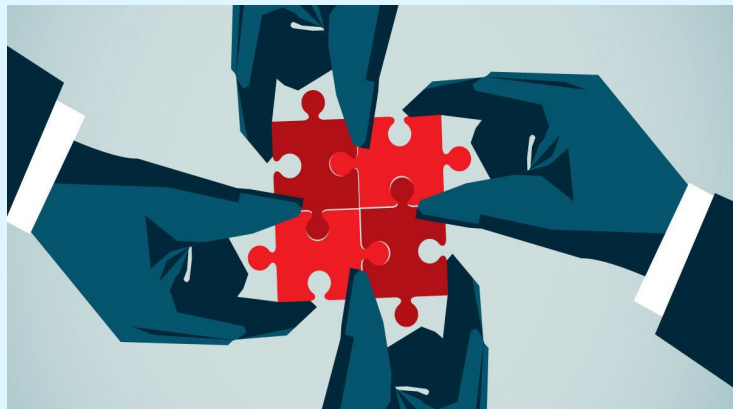


Building a Nationally-Recognized Music Program: It's All About Collaborative Structures!



Midwest Band and Orchestra Clinic
Friday, December 17, 2021
2:00 – 3:00 p.m., W185

Michael D. Stone, Presenter
Annamarie Bollino, Co-Presenter
Dr. Lance Nielsen, Co-Presenter



Michael D. Stone
Bakersfield City School District
(California)



Annamarie Bollino
Stafford County Public Schools
(Virginia)



Dr. Lance D. Nielsen
Lincoln Public Schools
(Nebraska)

Clinicians



GOALS FOR TODAY

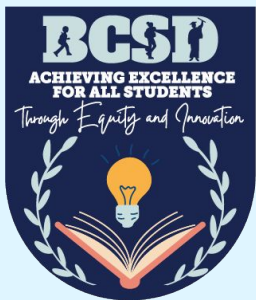


- **Provide specific strategies** for building strong music education programs that can be replicated in any American school or school system
- Outline the “how to” for **creating collaborative structures** that nurture relationship building among faculty, staff, parents, and community partners
- Emphasize the importance of a **Strategic Arts Plan** as a guiding document for implementing positive change within a comprehensive music education system

“Handouts”



<https://tinyurl.com/Midwest2021>



**ACHIEVING EXCELLENCE
FOR ALL STUDENTS**

Through Equity and Innovation

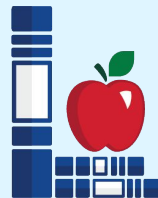
BAKERSFIELD CITY SCHOOL DISTRICT



**Stafford County
Public Schools**

Inspire | Empower | Excel

District Overviews



Lincoln
PUBLIC SCHOOLS

Bakersfield City School District



**ACHIEVING EXCELLENCE
FOR ALL STUDENTS**
Through Equity and Innovation
BAKERSFIELD CITY SCHOOL DISTRICT

Districtwide Growth Improvement
BCSD maintained or improved in 31 of 32 metrics on the CA Dashboard (2018-2019).

30,782 Students

Hispanic 79%
White 9%
African American 8%
Other 4%

43 43 School Sites

PK-8 K-8 School District including State Pre-K and TK

90% Socioeconomically Disadvantaged

27% English Language Learners

Personnel Count
Certified: 1,786
Classified: 1,608

BCSD VALUES, VISION, MISSION & GOALS

VALUES

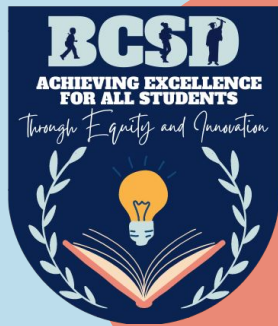
EQUITY	INTEGRITY	CARING	COLLABORATION	PERSONAL & COLLECTIVE ACCOUNTABILITY
--------	-----------	--------	---------------	--

VISION

To be the model of educational excellence, equity and innovation.

MISSION

To educate all students at the highest levels of academic excellence to become collaborative, creative and critical thinkers.



GOALS

ACADEMIC ACHIEVEMENT	SOCIAL EMOTIONAL LEARNING	FAMILY AND COMMUNITY ENGAGEMENT
-------------------------	---------------------------------	---------------------------------------

Visual and Performing Arts Team

1 Program Coordinator

2 Academic Coaches

2 Clerical Support Staff

30 Music and Visual Arts Teachers

2 Arts Academy Instructional Specialists



8,295 Students Served Via Music Program

Our Results...

Music Students in BCSD do better in school, have **higher Grade Point Averages** (GPA's), and **attend school at higher rates** than their non-music peers.



