



ARCHITECTING EXCEPTIONAL MUSIC PROGRAMS

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- Texas Fine Arts Administrator Association
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- Wait! I am in charge of what?
 Successfully wearing all the hats
- Leadership Tenants for Success
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 TFAA Aspiring Fine Arts Administrator Cohort
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ARTS
EDUCATION





Manuel Gamez
President



Kim Blann
President Elect



Jeff Bradford
Secretary



Jim Drew
Past President



Peter Warshaw
Executive Secretary



About Us

Fine Arts Education for ALL is our top priority.

Our goal is to embrace diversity, inclusion, and growth within our Fine Arts community

TFAA believes that all students should have opportunities to engage in the Arts and develop their creativity, voice, and confidence.

We help Fine Arts education advocates build capacity to deliver on this shared commitment.

53 years dedicated to Fine Arts Education

153 Member Districts with 3,000 plus schools

Over 5 million students served



The Road to Fine Arts Administration

- There is more than one way to get there!
- No road will look the same.
- All Art strands are valuable and we need representation from all.
- Start today...it may take some time.



Portrait of a Fine Arts Administrator



**Professional
Leader**

**Advocate &
Influencer**

**Compliance
Manager**

**Program
Developer**

Architect

Wait...I'm in charge of WHAT?

Compliance Manager



Budget & Resource Management



Procedure & Policy Compliance



Booster Club Compliance

Program Developer



Instructional Leader



Recruitment & Retention Management



Curriculum Development



Professional Development

Advocate & Influencer



Community Liaison



Event Planner



Parent Concerns



Fine Arts Advocacy

Architect



Building and Bond Planning



Facility Maintenance & Improvement



Strategic Planning

Professional Leader



Office Manager

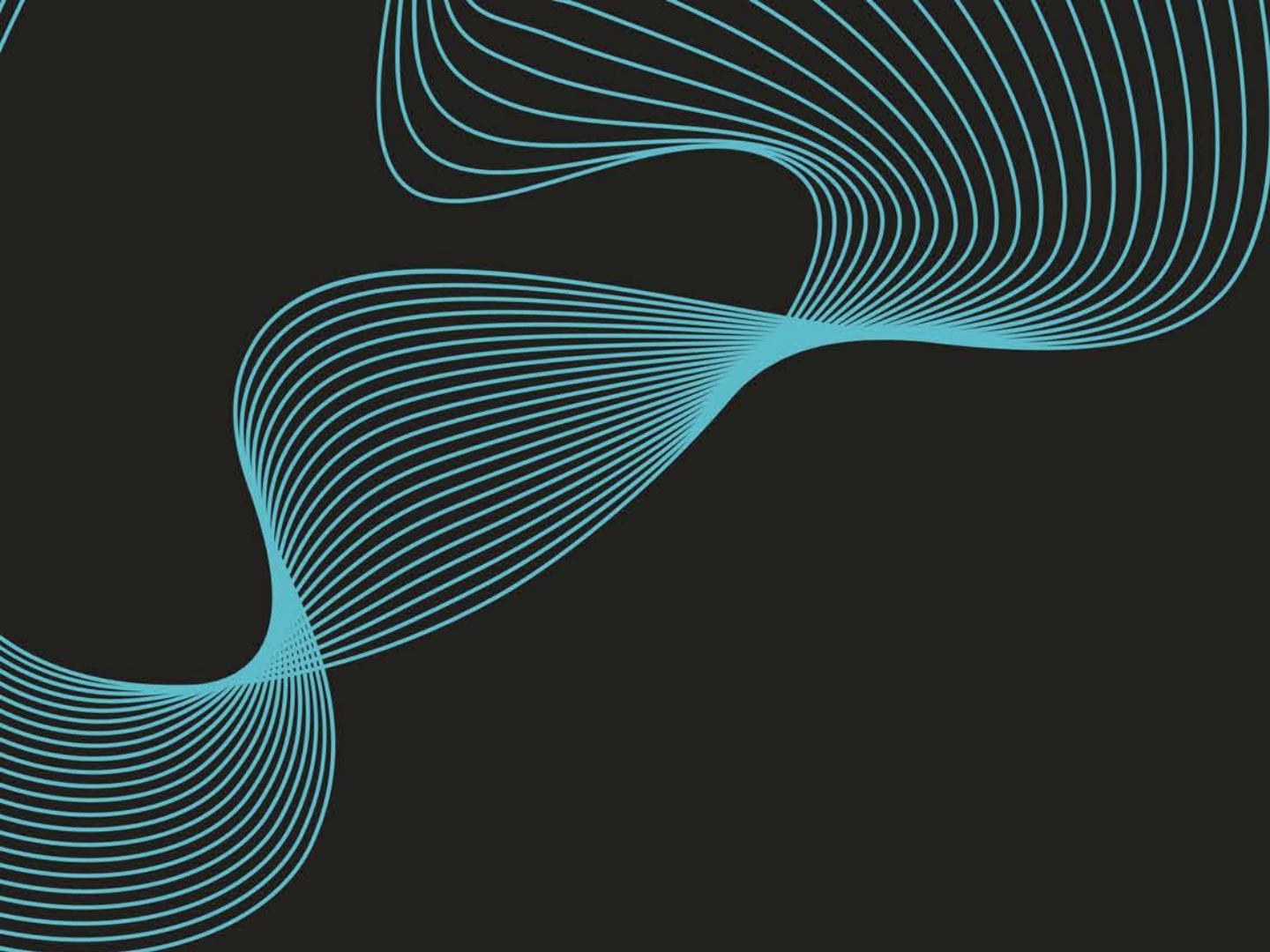


Central Office Administrator



Cross-Department Collaboration

AND...other duties as assigned!



COMPLIANCE MANAGER



Policy and Procedure Compliance

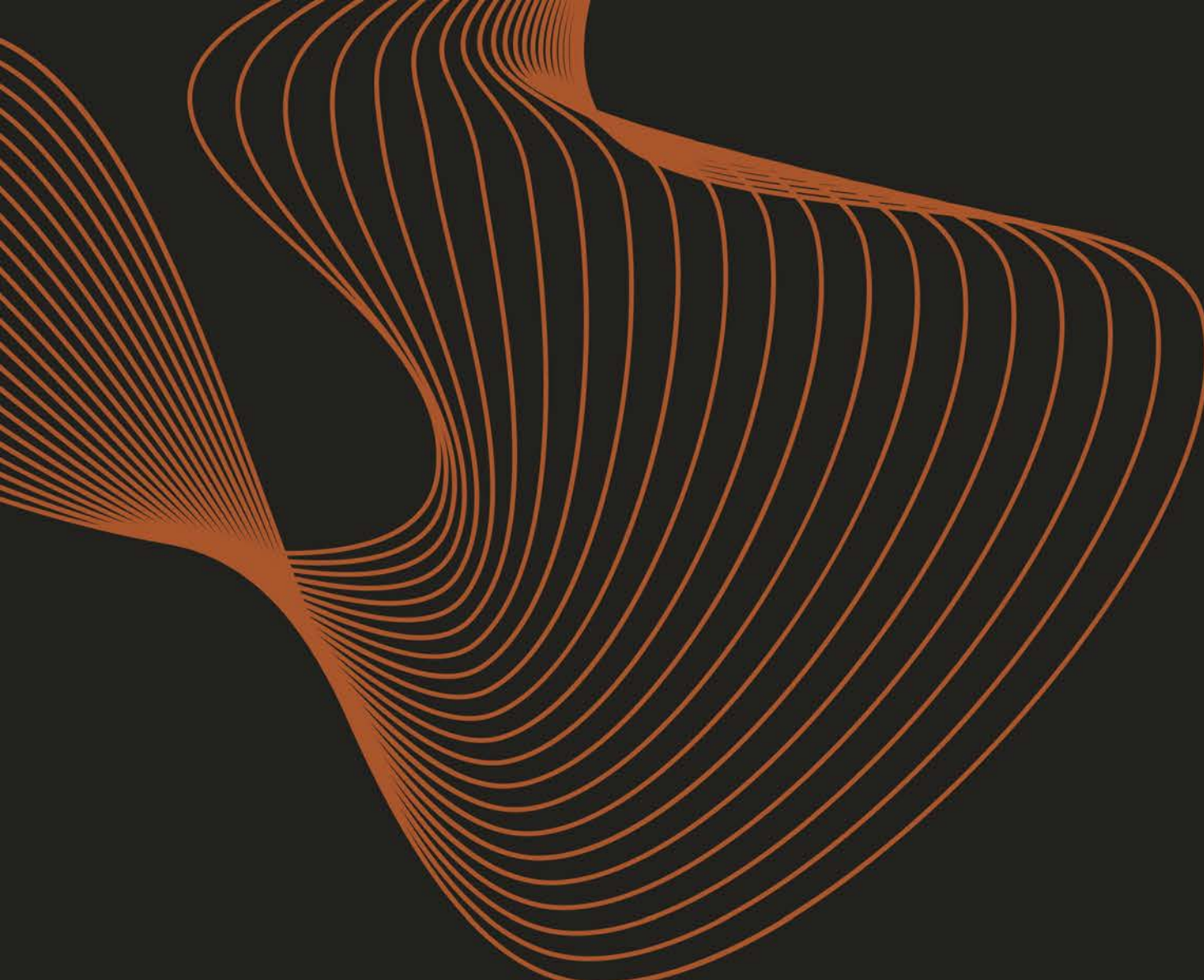
- Board Policies; Administrative Regulations
- Fine Arts Departmental Procedures
 - Collection of funds, Checking out instruments, Weapons on stage, Hiring of contractors
- District-wide expectations
- UIL/TEA regulations and compliance

