

COLLECTIVE ACTION:

**Building the Capacity
of Teachers to Enact
Change**

**Dr. Sara Womack, NBCT
Cobb County School District**





Agenda

- 1. Overview of Atlanta Public Schools and the need for collective action**
- 2. What is collective action?**
- 3. Components of collective action**
- 4. Questions and sharing**





ATLANTA
PUBLIC
SCHOOLS



**Fine + Performing
Arts**

www.atlantapublicschools.us

An urban school district with 50,000 students and 45 band and orchestra teachers across 61 traditional schools.



Built a community of teachers and leaders with the goal of improving instruction and a positive culture based on data-driven practices through mentorship and leadership opportunities.



Increased enrollment in secondary arts courses by 55% in 3 years, number of arts diploma seal recipients from 17 to 378 in 6 years, and participation in state music performance assessments by 69% in 6 years.



More than tripled the district-funded budget, doubled the number of district arts staff, and grew the special arts program to serve all K-12 self-contained classes with music therapists.

What is collective action?

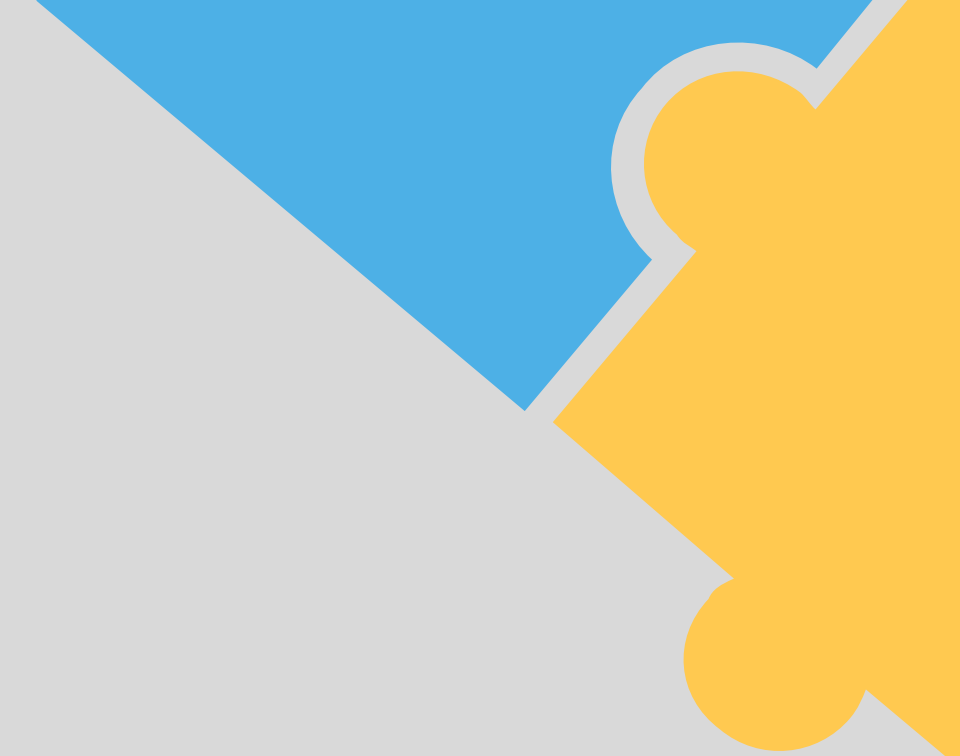
- An effort to change a system with multiple stakeholders by uniting in a common purpose
- Involves developing and implementing solutions through shared knowledge, resources, and effort
- Success based on strength of relationships





Components of Collective Action

- 1 Building community through a common purpose
 - 2 Partnerships
 - 3 Mutually beneficial student programs
 - 4 Data gathering and sharing
 - 5 Capacity building in teachers and partners
 - 6 Shared accountability
 - 7 Foundational leadership and shared leadership
 - 8 Continuous communication
 - 9 Funding
- 

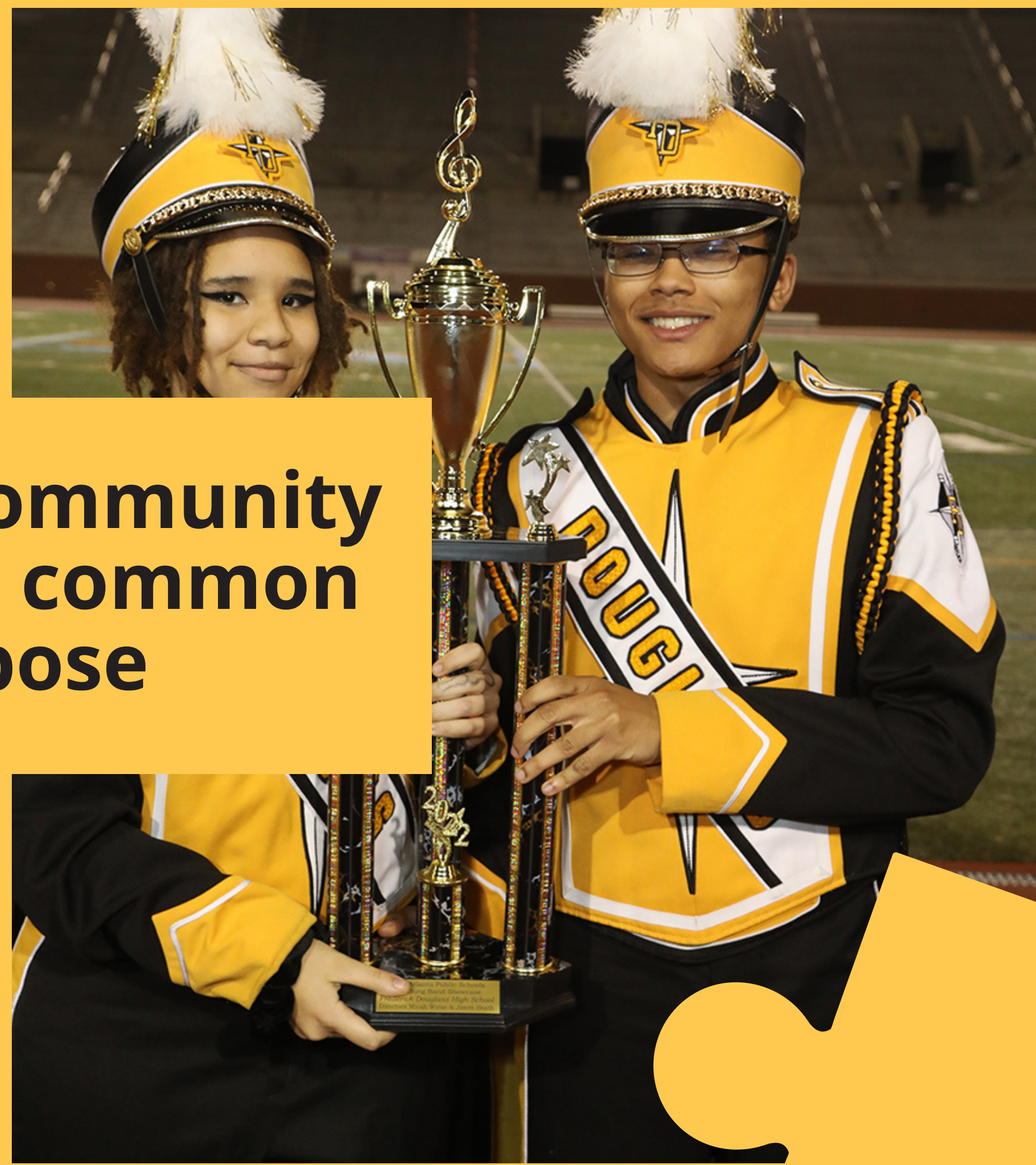


Success is based on strength of relationships.