Music Students	Non-Music Students
GPA: 3.25	GPA: 2.75
Attendance: 96.11%	Attendance: 94.43%
2018/19 School Year	

Music Students	Non-Music Students
GPA: 3.27	GPA: 2.84
Attendance: 96.48%	Attendance: 94.32%
2017/18 School Year	

Music Students	Non-Music Students
GPA: 3.3	GPA: 2.9
Attendance: 96.57%	Attendance: 94.43%
2016/17 School Year	

SOURCE: 2016-2019 District Junior High/Middle School Data

Stafford County Public Schools



Stafford County remains one of the largest counties in Virginia whose school sites have all remained fully accredited (33 schools).

29,275 Students



White 42%
Hispanic 24%
Black 21%
Multiple 9%
Asian 4%

33 33 School Sites

PK-12 PreK-12 School District

30% Socioeconomically Disadvantaged

11% English Language Learners

Personnel Count
Certified: 2,996
Classified: 1,534

SCPS VISION, MISSION, VALUES & GOALS

VISION

Stafford County Public Schools is a dynamic, goal-oriented learning community committed to preparing our students for success in further education, work, and citizenship.

MISSION

Inspire and empower all learners to thrive

GOALS

Goal #1 Student Achievement

Engage, challenge, and prepare every student for success.

Goal #2 Work Force

Recruit, develop, and retain the highest quality employees.

Goal #3 Resource Stewardship

Establish & maintain efficient, transparent, responsible oversight of resource.

Goal #4 Communication

Communicate effectively at all levels.

VALUES

Learners

Community

Excellence

Respect

Integrity



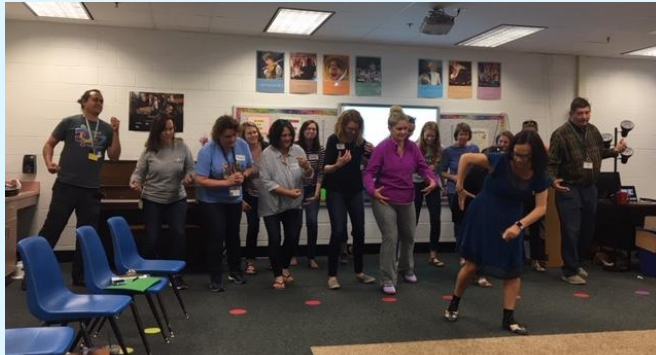
Stafford County
Public Schools

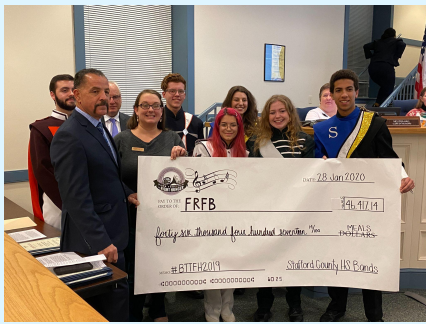
Inspire | Empower | Excel

Fine & Performing Arts Team

- 1 Facilitator of Fine & Performing Arts**
- 1 Clerical Support Staff**
- 117 Fine & Performing Arts Teachers**
- 5 Part-time accompanists for K-12 vocal ensembles**

17,895 Students Served Via Music Program





Our Results...

- **Increased secondary music course enrollment from 2016-20**
- **Experiences for students**
 - masterclasses & lesson program
 - 2,654 elementary students attend musical performance
- **Community Service:** Band Together to Fight Hunger, donating over 46,000 meals to the regional food bank in 2019
- **Expanded music electives:** offer music technology, guitar, world music



Lincoln Public Schools



Lincoln Public Schools

Districtwide Growth Improvement

There is a 4-Year On Time Graduation Rate 82.7%.

41,766 Students



White 64.3%
Hispanic 14.9%
Other 9.4%
African American 6.7%
Asian 4.7%

60

60 School Sites

PK-12

PreK-12 School District including Focus Programs

47%

Socioeconomically Disadvantaged

7%

English Language Learners

Personnel Count

Certified: 3,907

Classified: 2,800

LPS VISION & GOALS

VISION

To prepare ALL students to be college, career, and civic-life ready with a goal of 90% on-time graduation.