Booster Club Compliance

- Fine Arts expectations
- Board policy; District protocols
- State expectations
- Tax laws
- Community relations

Budget and Resource Management

- State & Federal laws
- District Finance practices and protocols
- Title IX laws
- Equitable distribution of funds
- Inventory/maintenance & disposal of district assets



PROGRAM DEVELOPER



Instructional Leader

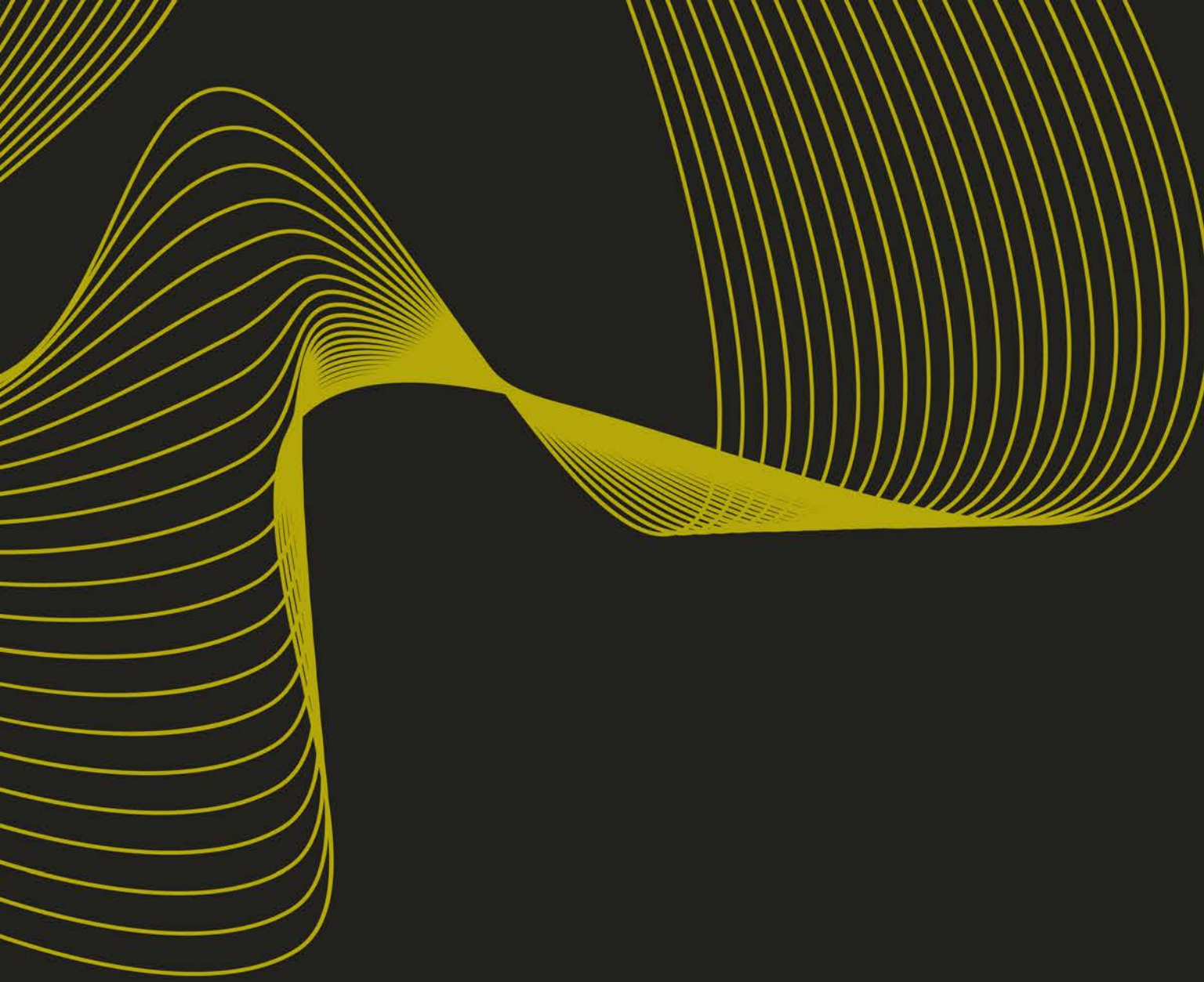
- Content knowledge on multiple art forms
- Classroom management, procedures, and systems for multiple art forms
- Staying up to date on the changes in teaching strategies (pedagogy) for all art forms

