

RTR PUBLIC SCHOOLS ARTS STRATEGIC PLAN 2022- 2025



**Comprehensive Arts Planning Program-CAPP
Planning Phase 2021-2022
Three Year Strategic Plan 2022-2025**



PERPICH
THE PERPICH CENTER
FOR ARTS EDUCATION

The Comprehensive Arts Planning Program (CAPP) is made possible by the MN State Legislature through an appropriation to Perpich Center for Arts Education. CAPP is governed by Minnesota State Statutes 129C.25 and 129C.26.

TABLE OF CONTENTS

Overview of Comprehensive Arts Planning Program (CAPP) and Introduction of the CAPP	3
Local CAPP Committee Activities for 2021- 2022	4
Arts Program Analysis	5-7
Strategic Directions (Overall Goals) Overview	8-10
Strategies and Site Activities Grid	11-14
Appendix A- Program Strengths and/or Practical Vision Documentation	15
Appendix B - CAPP Outcome	16
Acknowledgements	17

Overview of Comprehensive Arts Planning Program

Minnesota's Comprehensive Arts Planning Program (CAPP) provides assistance to selected Minnesota public school districts as they plan and implement a comprehensive K-12 school arts education program. Defining “arts” as dance, media arts, music, theater and visual arts, CAPP helps local school-community teams design three year, long-range arts education plans for all students. CAPP also provides financial and technical assistance for two years through workshops, site visits, leadership development, and resource materials.

Planning Phase (2021-2022) concentrates on building the capacity and leadership of your local CAPP committee and on the development of the three year strategic plan. During monthly meetings, CAPP committee members begin to identify assets and needs in both school and community. Results are used to develop an individual and unique long-range arts plan for the school district and community. Committee members develop a comprehensive plan using the resources and assistance provided through the CAPP program. The finished CAPP plan helps set specific and measurable goals and outcomes for the future.

Year One (2022-2023) is the **first year** of the three year strategic plan. It is the local CAPP committee's first implementation and evaluation year. Discussion moves from setting a direction to implementing and sustaining the plan. Committee members implement and refine plans for the school year 2022-2023 and deepen and strengthen community ties. Strong relationships developed in the school district and the community while creating the CAPP plan encourage and sustain the committee as they work to make arts education dreams a reality.

Year Two and Three and Continuing (2023 - 2024, 2024-2025 and beyond) Our priority for these years will be to continue our work to promote and sustain a high quality Arts Education and promote a variety of experiences within all arts programming.

The strategic plan covers three years: 2022 - 2023, 2023- 2024, and 2024- 2025.

Local CAPP Committee Activities for 2021- 2022

In May of 2021, RTR School District was awarded a CAPP grant which enabled us to be a part of 7 other school districts in the State of MN. Other MN school districts selected are: Art & Science Academy, Brooklyn Center, Burnsville-Eagan-Savage, LoveWorks Academy, MN Excellence in Learning Academy, Monticello, Zumbro Education District.

All schools are expected to attend in-person/virtual conferences, and work through a strategic planning workbook that was published by the Perpich Center for Arts Education (located in Golden Valley, MN). This planning workbook is a tool to guide and develop individual and long-range planning goals.

Perpich Center for Arts Education, in Golden Valley, MN, is a MN state agency that seeks to advance K-12 Education throughout the state by teaching in and through the arts. It was created by the state legislature in 1985 at the urging of then Gov. Rudy Perpich. It was renamed in his honor after his death in 1995. Minnesota is one of only a handful of states in the nation with a dedicated state agency supporting arts education.

The Comprehensive Arts Planning Program (CAPP) is made possible by the MN State Legislature through an appropriation to Perpich Center for Arts Education. CAPP is governed by Minnesota Statutes 129C.25 and 129C.26.

Once awarded the grant we created a committee to lead the charge. This committee was formed by our passionate art and music teachers as well as other staff members who demonstrated a desire to see the arts program grow within our district and community. We have also reached out to community members who have an interest in the Arts and included them in this process. This is an exciting time here at RTR with our new building and our new Performing Arts Center (PAC). We want to include our community in the opportunities we have here and together we will do great things to build up and expand the arts within our school and community.

As a recipient of the CAPP grant, each individual school district is expected to draft/redraft plans to adapt, adopt and create policies that will support art education. At RTR, we currently define “the arts” as media arts, music and visual arts, dance and theater. However, dance and theater are not part of our educational programming because we do not have classes for them. We have add-ons for extra-curricular activities for dance and theater.

The school year of (2021-22) all 3 RTR schools moved into our new Pre-K - 12 grade school. We now have a Performing Arts Center (PAC) that seats 497 people and we want to utilize the stage more and “dream big” on how we can achieve such goals for our students and our community.

Arts Program Analysis

Russell -Tyler- Ruthton (RTR) School District is located in rural, Southwest Minnesota. The RTR School District comprises approximately 298 square miles of agricultural land on the Buffalo Ridge. The area's economy is fueled by farming and agribusiness. RTR is composed of communities of Russell, Tyler, and Ruthton. The three communities have been working cooperatively since the fall of 1987, and consolidated in 2006. The median household income for the three towns is \$48,000.00 which is \$26,500 less than the median household income of the State of Minnesota. Approximately $\frac{1}{4}$ of our student population receive Title 1 or Special Education services.