GOALS



Future Ready Global Citizens



Family & Community Partnerships



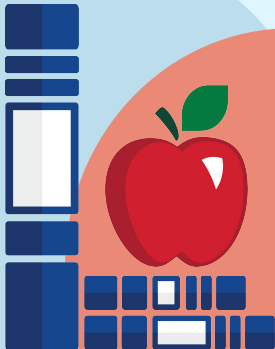
Support Academic Success for All Students



Growth Ready Facilities & Infrastructure



Support for Educators



Music Department Team

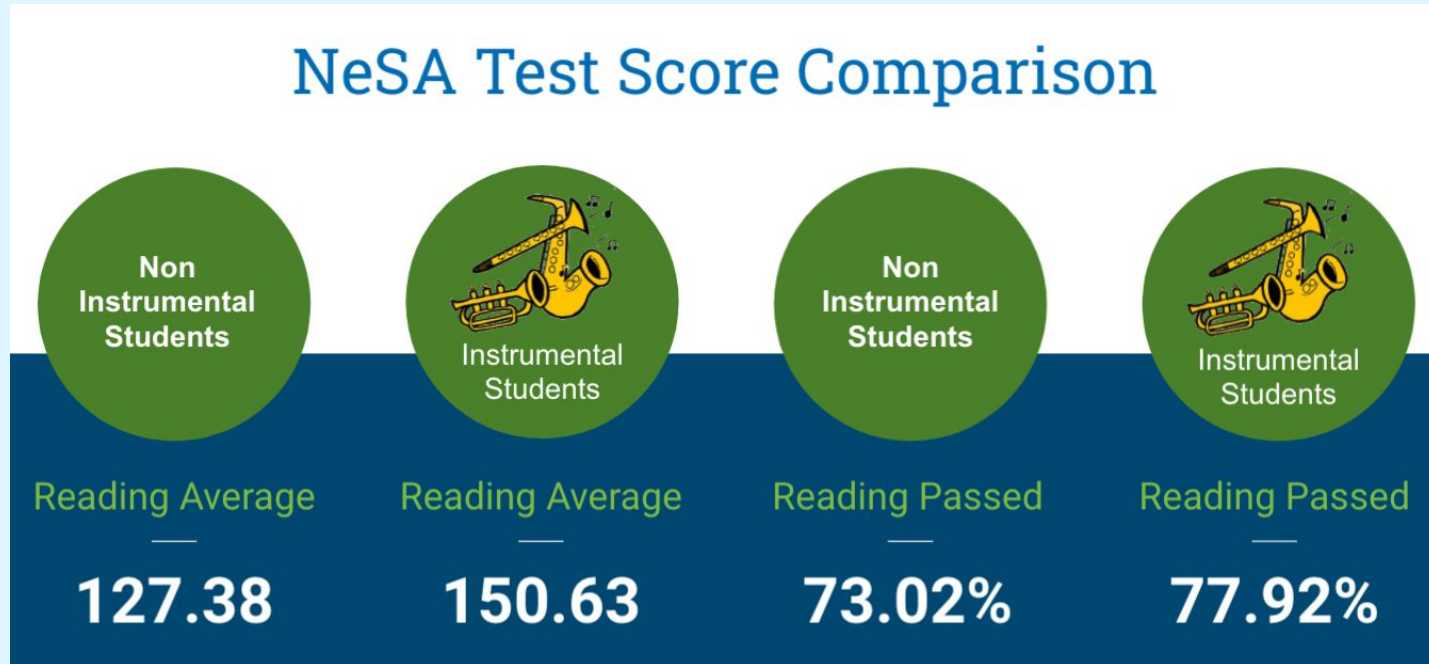
- 1 Supervisor of Music**
- 1 Music Teacher Leader**
- 2 Clerical Support Staff**
- 126 Music Teachers**
- 21 Full-time accompanists for MS
and HS vocal classes**



23,508 Students Served Via Music Program

Our Results...

In addition to high attendance and GPAs, elementary band/string students in LPS consistently do better on state test scores.