Curriculum Development

- Ability to write and lead teams of writers to develop curriculum in all art forms
- Alignment with district curriculum expectations
- Alignment to State curriculum standards (TEKS)
- Managing and housing all curriculum/teacher access

Recruitment and Retention Manager

- Connections into all Art disciplines
- Attending state and national conferences
- Maintaining and growing your current team



ADVOCATE & INFLUENCER



Community Liaison

- Rotary Clubs, Business start-ups, Chamber of Commerce opportunities to connect
- Citywide Arts Councils
- State and national Arts organizations
- Celebrations of the Arts opportunities

Fine Arts Advocacy

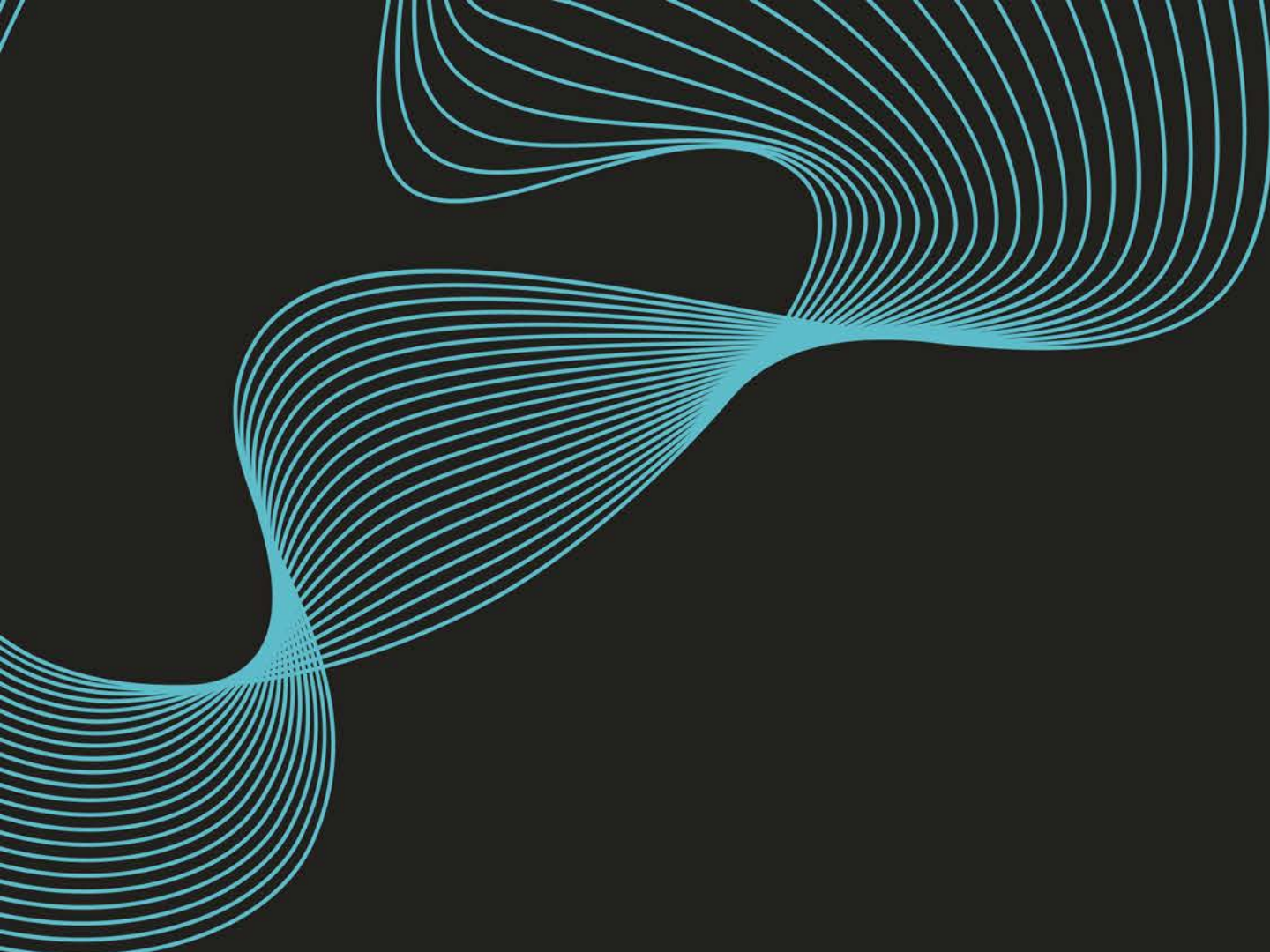
- State Legislature/State Board of Education
- School Board recognition opportunities
- Building a community that values the Arts
- Providing Arts data and facts for the community