**"If you're going to push me, I have
to know that you have my back."**

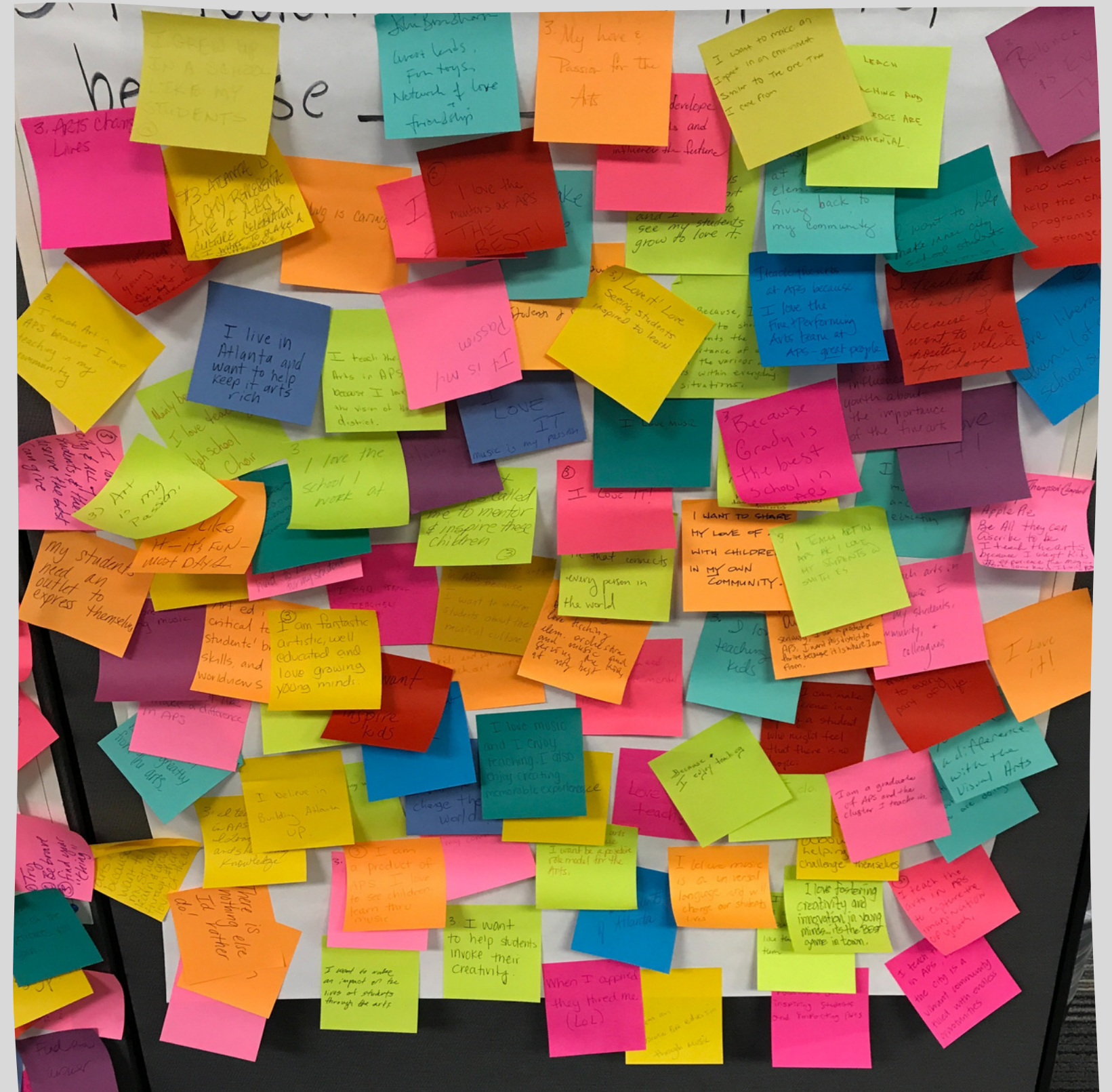
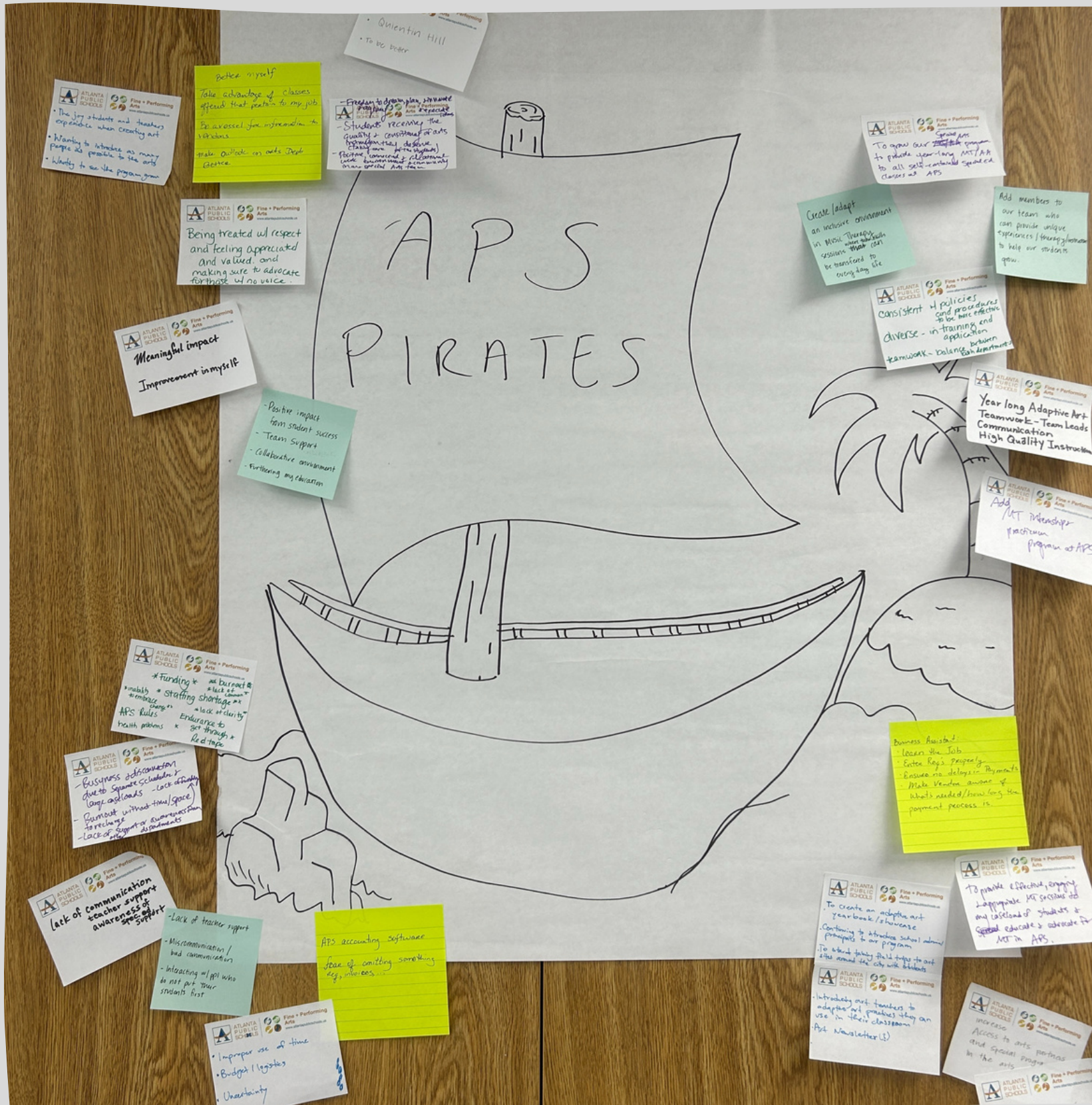
-George Couros





