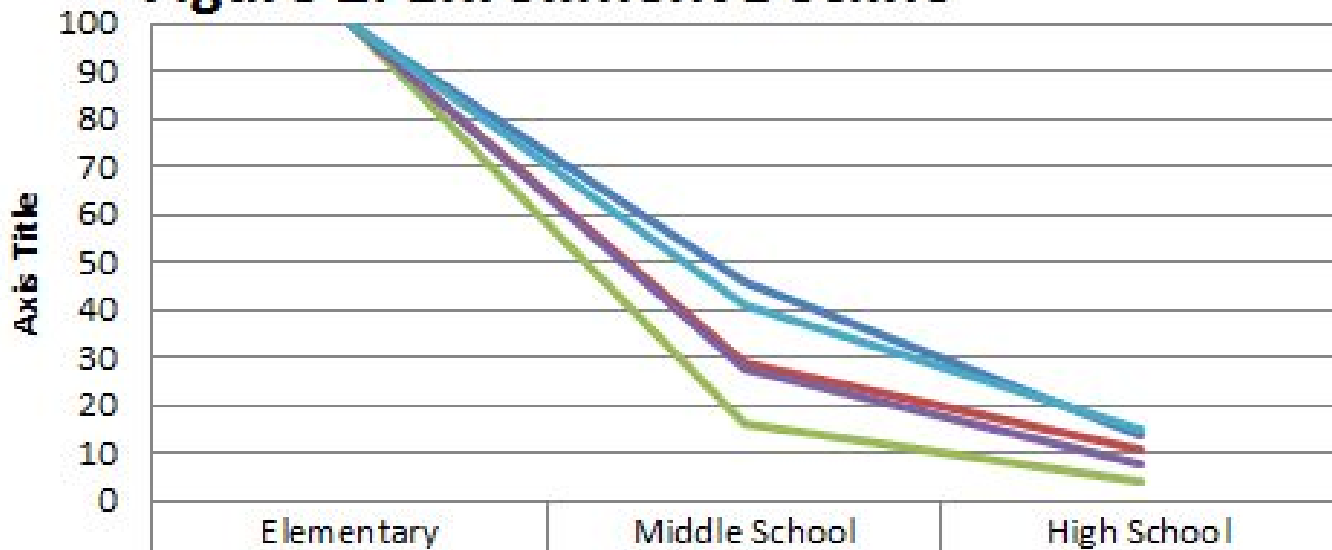


BUSD / VAPA EQUITY PLAN

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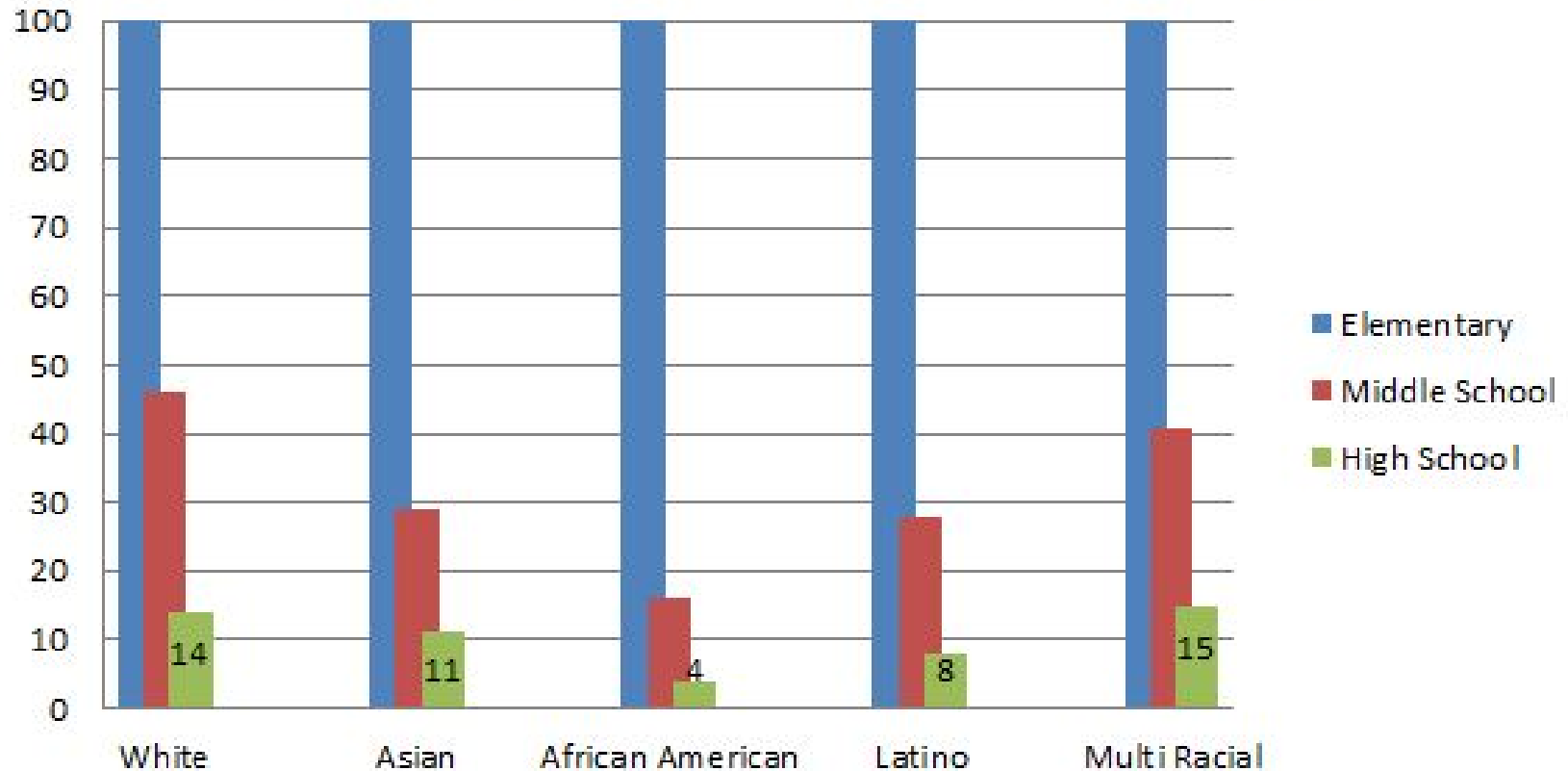
PETE GIDLUND

Figure 2: Enrollment Decline



	Elementary	Middle School	High School
White	100	46	14
Asian	100	29	11
African American	100	16	4
Latino	100	28	8
Multi	100	41	15

