater. b. Present needs assessment results to Deputy Superintendent and Board of Education. c. Post positions, if required. d. Appoint teachers, if required.	d. \$75,000/ teacher	Deputy Superintendent VAPA TOSA, AFA Committee Assistant Supt.-HRS
Phase 2: 2008-2010	5. Increase VAPA TOSA position to full-time	a. Transition TOSA to 1.0 FTE with funding.	a. \$40,000 increase	Deputy Superintendent Assistant Supt.-HRS
<b>Phase 3</b>				
Phase 3:2010-2012	6. Provide sufficient personnel for all disciplines in District K-12 arts programs.	a. Hire additional staff as needed to implement comprehensive K-12 arts education in all 4 arts disciplines.	TBD	Deputy Superintendent VAPA TOSA AFA Committee Assistant Supt.-HRS
<b>Phase 4</b>				
Phase 4: 2012- Ongoing	7. Continue to provide sufficient personnel for all disciplines in District K-12 arts programs.	a. Maintain adequate staffing to continue program implementation.	TBD	Deputy Superintendent VAPA TOSA AFA Committee Assistant Supt.-HRS

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**Focus Area 4: PARTNERSHIP & COLLABORATIONS**

**Success Indicator:** Community arts and business partners are actively engaged in the District’s arts education program.

<b>Timeline</b>	<b>Goal No.</b>	<b>Implementation Task</b>	<b>Preliminary Budget Implications</b>	<b>Manager(s) Responsible</b>
<b>Phase 1</b>				
Phase 1:2006-2008	1. Develop community, business, and arts partners for the District.	a. Create a scope of partnership needs. b. Create marketing plan for partnerships. c. Research available partnerships: <ul style="list-style-type: none"> <li>▪ Burbank Business Partners</li> <li>▪ Chamber of Commerce</li> <li>▪ Service clubs</li> <li>▪ PTAs</li> <li>▪ Entertainment companies</li> </ul> d. Establish strategy to create effective communications to facilitate partnerships over time.	TBD	AFA Committee Site Principals Burbank Business Partners VAPA TOSA
Phase 1:2006-2008	2. Maintain a list of arts resources and groups to partner with schools.	a. Utilize resources available through LAartsEd.org to identify arts partners. b. Identify and enlist Burbank’s professional performing arts groups to perform at schools such as Shakespeare at Play, Media City Ballet, Burbank Symphony, Black Knights, Colony Theater, Victory Theater, Falcon Theater, etc. c. Create a resource directory of local performing and arts groups and contacts. d. Update directory as needed and post on BUSD’s web site.	None	AFA Committee Site Principals Burbank Business Partners VAPA TOSA
Phase 1:2006-2008	3. Explore opportunities for visiting artists programs in all four disciplines.	a. Research and share information with sites.	None	Site Principals VAPA TOSA
Phase 1: 2006-2008	4. Engage elected officials to support arts education.	a. Create ongoing communication with elected officials to gain support for and increase arts education awareness.	None	Burbank Business Partners
<b>Phase 2</b>				
Phase 2: 2008-2010	5. Facilitate the exchange of exhibits and performances by school groups between schools.	a. Arrange for funding of transportation for exchange of exhibits and performances by school groups between schools. b. Transport performers and/or audience members. c. Establish master calendar for student performances annually.	a. \$400/bus \$4,400/year	AFA Committee VAPA TOSA Site principals

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<b>Timeline</b>	<b>Goal No.</b>	<b>Implementation Task</b>	<b>Preliminary Budget Implications</b>	<b>Manager(s) Responsible</b>
<b>Phase 2 cont.</b>				
Phase 2: 2008-2010	6. Facilitate student-to-student mentoring and teacher-to-teacher collaboration.	<ul style="list-style-type: none"> <li>a. Create mentoring in the arts by students between schools.</li> <li>b. Explore models for teacher-to-teacher collaboration.</li> </ul>	Substitute Costs	AFA Committee VAPA TOSA
Phase 2: 2008-2010	7. Seek supporting grant funds for professional arts programs and performances.	<ul style="list-style-type: none"> <li>a. Explore funding opportunities.</li> </ul>	None	VAPA TOSA
Phase 2: 2008-2010	8. Involve senior citizens in arts program as a resource support group.	<ul style="list-style-type: none"> <li>a. Design a program that involves seniors in providing volunteer services and in fundraising.</li> <li>b. Train seniors as program volunteers and advocates.</li> </ul>	None	AFA Committee VAPA TOSA

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**Focus Area 5: INSTRUCTIONAL MATERIALS & EQUIPMENT**

**Success Indicator:** Adequate instructional materials and equipment are in place to support District’s arts education program.