Event Planner

- Planning community events to celebrate and recognize the Arts: Marching Festivals, Art Shows, Awards Nights, Men's ChoirFest, etc.
- Event Planning for UIL, TMEA, other state organizations

Parent Concerns

- You are an advocate for EVERYONE: parent, student, teacher, and administrators
- Mediation, resolution, and restore to community



ARCHITECT



Building and Bond Planning

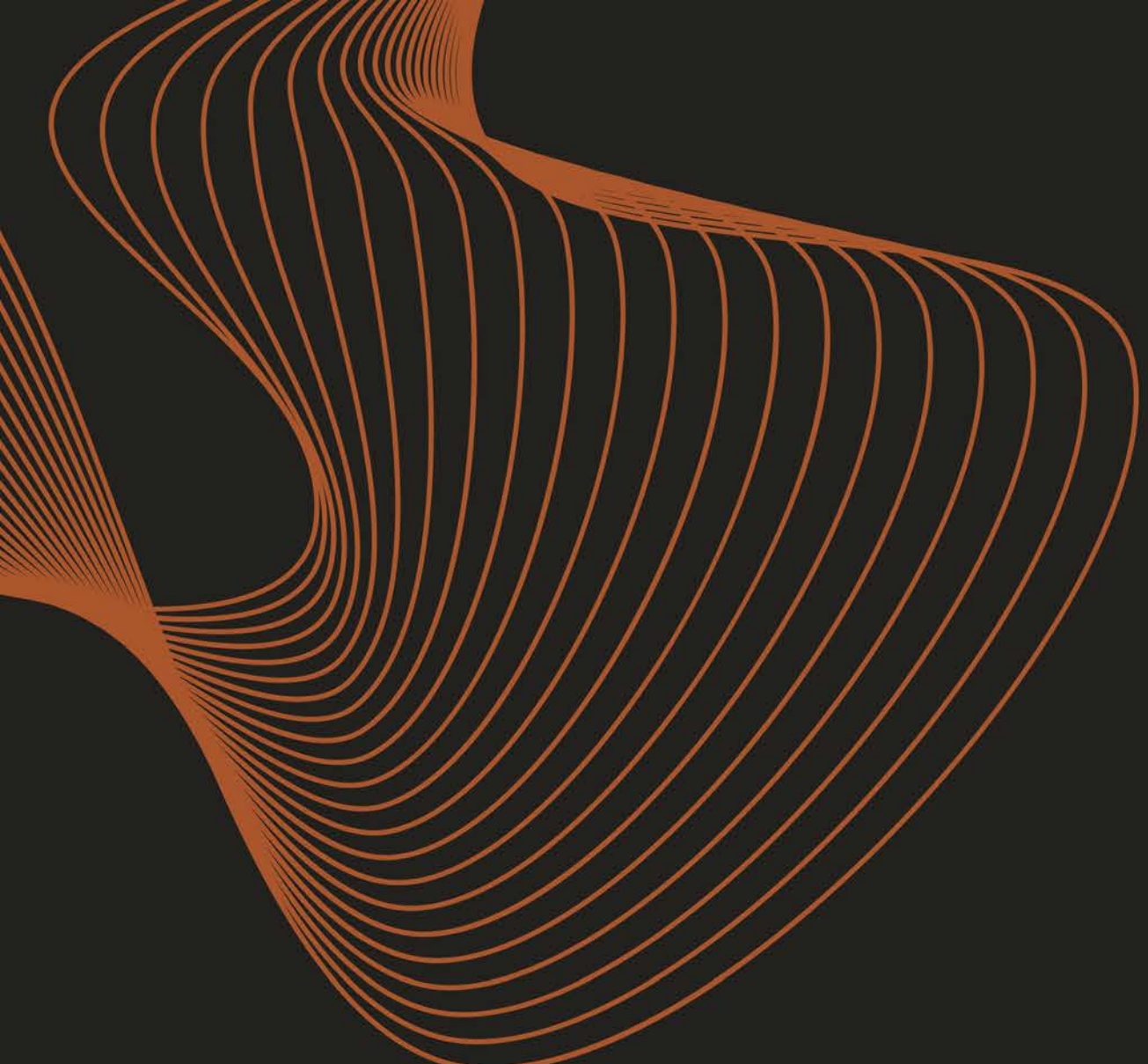
- Working with architects to influence early design decisions critical for success of all Art forms
- Knowing the industry standard for furniture, fixtures, and equipment per Art discipline
- Thinking about what will be needed 15 years from build