**Building community
through a common
purpose**

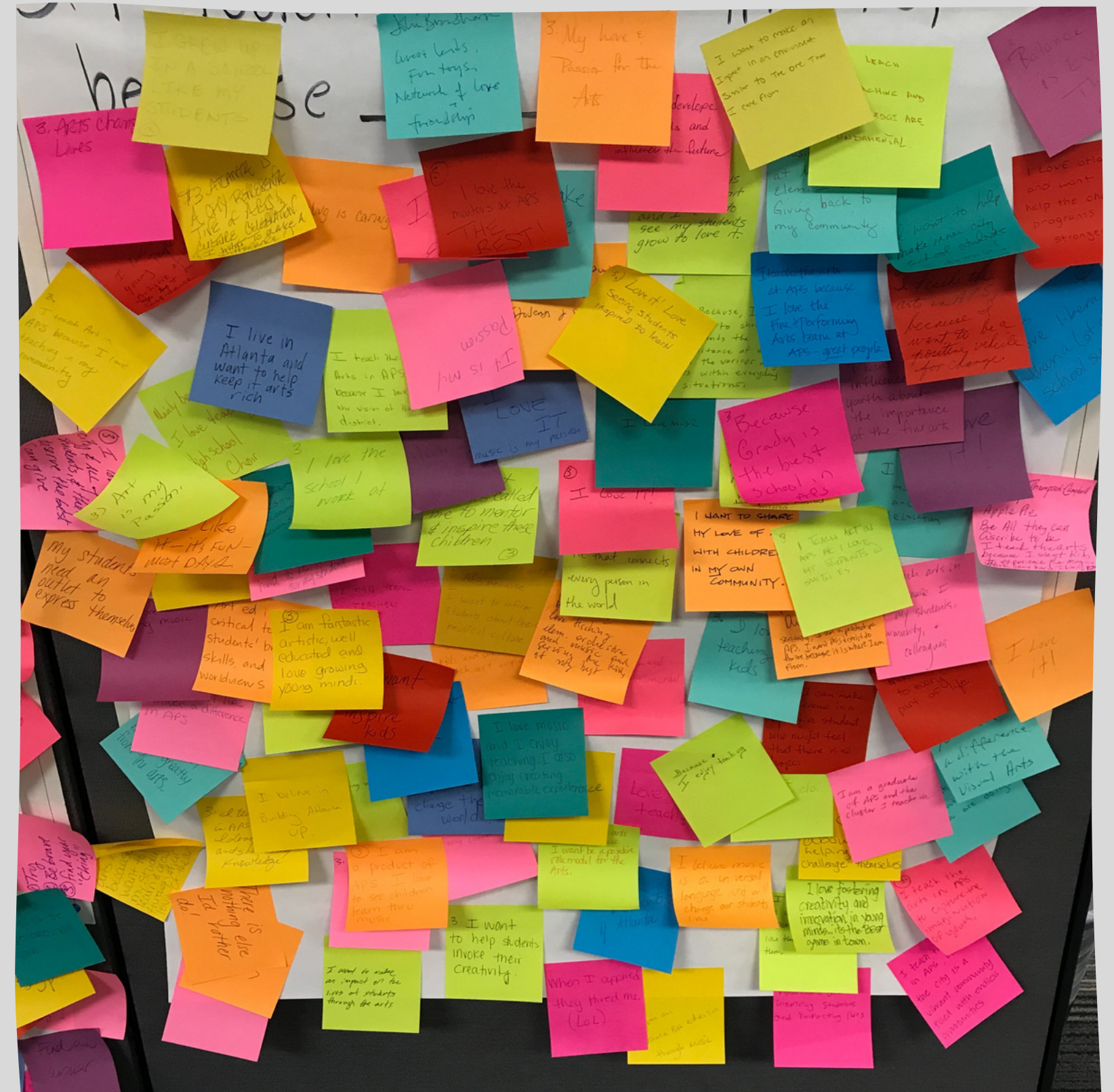
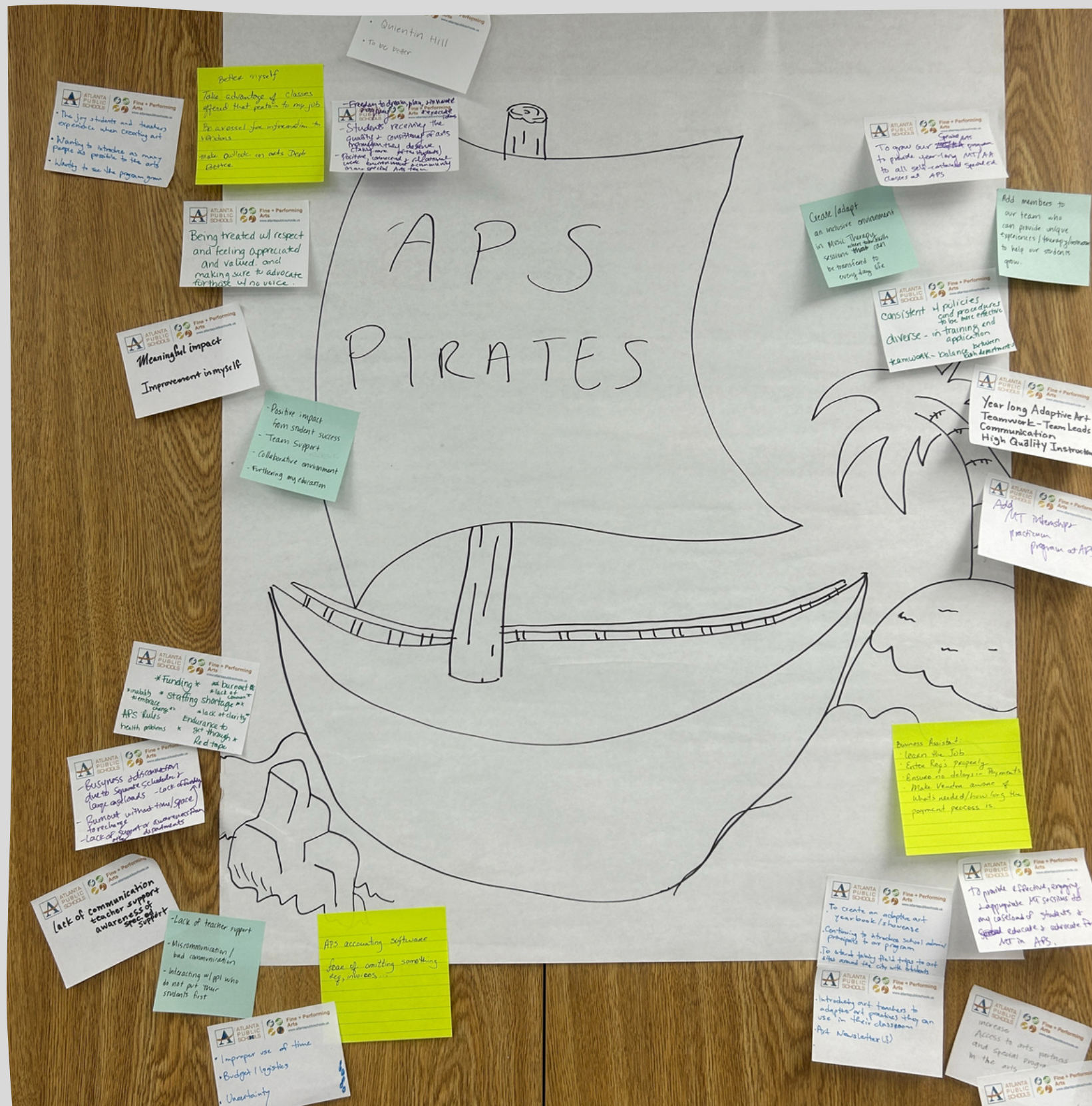
Sailboat Workshop