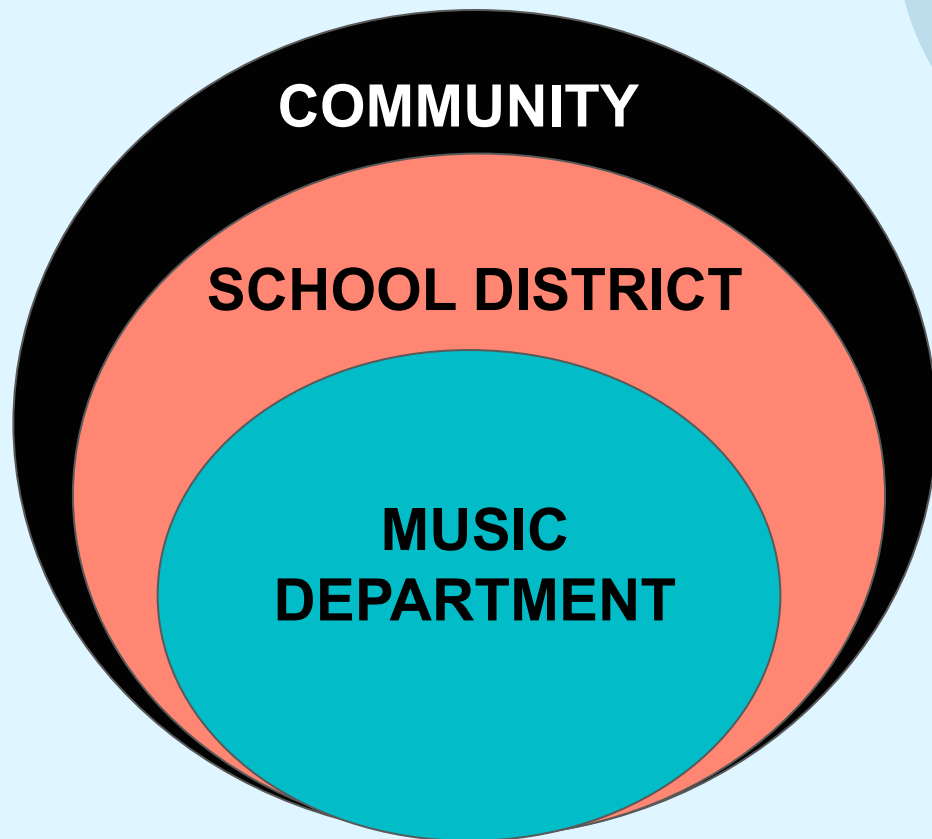


SOURCE: 2016-2020 District Elementary Band/Strings Data

Creating a Collaborative Culture



Collaborative Structures



Community

Arts Community Connections

Being Visible within the Community

All Community Ensembles

Youth Symphony

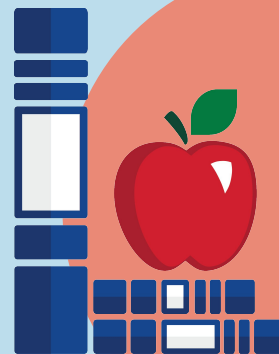
Mariachi

Steel Drum Ensembles

Choral Ensembles

Colleges / Universities

String Project



Community

Teachers / Leaders serving on Arts Boards

Foundations: Support for Arts Education

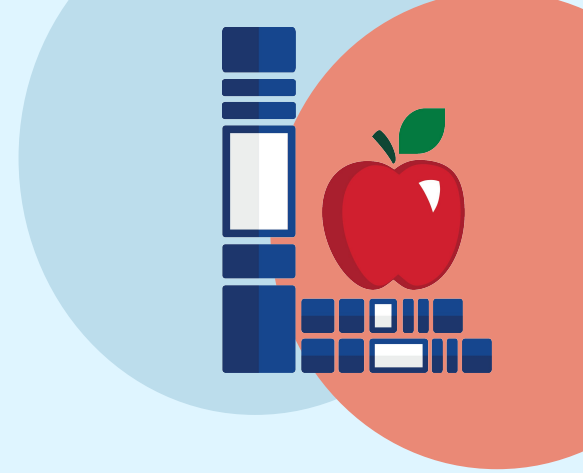
Extra Financial Support

Alumni Outreach

Fostering Community Support

NAMM Best Communities for Music Education

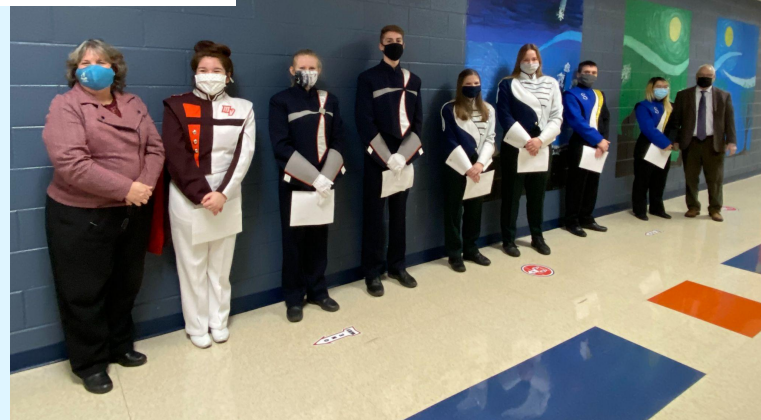
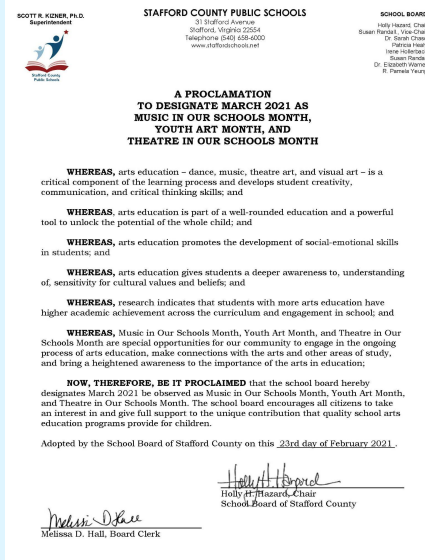
Celebrate / Recognize Partners



