

## Transcript – Introduction to the Fine Arts TEKS - Interviews

**Lisa Roebuck, Music Supervisor, Round Rock ISD: Administrative Support for Fine Arts Educators**

**What are the financial challenges that administrators face in implementing fine arts programs, and how can they meet these challenges?**

These are very difficult financial times in Texas, and I think many fine arts programs have learned to do more, simply, with less. Having said that, I think there are different things that campus administrators and central administration can do. If your district has a grants coordinator, it's always good to connect with them. There are many grant opportunities that go untapped. Grant coordinators can find those opportunities for you. There are some grants that deal with equipment and instruments. There aren't many of them, but they do exist. There are a lot of grants online that deal with instruction and especially with arts integration with foundation subjects. Many districts have developed strong counsels for the arts in their districts, either district wide or at the campus level. There are many business partners that are willing to invest in the arts, and sometimes have great, innovative ideas about how to get funds in. So tapping into those resources is a great way to fund your fine arts programs. Then of course there are parents; and if you've ever seen a high functioning booster club or parent volunteer group, you know that they can mobilize funds for your programs. Of course the recruitment of quality teachers in fine arts is imperative.

**What steps can administrators take in the hiring process to recruit and retain excellent teachers in art, dance, music, and theatre?**

I think if you have a fine arts administrator in the district, you need to bring them in on the recruitment process and also on the interview process.

Fine arts administrators are often very connected to state organizations in theatre, art, music and dance. These state organizations all have job fairs, and many of the fine arts directors go to meet with applicants wanting to be in your district, wanting to move to certain part of Texas, so it's very important to be connect in that way. Additionally, if you don't have a fine arts director in your district, principals can connect with these state organizations. Most of them have job boards online and you can post your vacancy and be connected with excellent educators in the arts across the state. It's very important to be competitive, of course not only in pay but additionally in stipend and supplemental day pay. Many of the choir, band, orchestra, theatre, dance directors and even in some instances visual arts teachers receive stipends because these educators will be spending a lot of time outside the instructional day with students to develop excellent fine arts programs.

**What are steps that school administrators can take to support rigorous fine arts programs?**

In an effort to retain excellent teachers, it's important to provide quality professional development that is geared specifically towards fine arts and specifically towards their strand in fine arts. The Proclamation 2015 Instructional materials were just adopted, and teachers who are provided quality professional development around these materials and feel supported by you will stay in your district. I also believe that districts can form curriculum teams, and these curriculum teams can look at how they can revise and update their curriculum to align with the new TEKS.

Adequate instructional time is particularly difficult at the elementary level sometimes, as teachers must structure the day so that there's enough art time, music time, and theatre time. Reasonable class sizes are an issue, as many of our campuses are overcrowded. It's hard to have 80 kids in a dance class or even a choir class, and it's difficult sometimes to have enough of a large space to have elementary music and art. Administrators can retain quality teachers by keeping class size in check.

There are small things administrators can do as well, such as showing up at student art exhibits, showing up at student musicals, or showing up all the different events that go on in the fine arts world. These things can go a long way in a teacher feeling satisfied and feeling valued.

### **How can teachers encourage their administrators to support fine arts programs?**

Well I believe the number one way teachers can encourage their administrators to support their programs is to be a team player, both in the life of the campus and also in the community. I believe that really makes the administrators understand and know the benefits of your program.

Additionally, I think teachers should crunch the data. There are so many things that fine arts programs can do for the students. Crunch the data and show it off. Do your students succeed more on the STaR and EOCE than students not enrolled in the arts? Are your students absent less often? Are they tardy less often? Do they drop out less often? Crunch the data and show the benefits of your programs to your administrators, and I believe then that the overall learning of the arts will be valued. If you're administration and your district has already developed incredible fine arts programs, teachers are going to want to be at your campus; they're going to want to be in your district and so it's an endless cycle of good quality.