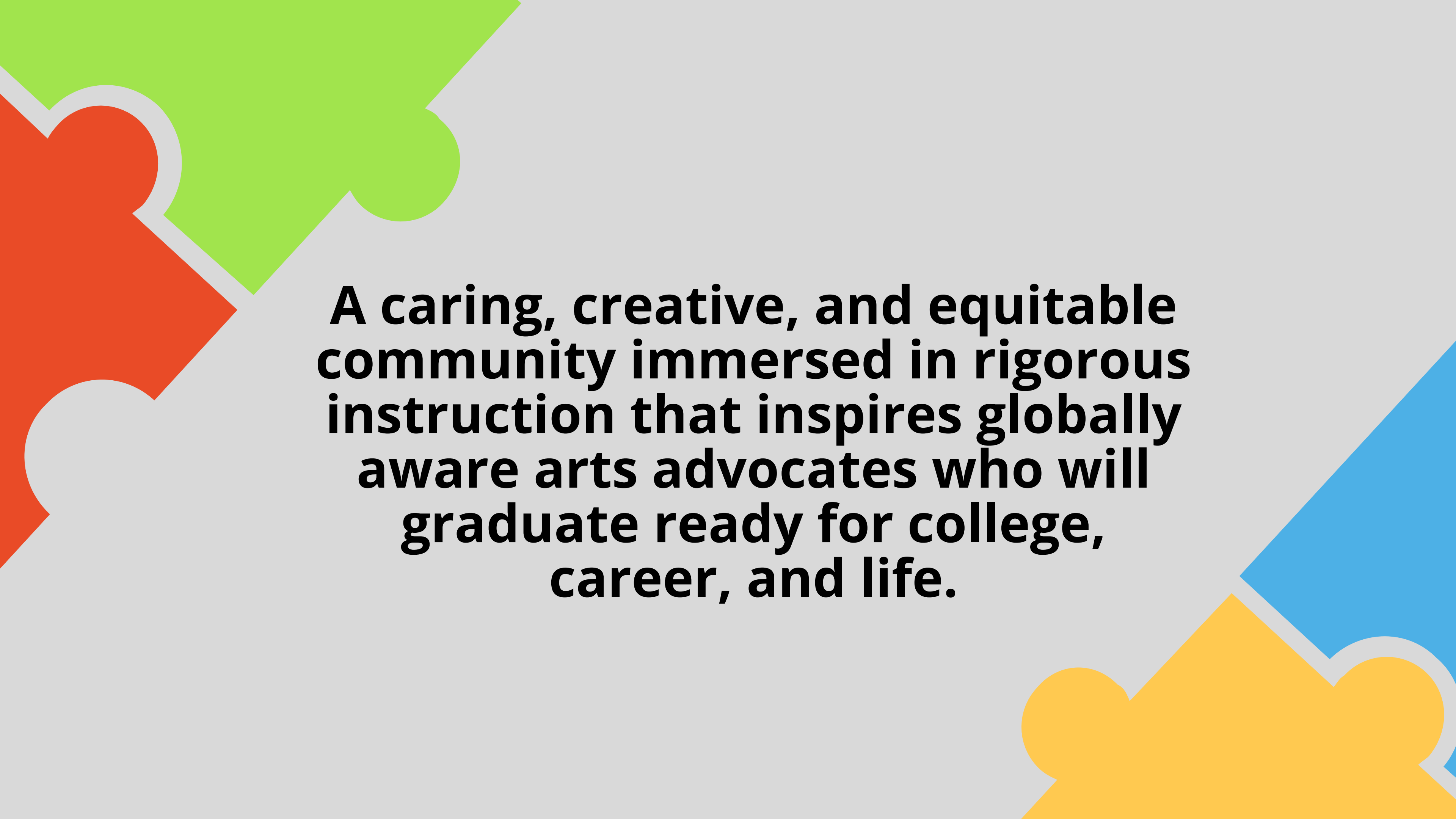


05:00



Sailboat Workshop



The background is a light gray color. In the top-left corner, there is a large, stylized shape composed of a bright green section and an orange-red section. In the bottom-right corner, there is a large, stylized shape composed of a light blue section and a yellow-orange section. The text is centered in the middle of the slide.

**A caring, creative, and equitable
community immersed in rigorous
instruction that inspires globally
aware arts advocates who will
graduate ready for college,
career, and life.**



Partnerships





**Mutually beneficial
student programs**







Data gathering and sharing

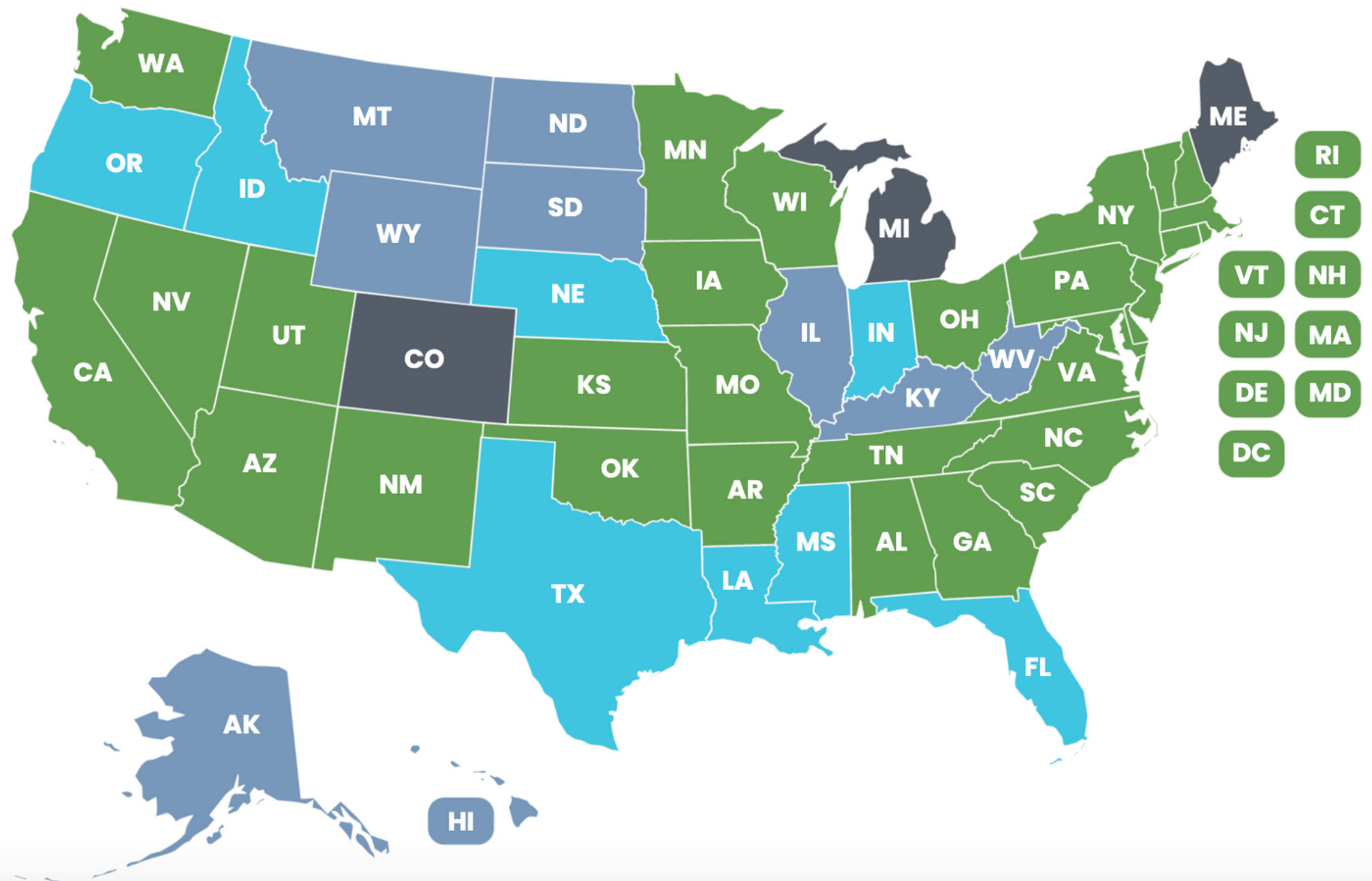
ARTS EDUCATION

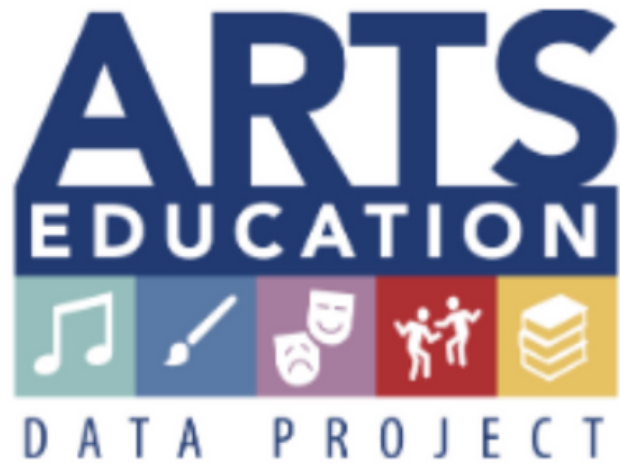


DATA PROJECT

Using Data as a Catalyst To Increase Arts Education
across the Nation.