give
To Lincoln Day

School District

- School Board
- Advisory Committees



School District



Fine & Performing Arts Advisory Committee (FPAAC)

SCHOOL YEAR	COMMITTEE RECOMMENDATIONS	IMPLEMENTED/ACCOMPLISHED?
2020-2021	Maintain current arts staffing levels, even if student enrollment numbers are slightly lower than usual in the post-pandemic 2021-2022 school year.	accomplished
	Continue to recognize the importance of arts when making decisions regarding curricula, staffing levels, and staff planning time.	
	Include a strong arts focus in the educational specifications and priorities for the new high school.	
	Continue to push for a renovation of and addition to the arts wing at NSHS.	
2019-2020	N/A- no end of year report due to COVID-19 pandemic	
2018-2019	Fund a contracted accompanist for all K-12 choral programs (two concerts/year)	accomplished
	Fund a building addition or renovation for the NSHS performing arts department	TBD
	Additional FTEs for programs with over 200 students	stipends for teachers
2017-2018	Fund a contracted accompanist for all K-12 choral programs (two concerts/year).	not implemented
	Fund a building addition or renovation for the NSHS performing arts department.	not implemented
	Provide full funding for student fees for district, regional, and state choral events.	implemented, not fully funded
2016-2017	Implement co-curricular stipends for middle school orchestra and theatre arts teachers.	accomplished

FINE & PERFORMING ARTS ADVISORY COMMITTEE

end of year report 2020-21

Presented to the Stafford County School Board on 05-25-21.

School District



School District

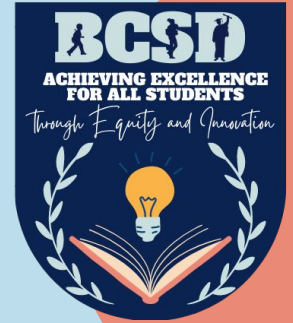
- Superintendent
- District Office
- Principal Support



Music Department

Professional Learning Communities (PLCs)

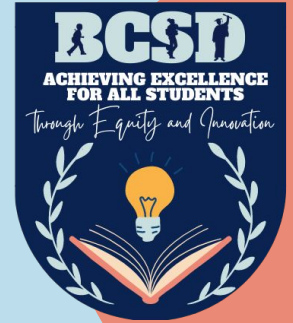
- Roles of Facilitator, Note Taker, & Time Keeper
- Meet in specialty areas by level (i.e., Elementary Instrumental Music, Junior High/Middle School Vocal)
- Meet two times per month on Bank Day Wednesday and Late Start Thursday
- Focus on instruction, assessments, units of study, curriculum guide, etc.
- Meeting Norms include what we should do for students, not teachers



Music Department

Establishing PLCs for Success

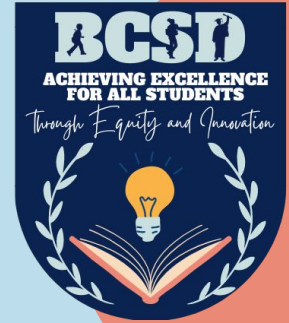
- Music supervisor or administrator need to appoint a Facilitator, at least in Year 1
- An agenda must be created for all meetings and shared with all participants; a lead teacher or supervisor can create agendas initially
- Notes should be kept in a shared location so that anyone absent can be kept up-to-speed
- PLCs should be during work hours and required of all Team Members



Music Department

Mixing PLC Groups and entire Faculty!