Figure 3: Enrollment at the Three Stages



**Figure 4:
BHS Whole-School/Music Program
Comparison A**

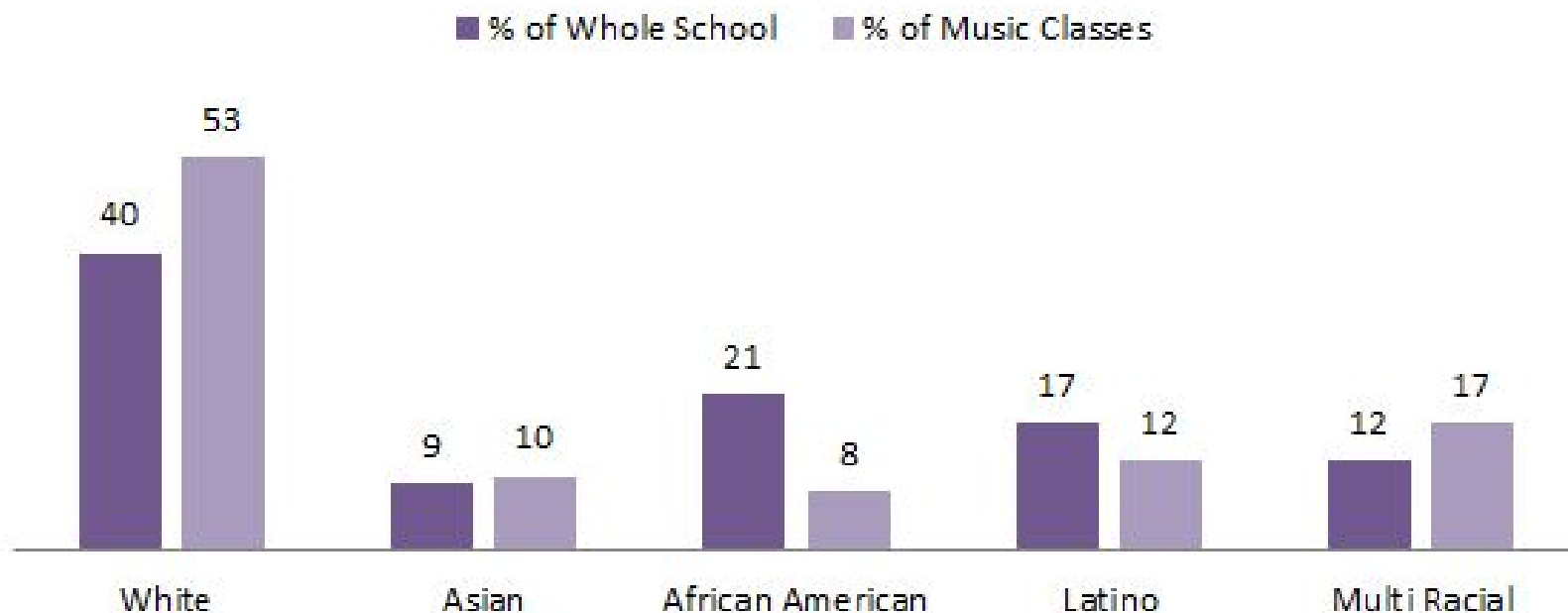
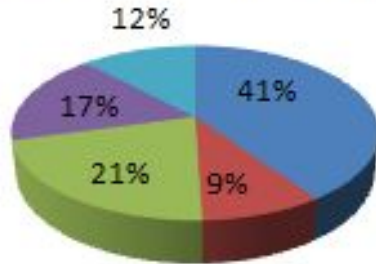


Figure 5: BHS Whole School/Music Program Comparison B

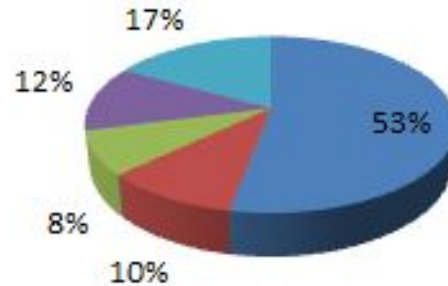
All of BHS

■ White ■ Asian ■ Af. Am. ■ Latino ■ Multi



BHS Music Program

■ White ■ Asian ■ Af. Am. ■ Latino ■ Multi



Five Problems

1 A Non-diverse Teaching Team

2 Need for Culturally Relevant Teaching

3 Lack of Equity Groups Holding BUSD Music Accountable

4 Social Pressure / Lack of Positive Student Role Models

5 Prohibitive School Structures

Five Problems

1 A Non-diverse Teaching Team

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Action Steps

1 Recruit to Produce a Diverse Applicant Pool

2 Need for Culturally Relevant Teaching

3 Lack of Equity Groups Holding BUSD Music Accountable

4 Social Pressure / Lack of Positive Student Role Models

5 Prohibitive School Structures

Action Steps

1 Recruit to Produce a Diverse Applicant Pool

2 Continue Cultural Competency Prof. Development

3 Lack of Equity Groups Holding BUSD Music Accountable

4 Social Pressure / Lack of Positive Student Role Models

5 Prohibitive School Structures

Action Steps

1 Recruit to Produce a Diverse Applicant Pool

2 Continue Cultural Competency Prof. Development

3 Form a Music Parent Equity Group

4 Social Pressure / Lack of Positive Student Role Models

5 Prohibitive School Structures

Action Steps

1 Recruit to Produce a Diverse Applicant Pool

2 Continue Cultural Competency Prof. Development

3 Form a Music Parent Equity Group

4 Increase Visibility and Communication

5 Prohibitive School Structures

Action Steps

1 Recruit to Produce a Diverse Applicant Pool

2 Continue Cultural Competency Prof. Development

3 Form a Music Parent Equity Group

4 Increase Visibility and Communication

**5 Restructuring Small School Limitations
and Expanding Course Offerings**

Continuing Research...

Could providing motivated sub-population students with scholarships for private lessons sustain enrollment in music classes?