<b>Timeline</b>	<b>Goal No.</b>	<b>Implementation Task</b>	<b>Preliminary Budget Implications</b>	<b>Manager(s) Responsible</b>
<b>Phase 1</b>				
Phase 1: 2006-2008	1. Provide all school sites with sufficient standards-based arts instructional materials and equipment.	<ul style="list-style-type: none"> <li>a. Inventory current BUSD arts instructional materials and equipment.</li> <li>b. Develop materials and equipment needs/improvements list.</li> <li>c. Involve elementary and secondary staff and VAPA Committee to select instructional materials and equipment.</li> </ul>	Budget projection: \$100,000/year	AFA Committee VAPA TOSA Site Principals Teachers
<b>Phase 2</b>				
Phase 2: 2008-2010	2. Provide adequate materials and equipment on an ongoing basis.	<ul style="list-style-type: none"> <li>a. Conduct ongoing needs assessment for materials and equipment.</li> <li>b. Secure funding on an ongoing basis.</li> </ul>	TBD	Deputy Superintendent AFA Committee VAPA TOSA Site Principals

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**Focus Area 6: FUNDING**

**Success Indicator:** Develop adequate funding from multiple sources sustained over time.

<b>Timeline</b>	<b>Goal No.</b>	<b>Implementation Task</b>	<b>Preliminary Budget Implications</b>	<b>Manager(s) Responsible</b>
<b>Phase 1</b>				
Phase 1: 2006-2008	1. Secure BUSD funds for 4 music teachers.	a. Present proposal to Board of Ed. in spring 2006 for funds to hire 2 elementary instrumental music and 2 elementary vocal music teachers for fall 2006 start date.	\$300,000 per year (or \$75k per teacher)	Board of Education Deputy Superintendent VAPA TOSA
Phase 1: 2006-2008	2. Secure Arts for All Pooled Fund match.	a. Present plan and request to AFA Pooled Fund for \$60,000 VAPA TOSA and other costs in 2006. b. Present plan and request to AFA Pooled Fund for \$20,000 VAPA TOSA and other costs in 2007.	a. + \$60,000 b. + \$20,000	Deputy Superintendent VAPA TOSA
Phase 1: 2006-2008	3. Secure BUSD funds for additional components of the arts education plan.	c. Present proposal to Board of Ed in fall of 2006 for funds to provide instruments, equipment, supplies, professional development, and transportation on an ongoing basis.	\$130,000 per year	Board of Education Deputy Superintendent VAPA TOSA
Phase 1: 2006-2008	4. Identify potential sources of funding outside the BUSD budget.	a. Request that newly revived Burbank Community Foundation allocate 20% of funds for BUSD arts education funding. b. Partner with Burbank Business Partners to establish the Burbank Arts Education Foundation and possible endowment. c. Research availability of State and Federal support for arts education. d. Explore proposing \$1 per resident tax for arts education in Burbank.	a. TBD b. TBD c. TBD d. TBD	AFA Committee VAPA TOSA Burbank Community Foundation Burbank Business Partners
Phase 1: 2006-2008	5. Secure corporate and foundation grants to supplement District and community arts funding.	a. Create a working group from VAPA leadership to work with VAPA TOSA to prepare and submit applications to organizations such as: Mr. Holland's Opus, Starbucks Foundation, National Endowment for the Arts, VAPA grants, Target Arts Grants, etc.	a. TBD	AFA Committee VAPA TOSA Arts supporters and providers
<b>Phase 2</b>				
Phase 2: 2008-2010	6. Secure BUSD funds for K12 dance and theatre programs.	a. Number of personnel TBD based on needs assessment. b. Create and update funding resource plan.	\$75,000 per teacher per year	Board of Education Deputy Superintendent VAPA TOSA.
Phase 2: 2008-2010	7. Prioritize District and community arts education funding needs on an ongoing basis.	c. Identify new resource needs. d. Create and update funding resource plan as needed over time.	TBD	Board of Education AFA Committee VAPA TOSA