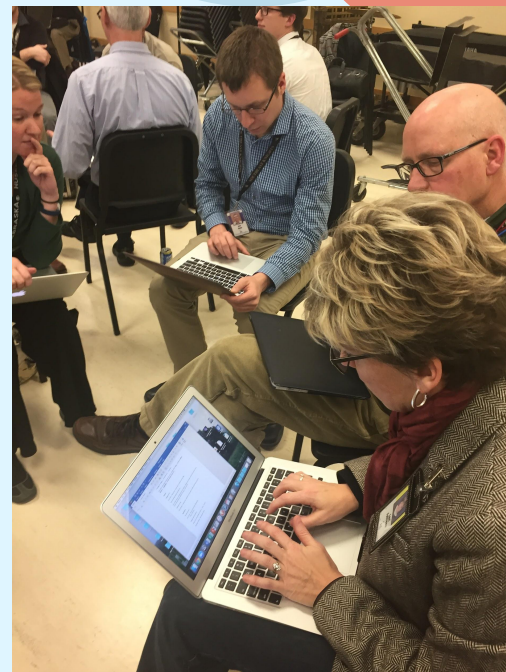
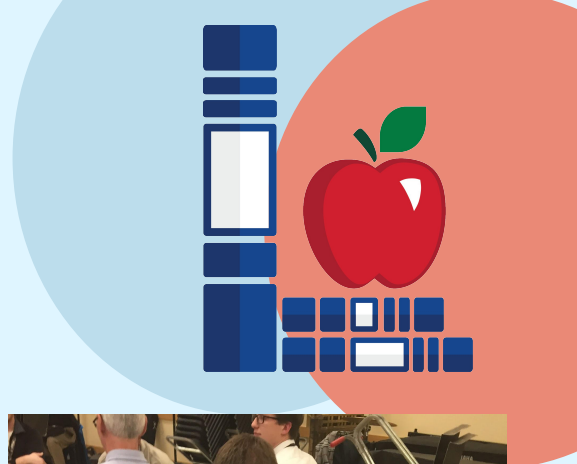
- An annual Articulation Meeting is held with music teachers from various levels for the purpose of meeting in feeder school groups (e.g., Elementary Instrumental and Middle School Instrumental)
- Two times per year, the entire Music Faculty meets for Strategic Planning & Professional Development
- A variety of PLC groupings will lead to a culture collaboration with mixing of ideas across grade levels and specialty areas



Music Department

PLCs have been in Place for 15 Years

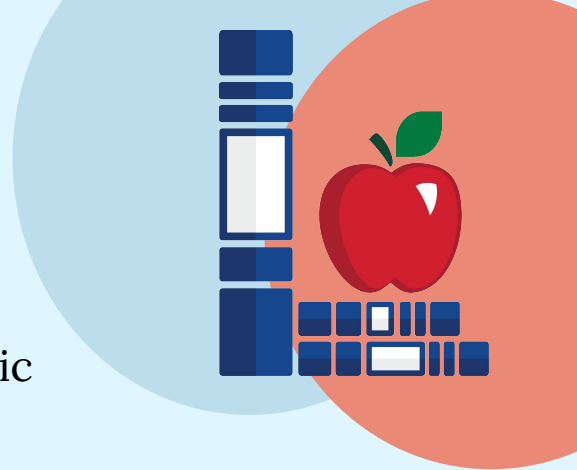
- Music Educators Collaborate Together
 - HS Music Teachers meet once a week
 - ES and MS Music Teachers meet once a month
- Focus is on instructional strategies and student growth in MUSIC
- Provides clarity and consistency across the district



Music Department

Faculty Buy In and Leadership

- PLC Leader for each PLC, Reports to Supervisor of Music
- Teachers choose their focus: SMART Goal
- Teachers Analyze Data and Share Best Practices



PLAN	TEACH	STUDY	ACT
Instructional Planning	Teaching & Monitoring	Analyze Evidence of Student Learning	Next Steps
			
Discuss PLC questions 1-4 and deeply plan lessons together. Determine a plan for student assessment.	Teach the series of lessons and collaborate on student progress along the way. How will we make adjustments?	Determine what evidence we have of student learning and what it means for each student.	Revisit PLC questions 3 & 4 based on the evidence. What should happen next for our students? How will we evaluate progress?

