

**BSEP
VAPA/Music
Annual Plan
2021-22**



March 2021

Page 1.....Program Overview
Page 2.....Program Equity measures
Page 3.....Budget Summary
Page 4-9.....Plan Narrative

VAPA Program Overview

1. PROGRAM MISSION and VISION:

The BUSD VAPA/Music Department provides a musical foundation in an equitable, culturally responsive and respectful classroom environment that facilitates cooperation and perseverance.

2. BSEP MEASURE E1 STATED PURPOSE and USES

“Providing quality instructional programs in music and the visual and performing arts for elementary and middle school students. Available Revenues may be used for, but are not restricted to, providing qualified teachers and staff, and professional development in the arts for elementary and secondary students. Musical instruments, instructional materials, equipment and necessary services may be provided for any K-12 school, as long as funds permit.”

3. BSEP FUND USE SUMMARY

Funds allocated to BSEP provide the instrumental and choral music program for grades 4-8, and support arts instruction and professional development in arts integration in the elementary and middle schools.

All Fourth and Fifth Grade students receive music instruction twice per week. Four types of instruction are delivered—strings (orchestra), woodwinds and brass (band), world music (percussion, ukuleles, guitars).

In the middle schools, classes are electives, held five days a week, usually during zero period. Choices include 6th Grade Band, 7th-8th grade Band, two levels of Orchestra, Chorus, Jazz Band, and Guitar. Jazz Band is an after school elective four days a week at all three middle schools. Mariachi and Music meets two days a week at Longfellow. For 2019-20, there will continue to be two Orchestras and three Bands during zero period at King to accommodate the large number of students who have signed up for music.

The VAPA BSEP resource provides curriculum and professional development support to the district’s dance, drama and visual art teachers K-8 by providing workshops as well as facilitating meetings with their Berkeley High School peers on district Professional Development days. In addition, there is financial support for conferences and professional development, and a middle school drama material allocation of \$3,000 per middle school.

4. BSEP BUDGET SUMMARY

BUSD CONTEXT

\$1.9 Allocation
 \$1.5M Staffing (80%)
 \$200K Instruments, Materials
 \$100K P.D/Arts Anchor Funding

 \$1.8M Total Expenditures
 \$385K Fund Balance

Additional funding (approx\$) is provided by the General Fund for 3rd grade music and for high school music and visual and performing arts. The VAPA Supervisor supports these programs as well.

External Links:

- [VAPA Program Overview VIDEO Orientation](#) (coming soon...)
- [VAPA Program Overview slide deck](#)

VAPA Program Equity and Quality Measures

1. PARTICIPATION and OUTREACH:

How do programs address issues of equity, access, and opportunity, including targeted funding and supports?

We have a Family Engagement Specialist on staff. A \$4000 AA Studies Arts budget, \$X00,000 per year savings for BHS digital music lab, and \$4000 theater materials budget address high school Arts equity. \$48,000 is available per year for afterschool Arts K-5. Non-monetary equity initiatives carried out by music teachers include accountability around focal students and following them through 5-6 and 8-9 transitions, student mentorship programs, and managing scholarships for free music lessons. Our [VAPA Equity Plan](#) has had success in 1) recruiting diverse teachers 2) provide cultural competency PD 3) forming parent equity group 4) increasing visibility and communication 5) changing structural barriers at schools and expanding course offerings.

2. REPRESENTATION, DIVERSITY and INCLUSION:

How do programs reflect and support the diversity of our families and students?

Our internal VAPA Equity Plan guides practices to create equitable access/inclusion to our programs. BMIE, our Parent Equity Group, provides connection for families. The VAPA Family Engagement and Equity Specialist works with students and families to break barriers and create access.

3. STAFFING/PROFESSIONAL DEVELOPMENT:

How does staffing and/or professional development address equity and district goals?

Active recruiting is ongoing and has significantly increased diverse representation on our teaching staff. Culturally Responsive professional development is a key part of weekly staff meetings facilitated by VAPA supervisor, Mills Teacher Scholars, department book groups, and guest speakers/workshops.

4. DATA/OUTCOMES:

What data/metrics could be used to report on outcomes? Are there SMART goals?

Disaggregated demographic data on Middle/Highschool participation is ongoing. Smart Goals have been used for equity based projects such as Chorus program development, providing afterschool arts K-5.

5. QUALITATIVE BENEFITS:

What elements are not quantitative but of significant value to the program and/or district?

