

STAGE 4 – STEP 4 | Four-Phase Action Plan

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.

Timeline	Goal No.	Implementation Task	Preliminary Budget Implications	Manager(s) Responsible
Phase 1				
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
Phase 2				
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	a. \$40,000 increase	Deputy Superintendent Assistant Supt.-HRS
Phase 3				
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
Phase 4				
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, Asst Supt