The Strategic Arts Planning Process



Developing the Strategic Plan



Determine your **stakeholder groups**

Conduct a **SWOT Analysis**

Study your **beliefs & values**

Develop **priorities**

Build a **timeline**

Finalize a **communication plan**



Developing the Strategic Plan Components



- Mission
- Vision
- Core Values/Beliefs
- Goals
- Action Steps
- Timeline
- Metrics



Using the Strategic Plan



LPS Music

Pacing Chart / ELOs



Elementary Band

[Old Pacing Chart](#)

[21-22 Pacing Chart](#)

[ELO, Elementary Band 5](#)

[Assessment Schedule](#)

[5th Grade Assessments](#)



Middle School Band

[Old Pacing Chart](#)

[21-22 Pacing Chart, Band 6-7-8](#)

[ELO, Band 6-7-8](#)

[6th Grade Assessments](#)

[7th Grade Assessments](#)

[8th Grade Assessments](#)



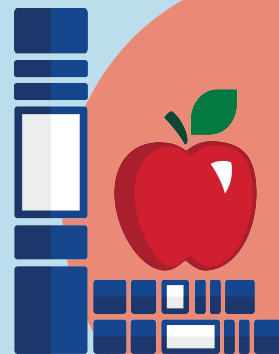
High School Band

[Old Pacing Chart](#)

[21-22 Pacing Chart, HS Band](#)

[ELO, Band 9-12](#)

[HS Band Assessments / Reflections](#)



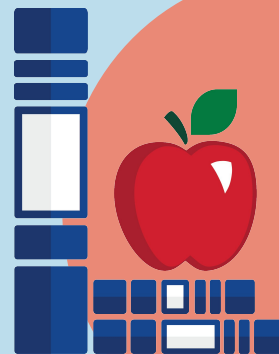
District Decision Making
Enhance Current Practices
New Programming
Budget / Staffing

Curriculum Development
Vertical Alignment
Assessments
PLCs

MUSIC

Equity Lenses

Using the Strategic Plan



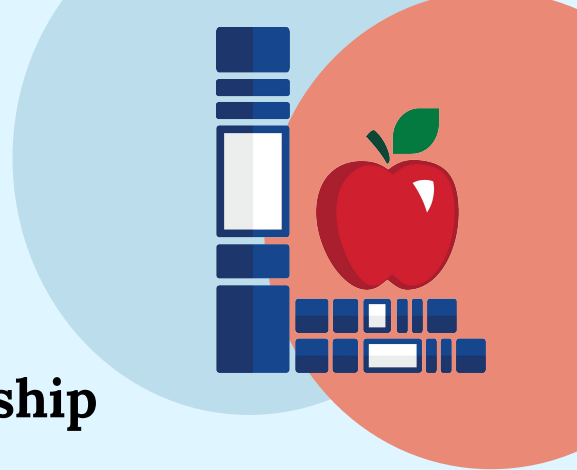
The four “Equity Lenses” are:

Equality	Everyone has value	 EQUALITY
Justice	Fair treatment	 JUSTICE
Civility	The way you treat others - even when you disagree	 CIVILITY
Kindness	Showing care for others	 KINDNESS



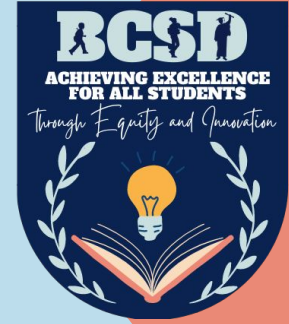
Using the Strategic Plan

Empowering Teacher Leadership

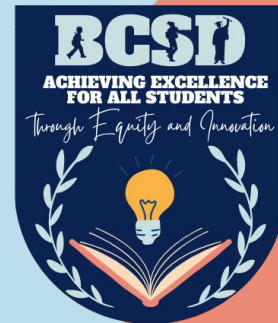


Evaluating the Strategic Plan

- Metrics embedded in the Plan
- Ongoing monitoring
- Connecting Budget Decisions to the Plan



The Strategic Plan Guides All Work!



Mission Areas: Heart of the Plan!

- Student Course Access
- Focus on Instruction & Professional Learning
- Parent Engagement
- Collaborative Partnerships
- Budget, Facilities, Technology, and Resources
- Supporting Site Administrators