Strategic Planning

- Long-range planning for large item replacement
- Planning for wear and tear on band and orchestra instruments, equipment, furniture, uniforms, etc.
- Seeing 5-10 years down the road, and adjusting accordingly
- Planning for more than buildings

Facility Maintenance and Improvement

- Early advocacy for needed building improvements
- Relationships with Facilities & Maintenance
- Facility Standards (Educational Specifications) developed, tied to learning standards



PROFESSIONAL LEADER



Central Office Administrator

- An active participant in the Central Office Building
- Serving on multiple committees & working on projects in and out of the Arts
- Speak the lingo...there is a lot of it
- Making the Arts understandable, and necessary

Office Manager

- Many districts have multiple staff members in the Fine Arts office
- Keeping a strong team dynamic with those you directly supervise
- Ensuring all paperwork, and other office compliance items are completed by your team

Cross-Departmental Collaborator

- Working on district-wide initiatives with other departments
- Helping to create special moments and events for other departments
- Working on projects that have no direct impact on the Arts

Leadership Tenets for Success

- 1 Leading vs. Managing (bureaucrat)
- 2 Influencing vs. Controlling
- 3 Equipping vs. Directing
- 4 Inspiring vs. Gaining compliance
- 5 Leaving a legacy vs. Being heroic
- 6 Saying "Yes" vs. Saying "No"
- 7 Being proactive vs. Being reactive
- 8 Being accessible vs. Being inaccessible
- 9 Create healthy boundaries vs. Being everyone's buddy
- 10 Building bridges vs. Building walls

Architect vs. Firefighter

You are both! Don't let the FIRE consume you.

- There will always be fires. You need to be able to fight them.
- Getting caught up in continual fire fighting prevents you from building programs. Your ultimate job is to build exceptional programs.
- Set aside dedicated time for program building.
- Learn what fires require your attention and which ones do not.
- Build capacity in others to fight the fires.
- Have detailed Building Plans!

Build Yourself a Network



Express Interest in Leadership in your own District

Consider applying to join an in-district Leadership program. Many districts have these and it can begin your journey in Leadership and allow you to make important connections.



Ask for Mentorship from Leaders you respect

Leaders love to lead and mentor. Consider asking a leader you respect for mentorship. Do the work to maintain the relationship and be an easy person to mentor. Consider selecting a person in a Leadership position you aspire to.



Join a Professional Organization & Get involved!

Consider joining and becoming actively involved in a Professional Organization of Leaders. Leadership organizations involved in your area of interest are most useful.





TFAA

NEW & ASPIRING ADMINISTRATORS COHORT

The TFAA New & Aspiring Administrators Cohort is designed to support individuals who are in the early stages of their careers in arts administration or those who are looking to transition into this field. This program is tailored for professionals who are within the first five years of their arts administration career or those aiming to become arts administrators. It also caters to those seeking to enhance their leadership skills to advance from coordinator roles to director positions, particularly within school districts.

Participants in this cohort will engage in a range of developmental activities, including workshops, mentorship opportunities, and networking events. The focus is on providing practical knowledge and skills that are essential for effective arts administration. Additionally, the program offers guidance on career progression and professional growth, helping members refine their leadership abilities and prepare for higher-level responsibilities.

The TFAA New & Aspiring Administrators Cohort is an excellent opportunity for emerging leaders in the field of arts administration to build a strong foundation, connect with peers and mentors, and advance their careers in a supportive and dynamic environment.

TEAA
NEW & ASPIRING
ADMINISTRATORS
COHORT



Interested? Sign Up Here



Questions?

Connect
with us!