Map of Participating States



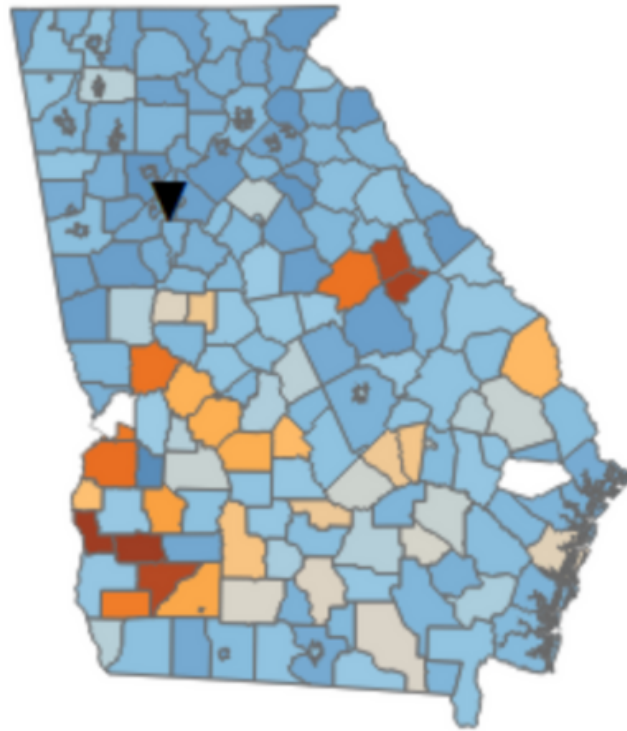


2021 Overall Arts Enrollment in Atlanta Public Schools (72%)

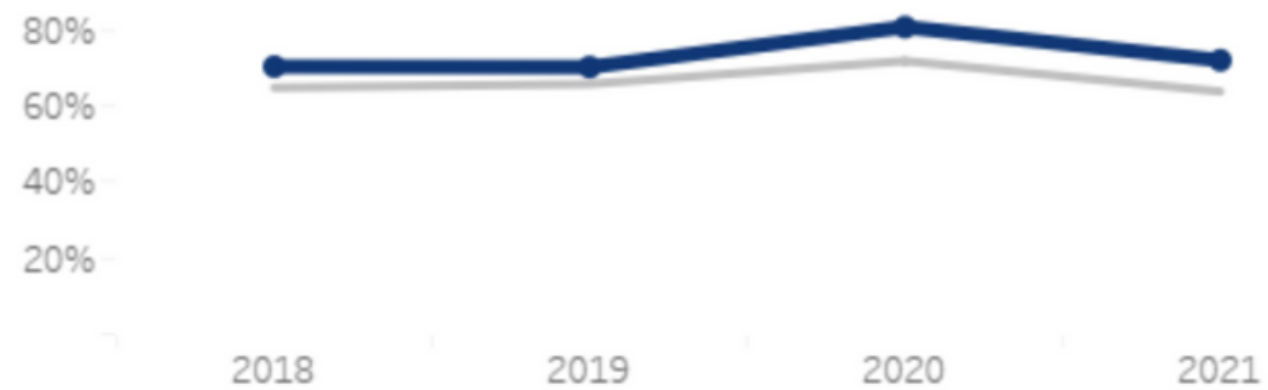
87 Schools

District Name

Atlanta Public Schools

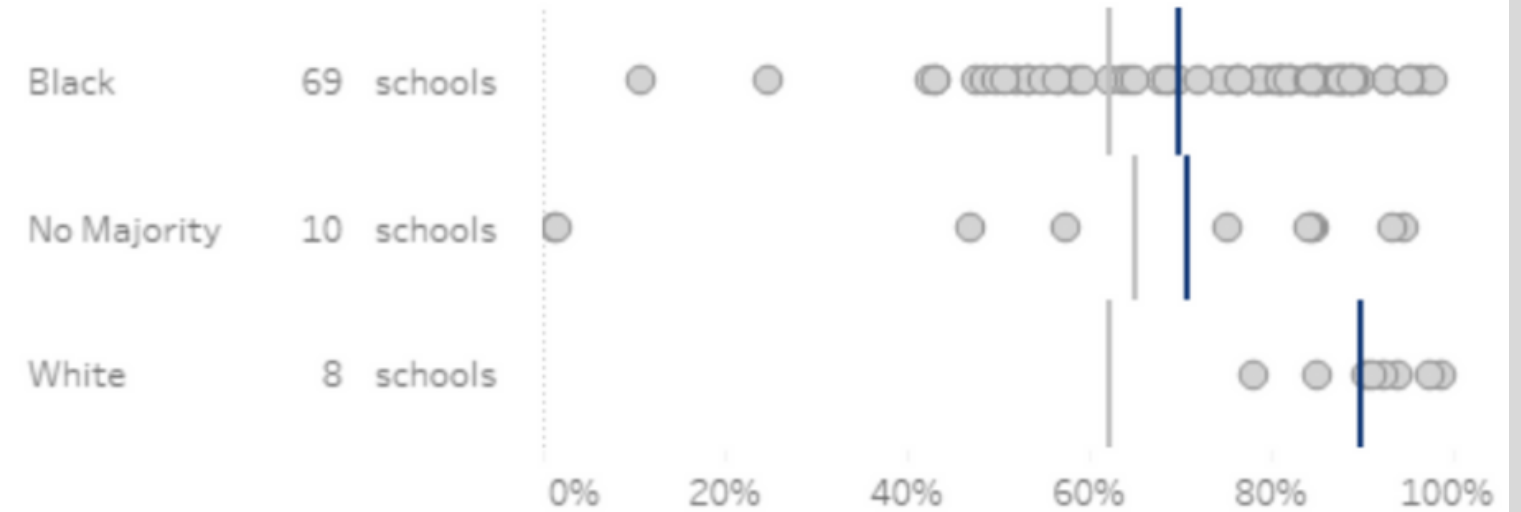


Arts Enrollment Trend



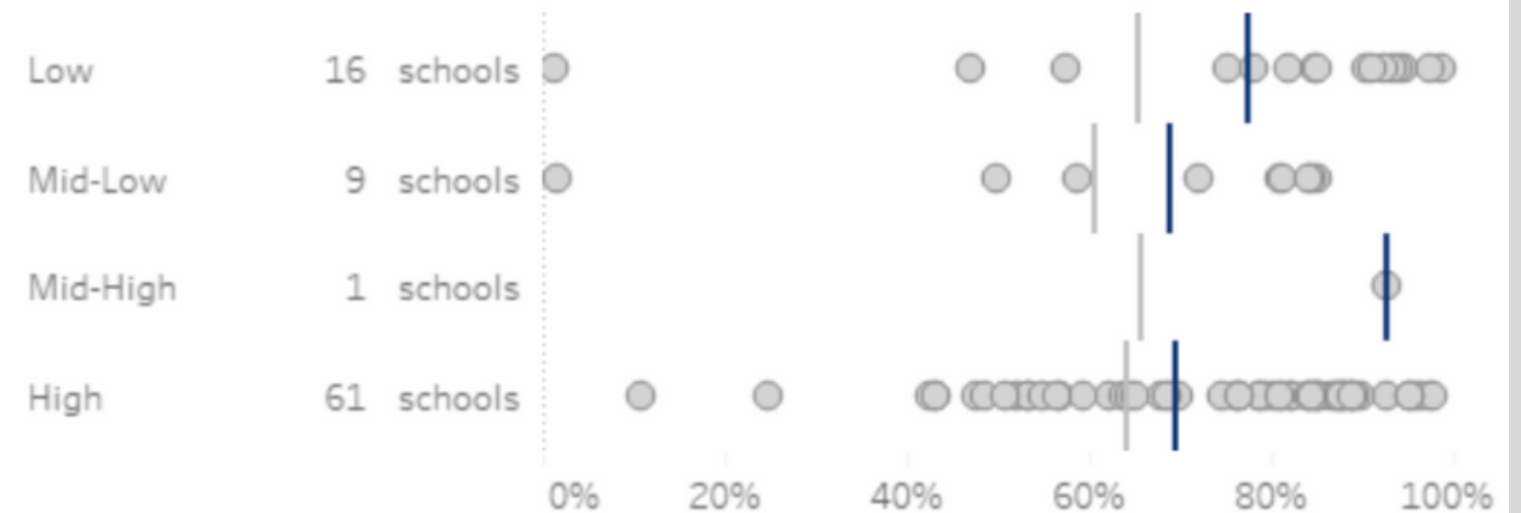
School-Majority Race/Ethnicity

Statewide average = gray line | District average = blue line



Free and Reduced Lunch Program

Statewide average = gray line | District average = blue line

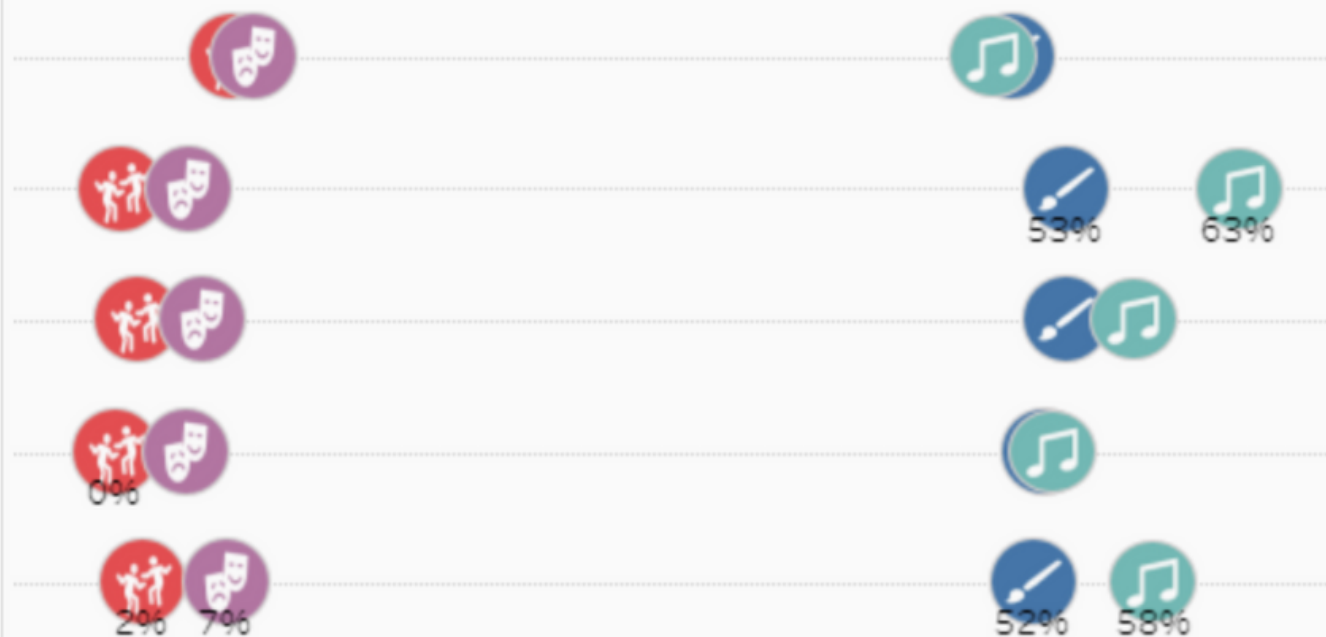


Key Data Points

? Show data for: Districts

	Schools	Arts Teachers	Arts Enrollment Rate	No Arts Schools	Students Without Access Rate	FRL Eligibility
Atlanta Public Schools	87	340	72%	0	0%	65%
Cobb County	109	502	73%	1	0%	36%
Dekalb County	131	557	69%	4	1%	63%
Fulton County	107	576	66%	5	1%	39%
Gwinnett County	139	2,023	71%	1	0%	46%

Enrollment by Arts Discipline



Arts Enrollment by Grade Level

	Elementary	Middle	High	Mixed
Atlanta Public Schools	84%	70%	51%	68%
Cobb County	91%	87%	39%	21%
Dekalb County	85%	80%	32%	81%
Fulton County	89%	67%	36%	69%
Gwinnett County	93%	74%	39%	35%

Music Education District Support Services (MEDSS) provides a deeper understanding of:

- **the current state of music education at every school throughout the district**
- **which schools need support**
- **gaps in equitable and sequential K – 12 class offerings**
- **what types of support would make the greatest impact for students**