Results of Collaboration: Innovation



Expanding Music Learning Opportunities

Small Group Masterclasses/Coaching

Residencies & Guest Artists

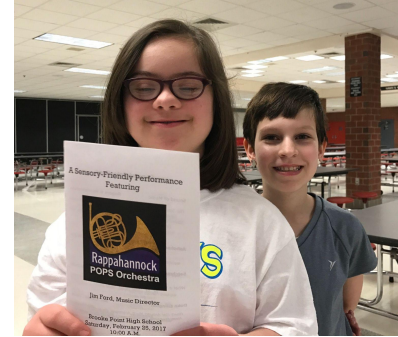
World Music

Music Technology

Guitar

Adaptive Music

Sensory-Friendly Performances



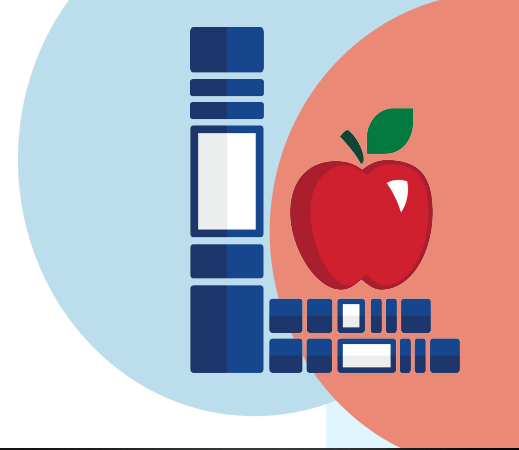


Stafford County Public Schools
Arts in Education Week Video 2021





Expanding Music Learning Opportunities



Guitar

Mariachi

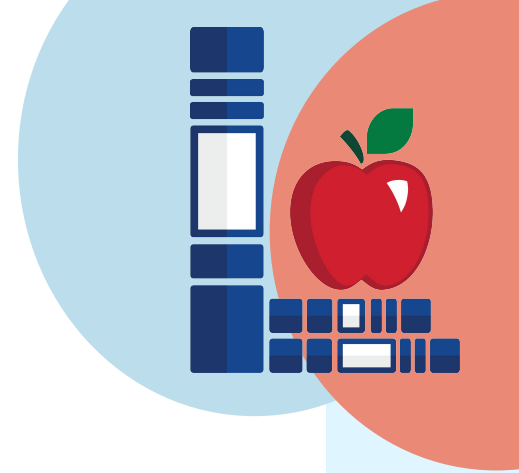
World Drumming

Piano Class

Young Composers
Showcase



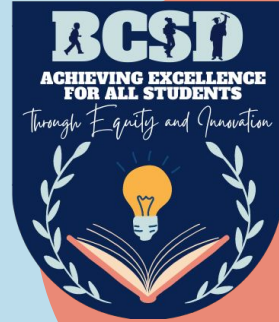
Lincoln Public Schools
PANgea Steel Drum Band



PANgea
Steel Drum
Band



Blending Tradition with Innovation



Mariachi Program is supplemental to foundational music program- Band, Choir, and Orchestra

Culturally-relevant curriculum and activities

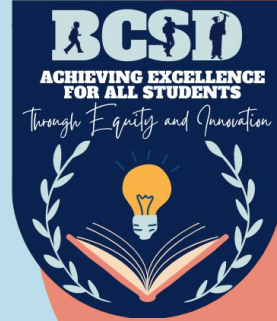
Annual Festival includes Mariachis and Folkloricos

Annual Mariachi and Folklorico Festival is a celebration in our community!



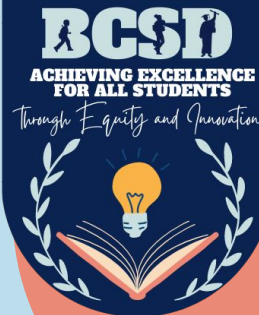
More than 500 students attend "Music in our Schools" assemblies

Bakersfield City School District Mariachi Program Video





Bakersfield City School District
Junior High/Middle School
Honor Concert Video-
Celebrating Your Successes!



BCME
“You too can be
a BCME.”



Q & A

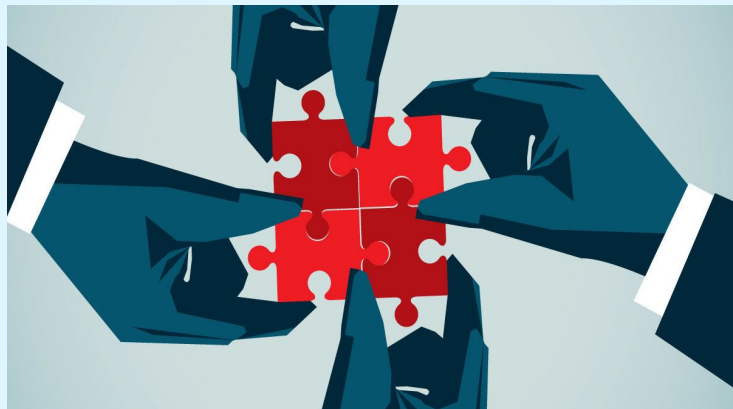


“Handouts”



<https://tinyurl.com/Midwest2021>

Building a Nationally-Recognized Music Program: It's All About Collaborative Structures!



Midwest Band and Orchestra Clinic
Friday, December 17, 2021
2:00 – 3:00 p.m., W185

Michael D. Stone, Presenter
Annamarie Bollino, Co-Presenter
Dr. Lance Nielsen, Co-Presenter