VAPA Supervisor consults for Facilities Dept. concerning Arts issues at sites. VAPA Supervisor provides support for scheduling, curriculum, and staffing decisions in the Arts to principals K-12. Supervisor maintains relationships with community Arts partners who provide services to students K-12 including Berkeley Symphony, Alonzo King LINES Ballet, The Kennedy Center (DC), Berkeley Rep, Freight & Salvage, Cal Performances, etc. Supervisor hosts community advocacy groups BMIE and BAESC.

External Links:

- [VAPA Equity Plan One-sheet](#)
- [VAPA Equity Plan Slide Deck](#)

Budget Narrative

Budget Summary for Music/ VAPA for 2020-21 BSEP Measure E1, Resource 0753

Revenue

BSEP Revenue Allocation	1,983,089
Music Teacher Transfer to General Fund	<u>(238,500)</u>
Total Revenue	1,744,589

Expense

Music Teachers and Program Staffing	1,153,600
Middle School Music Tutors/ Instructional Specialists	4,000
Teacher Substitutes	9,000
Teacher Hourly for Rehearsals	7,500
Elementary Arts Extension	64,000
Focused Equity Initiatives	64,000
Music/ VAPA Staff Professional Development	10,900
Arts Anchor and Program Stipends	85,000
Instruments, Materials & Supplies	178,500
Travel/ Mileage and Festival Participation	10,000
Technology	5,000
Performing Arts Showcase, Arts Bus	3,000
Sheet Music Scanning	100,000
Collaborative Partnerships	12,400
Reserve for Personnel Variance	35,000
Indirect Cost (5.25%)	<u>103,971</u>
Total Expense	1,845,871

Net Change to Fund Balance (101,282)

Beginning Fund Balance 486,441
Net Increase/ (Decrease) in Fund Balance (101,282)
Ending Fund Balance **385,159**

THIS SECTION WILL ALSO BE REVISED and SIMPLIFIED

BUDGET RECOMMENDATIONS FOR MUSIC, VISUAL and PERFORMING ARTS for FY 2019-20

Staffing

Release Time Music Teachers **\$238,500**

- Release Time Transfer to General Fund **2.12 FTE**

In accordance with the teacher contract, fourth and fifth grade teachers receive four periods of release time per week. The General Fund pays for the FTE for science, dance and art teachers who provide part of this release time. The General Fund is currently providing half of the cost of the FTE required for music teachers for the two periods per week of fourth and fifth grade teacher release time, and BSEP is paying the other half of the FTE in the release time calculation through a transfer to the General Fund.

Music Program Staffing **\$1,153,600**

Additional Fourth-Fifth Grade Music Teachers **4.72 FTE**

Three music teachers are scheduled for the prep period of every two classroom teachers in order to offer a variety of options, including strings, woodwinds, brass, and world music. Several additional music teachers may be assigned for 4th and 5th grades as needed to provide an optimal learning environment and to allow for grade level groupings where there are combination classes. The total number of classes for the 2019-20 school year may need to be altered when school opens based on variances in enrollment. Music class sizes average 15:1 so that all students receive the instruction and coaching they need to be successful musicians. The BSEP fund bears the entire cost of these additional music teachers.

Middle School (6-8th grade) Music and Performing Arts Teachers **3.68 FTE**

VAPA funds will continue to support zero and seventh period performing arts courses at the three middle schools. Over 900 middle school students participate in the music program, requiring multiple before and after school sections in band, orchestra, chorus, jazz and mariachi.

Middle School Arts Extension

0.60 FTE

This funding provides .2 FTE for each middle school to offer an arts course otherwise unavailable to students to be offered periods 0-7. This program was piloted in 2018-19 with 100% participation and funded Drama, Ceramics, and Media Arts at the three schools.

Visual and Performing Arts Program Supervisor

1.0 FTE

This position supervises and evaluates 18 music teachers, plans all arts professional development, facilitates all arts partnerships, serves as liaison to Bay Area arts organizations and supports district arts teachers and programs. The Supervisor supports the four arts curricula and assessments as well as Standards and Common Core alignment. This person is the budget manager for all aspects of the VAPA resource in the BSEP measure, as well as for independent contracts and outside grants.