- **current and potential challenges**



Jackson Cluster Arts Progression

Arts offerings (K-12) as evidenced by 2021-2022 course enrollment

	Elementary						Middle	High
	Benteen	Burgess-Peterson	Dunbar	Obama	Parkside	Toomer	King	Jackson
Art								
Dance								
Band								
Choir								
Strings								
Guitar								
Keyboard								
General Music								
Theatre								

Jackson High School (9-12)

Cluster: Jackson Feeds into: n/a Free/Reduced Lunch: >95%	Arts Pathway Completers: 19-20: 151 20-21: 142 21-22: 181	Arts Diploma Seal Recipient: 19-20: 38 20-21: 33 21-22: 47	18-19 Student Population: 1297 19-20 Student Population: 1310 20-21 Student Population: 1397 21-22 Student Population: 1414
Number of Art Teachers: 2	Number of Dance Teachers: 1	Number of Music Teachers: 3	Number of Theatre Teachers: 1

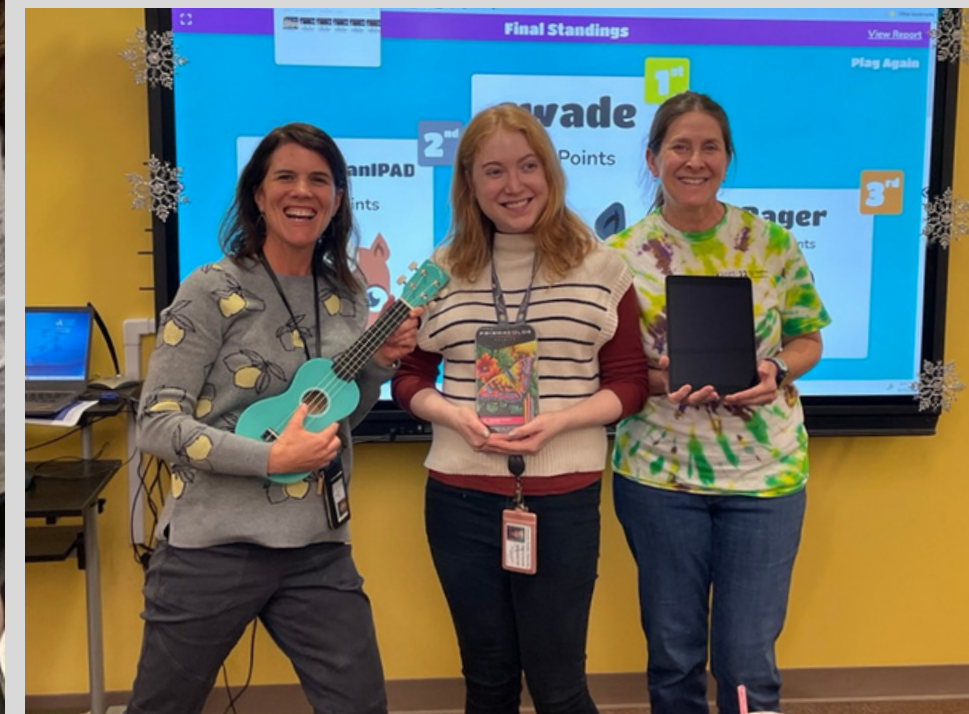
Class Type	2018-2019 Enrollment	2019-2020 Enrollment	2020-2021 Enrollment	2021-2022 Enrollment
Art	403 or 31%	674 or 51%	609 or 44%	572 or 40%
Dance	165 or 13%	268 or 20%	261 or 19%	246 or 17%
Music	495 or 38%	889 or 67%	892 or 64%	937 or 66%
Choir	95 or 7%	106 or 8%	95 or 7%	103 or 7%
Band	65 or 4%	156 or 12%	141 or 10%	140 or 10%
Strings	25 or 2%	79 or 6%	74 or 5%	57 or 4%
Guitar	Not offered	90 or 7%	80 or 6%	100 or 7%
Keyboard	73 or 6%	125 or 9%	89 or 6%	120 or 8%
General Music	237 or 18%	333 or 25%	413 or 30%	417 or 29%
Theatre	216 or 17%	435 or 33%	320 or 23%	313 or 22%







Capacity building in teachers and partners







Shared accountability

Foundational leadership and shared leadership







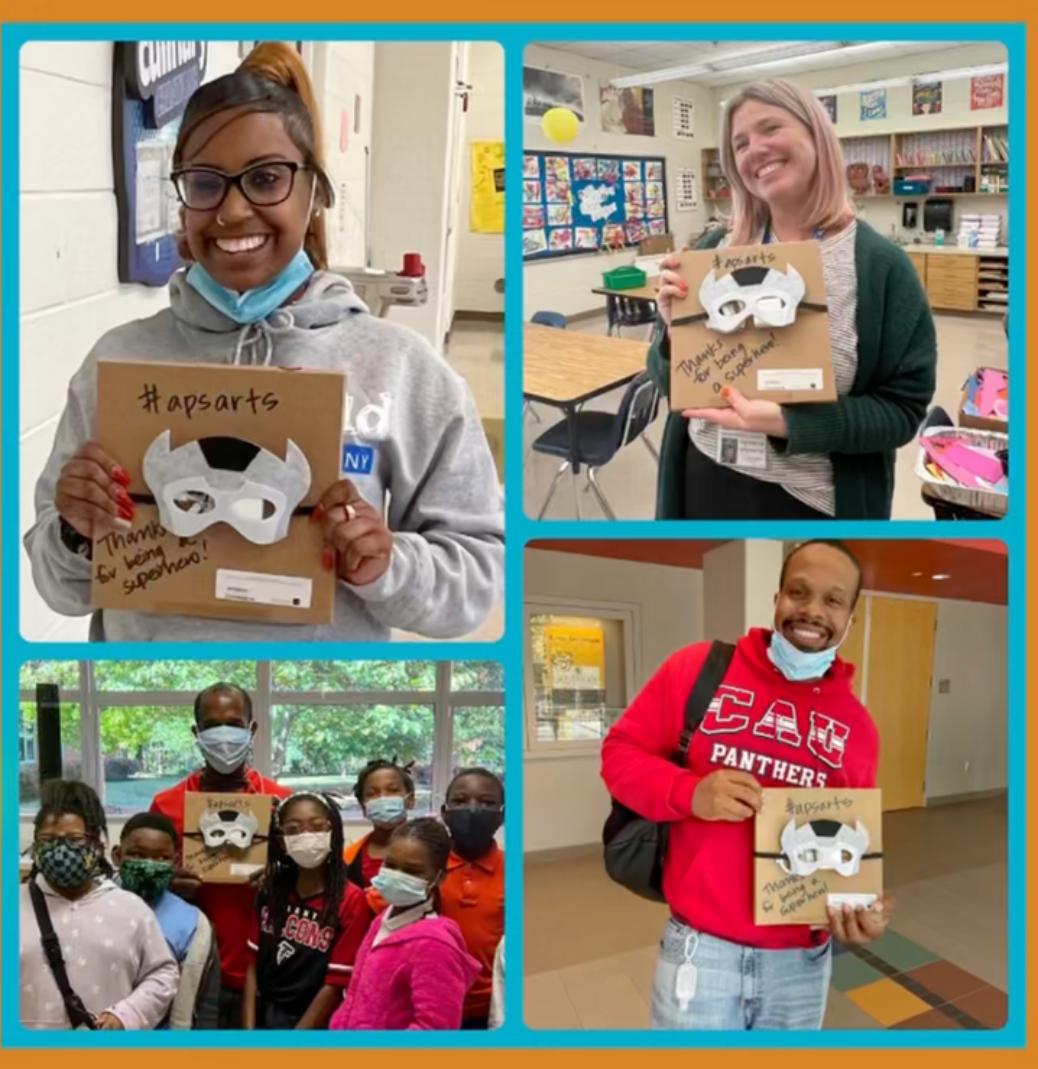


Continuous communication

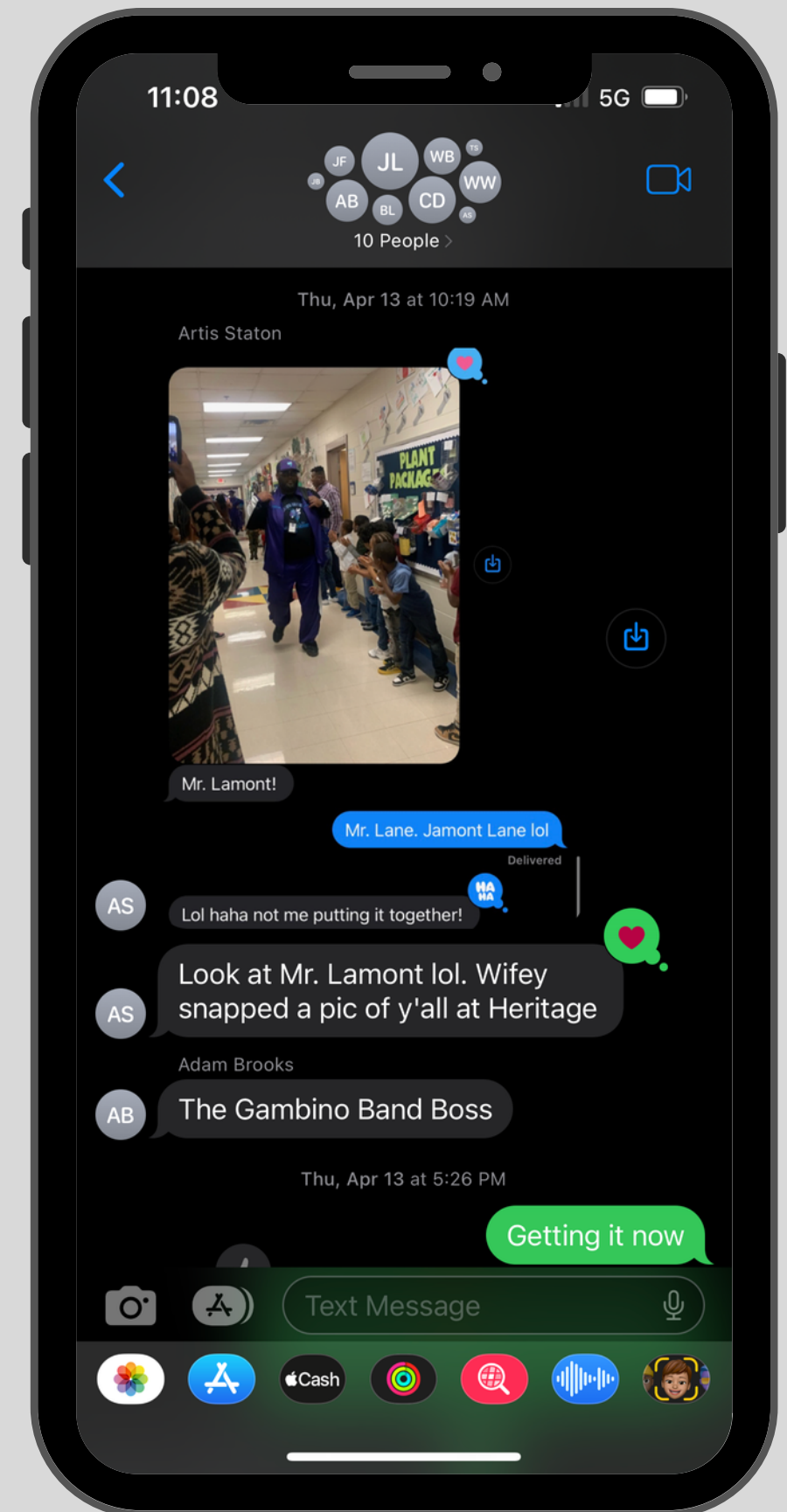
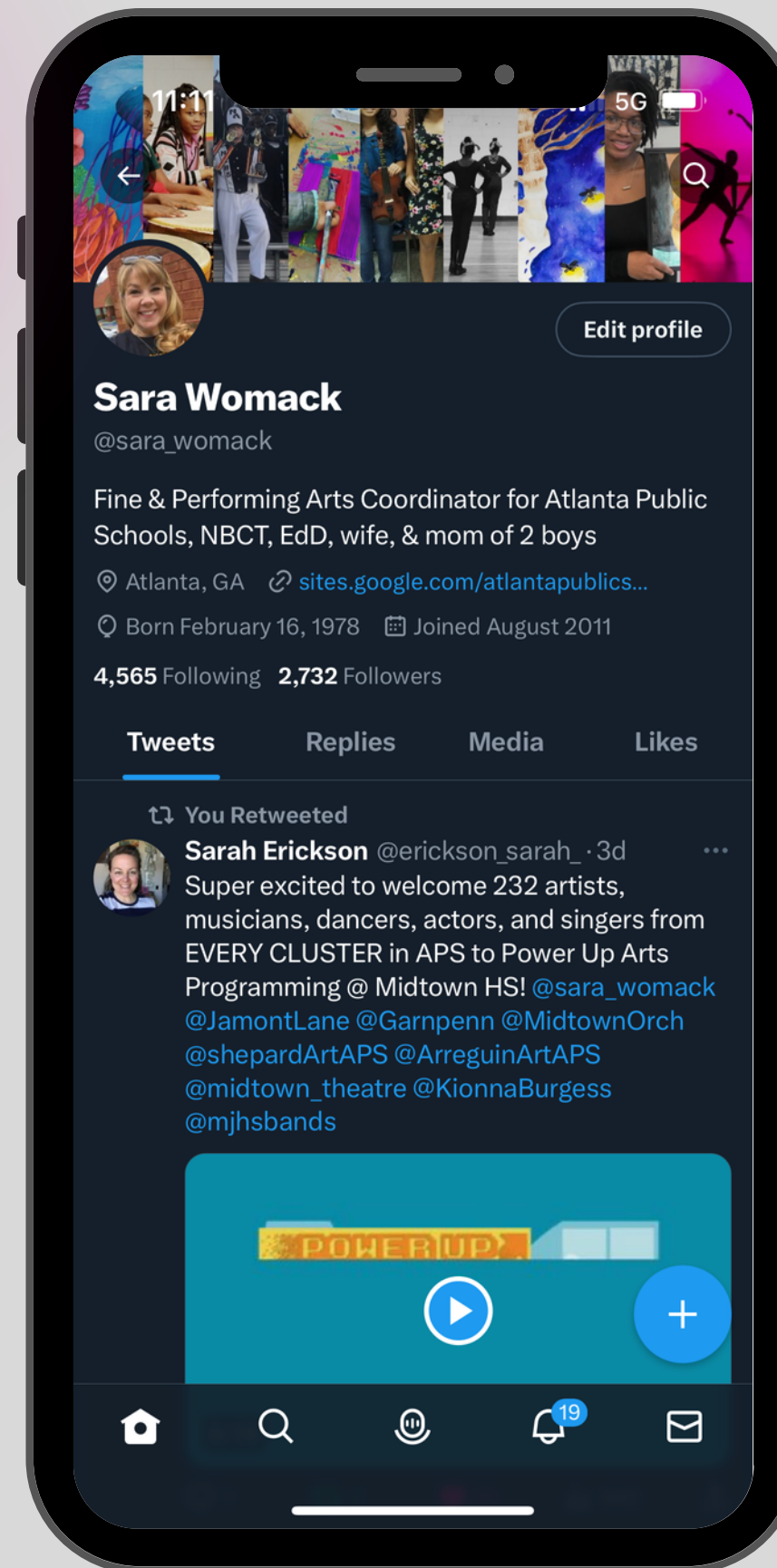
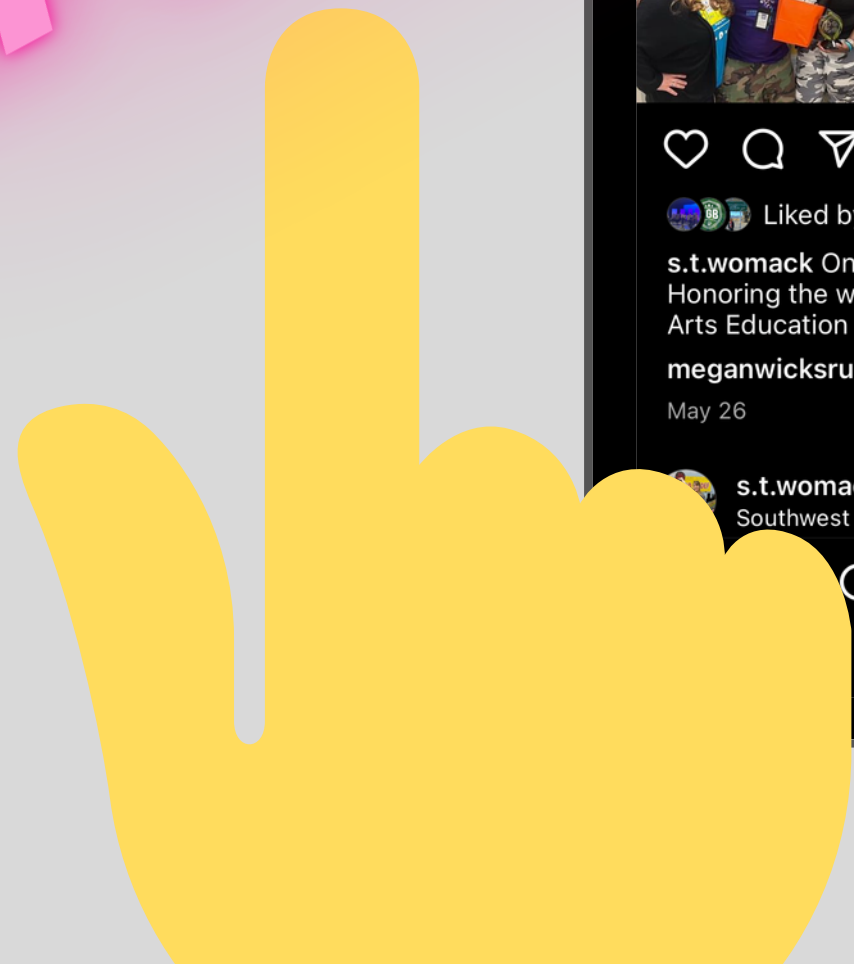
Components of continuous and strategic communications

- **Audience**
- **Outcomes**
- **Messages**
- **Medium**
- **Messenger**





#APSARTS





Funding



Funding sources

- **Federal programs (Title I, II, and IV)**
 - **National foundations**
 - **Give a Note**
 - **Mr. Holland's Opus**
 - **Save the Music**
 - **Arts councils and city government**
 - **Local foundations**
 - **Family foundations**
 - **Arts specific**
 - **Partner nonprofits**
 - **Local and national businesses**
 - **Donors Choose**
 - **Fundraising**
- 



Questions?



Dr. Sara Womack



205.317.5010



saratwomack@gmail.com



@sara_womack