VAPA Technician

1.0 FTE

The VAPA Technician keeps an ongoing database (library information software) of all instruments and sheet music. The VAPA Tech works with the music teachers to ensure they have the materials and supplies they need for their students. This person arranges for repairs, tracks purchase orders, places and receives orders, tracks teacher absences and repairs instruments when possible. In the fall and the spring, the VAPA Tech delivers and then picks up over 2,500 instruments from the school sites. The proposed FTE is an increase from the prior 0.6 FTE which has proved to be insufficient to tackle the tasks associated with supporting the VAPA program; a number of technical support tasks were falling to the VAPA supervisor.

Hourly Staffing

\$15,000

Middle School Music Tutors and Instructional Specialists - \$4,000

Instructional specialists provide individual and small group instruction to orchestra and band students by coaching chamber music groups and reinforcing classroom learning in small group settings.

Teacher Substitutes for Special Events - \$9,000

Substitutes for music teachers are necessary when those teachers attend Berkeley Symphony concerts, Cazadero Jumpstart Retreats, Arts on the Run, California Music Education Association student festivals, and music conferences.

Teacher Hourly for Performing Arts Rehearsals - \$7,500

In order to properly staff and supervise 800 students rehearsing and performing in the annual Performing Arts Showcase, teachers are paid hourly for their weekend work time, approximately nine hours per teacher.

Elementary Arts Extension **\$64,000**

Due to the impact on the instruction day, it has been challenging to launch new arts classes during school-day hours. This funding provides up to 8 elementary schools with \$8,000 each for after school arts programming. During our pilot year 2018-19 three schools participated. We expect the program to gain momentum in 2019-20.

Focused Equity Initiatives **\$64,000**

Many existing budget items continue to fund equity work such as professional development, hiring, diverse course offerings, Arts on the Run, etc. The items listed in this section are new as of 2020-21 and are uniquely targeted initiatives.

Family Liaison - \$20,000

Piloted as a Schools Fund grant in spring 2020, a family liaison will be hired part time (10 hours per week) to work particularly with families with students of color. This liaison will advocate for students, manage funds/scholarships for private lessons, communicate with parents/families, and help facilitate our Music Diversity Committee.

African American Studies Arts Expenses - \$4,000

The African American studies program incurs arts expenses for which there is not currently a budget within BUSD. Similar to the drama budgets at each secondary school, this budget would pay for arts materials, repair for instruments (Afro Haitian drums), and buses for performance/recruitment field trips.

BHS Digital Music Lab - \$40,000

\$40,000 will be spent and/or saved (for the following year) on hardware and software for the BHS digital music lab. A temporary lab is currently being built, but will need supplementary items like keyboard controllers. And, in anticipation of new A-Building construction, a completely new lab will need to be built- including CPUs, keyboard controllers, projector/screen, microphones, etc.

Professional Development & Arts Anchor Schools **\$98,200**

Professional Development - \$10,900

Since 2012, music teachers have participated in the year-long *Mills Teachers Scholars inquiry*. We will continue this program in 2019-20. The VAPA staff and Mills have worked together to incorporate DuFours-style PLC groups in compliance with the BUSD PLC initiative and VAPA Professional Development will remain committed to both styles. VAPA staff has also committed to make the main “lens” of inquiry equity-based.

Arts Anchor School Programs - \$85,000

The Arts Anchor school program provides professional development in arts to K-5 classroom teachers, utilizing modeling and coaching to encourage classroom teachers to integrate the arts into their curriculum. Teachers at Arts Anchor schools design the professional development focus as a team and work with an arts provider or a certificated arts teacher to plan integrated arts lessons. Classroom modeling and coaching are essential to deepen learning and understanding for all students, as well as greater teaching proficiency of the teachers.

In 2020-21, ten elementary schools plan to participate in the Arts Anchor program. The one school not participating has a part time visual arts teacher on staff. Principals and teachers report an increased level of confidence among classroom teachers in undertaking arts integration on their own. Classroom teachers eagerly choose curriculum and an art focus for the year; teachers who are new to the staff or who have not participated previously engage in the work. Dance and class plays have become “something we do at this school” and student displays throughout the school express the “student as artist” vision.

Instruments and VAPA Instructional Materials

\$178,500

Instruments- \$122,000

The music program provides musical instruments to all fourth to eighth grade music students. Berkeley is one of the few California school districts that loans instruments so that students of all financial levels have equal access to the program. In addition, students are supplied with music method books and workbooks, recorders, reeds, strings, all instrument accessories and sheet music, and classrooms are outfitted with music stands, music carts and music storage units. Instruments are repaired as needed and new ones purchased to replace those that are beyond repair.

Growth in student enrollment over the last several years has had an impact on the music program. While current projections are for slower overall enrollment growth affecting the elementary grades for another three years, the middle school program participation continues to grow. There is an ongoing demand for instrument purchases and repairs in order to serve a larger overall population than were being served several years ago. \$68,000 is budgeted for instrument purchases, and \$54,000 for repairs, tuning and moving.

Materials - \$56,500

The music library collection will continue to be expanded in 2020-21 to help students grow and develop as musicians. As the number of students enrolled in music classes continues to increase at the middle schools, so does the need for additional instruments, repairs and instructional materials. As the students become more proficient, more sophisticated instruments must be

provided. \$40,000 is budgeted for music materials and supplies, and \$13,000 for drama/theater production materials (\$3000 per middle school and \$4,000 for BHS). The balance of the budget, \$3,500, is for memberships with the National and California Music Educators Associations, The Kennedy Center Partners in Education Program, and the Orff Music Association.

Mileage for Music Teachers; Festival Participation _____ **\$10,000**

Mileage reimbursement is needed for the elementary and middle school music teachers, who travel among three or four schools a day and five to seven schools during the course of the week.

Middle school teachers understand the tremendous educational opportunity provided by participation in local chorus, band and orchestra festivals. Students play for adjudicators who give the chorus, band or orchestra a score with comments. In addition, guest conductors work with the ensembles in clinics. The registration fees are covered and teachers raise funds for the buses to transport students.

Technology _____ **\$5,000**

A small technology budget for 2020-21 supports the maintenance, updating, and replacement of teacher iPads and office computer hardware and the purchase of projectors for music teachers.

Performances and Exhibitions _____ **\$3,000**

BUSD participates in *March IS Art Education Month* each year with a variety of special events. VAPA monies support the custodians for Performing Arts Showcase and the Arts of the Run Bus costs.

Performing Arts Showcase: The VAPA Department presents the Performing Arts Showcase, an afternoon of music performed by grades 5-12 at the Berkeley Community Theater. On March 10 of 2019 roughly 1,000 students participated in Choruses, Orchestras, and Bands by grade level. Participation in this event has more than doubled in the last several years.

Arts on the Run: In February 2019, three busloads of Berkeley High School performing arts students traveled to the three middle schools, to present a 50 minute sampler of the dance, drama, vocal and instrumental music opportunities at Berkeley High School to the eighth grade students, who would soon be registering for their ninth grade classes at BHS. Experiencing the many options available for participation in the arts at BHS supports students in their transition from middle school to high school.

Sheet Music Scanning _____ **\$100,000**

While there already is a general need to begin the process of going paperless, Berkeley High Music also faces displacement as the A building at BHS undergoes major construction for several years. Plans for relocating BHS

music do not include providing adjacent storage, so sheet music needs to be scanned. The Jazz association has received bids for this work from roughly \$55,000 to \$180,000. This moderate budget of 100,000 will pay for contracts for digitizing Berkeley High's sheet music library.

Collaborative Partnerships

\$12,400

Thanks to BSEP funding, the VAPA program is able to leverage contributions towards collaborative partnerships with the Berkeley Symphony Orchestra, Cal Performances, Alonzo King LINES Ballet, and the Kennedy Center to provide expanded opportunities for our students at a fraction of the full cost of these programs.

The Berkeley Symphony Orchestra (BSO) *Music in the Schools* Program provides BUSD elementary schools with an exciting educational program. Our students benefit from Symphony visits to schools in the fall for *Meet the Symphony* concerts, as well as Symphony musicians visiting with our K-5 classrooms, and *I Am a Performer* concerts at many schools in February.

Cal Performances provides our teachers with the opportunity to attend workshops and have guest artists visit their classes in conjunction with "School Time Performances." The Kennedy Center provides KC Partners with unique collaborations - this year the BUSD continues its partnership with the Alonzo King LINES Ballet, a contemporary ballet company which draws upon a diverse range of cultural influences to inspire our students.

The VAPA budget includes contributions toward these partnerships, with \$10,000 to support the Berkeley Symphony Orchestra program at the eleven K-5 schools and residencies at middle and high schools, \$400 to support custodial time for Cal Performances in the classroom workshops, and \$2,000 for travel expenses to the Kennedy Center Partners in Education annual meeting, which is required to maintain our Kennedy Center membership. By association, the Kennedy Center oversees our partnership with the Alonzo King LINES Ballet, which provides dance instruction and teacher PD to Washington elementary and will provide BUSD with general dance PD to elementary teachers district wide 2019-2020.