Prior to this school year, we were housed in three different buildings, each older than 90+ years. Our High School was in Tyler, Middle School was in Russell, and Elementary School was in Ruthton. Our communities came together again, as one, in 2019, to pass a referendum for a new, single PreK-Grade 12 school, which is now in Tyler. The decision to bring us all together in one school has redefined who we are and we are now learning to truly function as one. Although this transition has been a challenge we look forward to the new opportunities we can provide for all of our stakeholders.

As of January 2022 our RTR student numbers are:

HS- Grades 9-12 = 199 students

MS-Grades 6-8=152 students

Elementary-Pre-K-5= 309 students

RTR Strategic Plan 2022-2025

The student demographic composition of RTR Public Schools according to the Minnesota Department of Education website is, and is made up as follows:

Race/Ethnicity	Count	Percent
Hispanic or Latino	20	3.6%
American Indian or Alaska Native	0	0%
Asian .	3	.5%
Black or African-American	0	0%
Native Hawaiian or other Pacific Islander	0	0%
White	521	93.7%
Two or more races	12	2.2%
Of those students:		
English learner	4	.7%
Special education	60	10.8%
Free/Reduced-Price meals	144	25.9%
Homeless	0	0%

RTR School District has following Arts Educators:

- 2 highly qualified educators in Visual Arts (1 teacher at the MS/HS level and 1 teacher at the K-5 level)
- 2 highly qualified educators in Music (1 teacher at the MS/HS level and 1 teacher at the K-5 level)

The Arts curriculum is tightly aligned with the Minnesota standards through a curriculum review, revision and mapping process. This process of system accountability includes:

- A review of how students are taught, with steps for improvement identified and implemented
- A review of what students are taught with steps to refine and improve curricula
- A review of data on how students are performing to improve both pedagogical and curricular changes.

RTR School District sees improving curriculum and teacher effectiveness as an ongoing process requiring continued engagement by staff and community. The hope is that this CAPP initiative will allow RTR District to benefit from ongoing attention to improving teaching/learning, curriculum and the overall opportunities provided in the arts, with a special focus on integrating the arts into various academic areas. Arts integrated into various academic areas is seen as a way to improve student engagement and passion for learning, enhance student's creative problem-solving abilities, add depth and rigor to curriculum, build skills in the arts and expose students to how the arts are integral to all realms of academic, career, community and personal life.

The CAPP planning team sees great opportunity for continuing the integration of the ARTS into the general Pre-K -6th classes and for expanding that work into the Middle School and High School course descriptions in the ARTS. We will focus on our goals and rely on the support of the Perpich Center for Arts Education and the MN Dept of Education.

As a CAPP committee, we have identified these needs, challenges and opportunities for growth:

- Promote and enhance the arts course offerings and scheduling should be prioritized.
- Set the expectation that the MN Arts standards are addressed K-12. Encourage inclusion of this across all content areas.
- Provide authentic MN Native American resources and performances as well as exploring other cultural environments in the arts
- CAPP Committee will create an avenue for community members and school staff to collaborate and promote arts education and art experiences within the community as a whole.
- Recognize the need for interdisciplinary learning and this requires collaboration time for teachers. Our intent is that Arts integration will become a focus area for all students in Pre-K -12 at RTR.
- Continue working with the school board and school community to recognize the importance of Art education for students
- Pursue conversations and learning opportunities to create a community with a stronger focus on equity and deeper understanding of others.

Strategic Directions (Overall Goals) Overview

The strategic directions are the overarching goals for your 3 year strategic plan. Strategic Directions are broad enough to incorporate multiple sub-categories of action steps, accomplishments and site activities. As a committee, we spent a considerable amount of time developing our four strategic directions through a series of workshops.

Strategic Direction #1- Fostering community connections through the Arts		
<p>Strategy A: Community Sponsored Instrument Rentals</p> <p>Action Steps: 1.Reach out to the newspaper to communicate support for the sponsorship program once developed. 2.Communicate and establish a team to develop a structured plan for assistance and potential purchase.</p>	<p>Strategy B. Create an RTR Arts Council (We are still working on a name to define this group)</p> <p>Action Steps: 1. Identify people who are interested in being members of this group. Liaison to the CAPP Committee. 2.Defining purpose and goals. Decide whether this will be independent or in conjunction with the RTR Booster Club or to create a separate Arts Council.</p>	<p>Strategy C. Work with school and community members to develop a structure for Performing Arts Center activities.</p> <p>Action Steps: 1. Organize a team to enhance planning and communication of usage. 2. Create an organized system for Performing Arts Center events.</p>

Strategic Direction #2 - Showcasing The Arts (Student Focused)			
<p>Strategy A: Showcase Student Talent</p> <p>Action Steps: 1. Highlight students' artwork in newspapers, school websites and other media outlets. 2. Establish a system for nominating students for “Fine Artists of the Month” and showcase them that month.</p>	<p>Strategy B: Establish student clubs with a purpose of working together to grow in specialty areas and plan to share projects with school and community members.</p> <p>Action Steps: 1. Create a student led committee for the Arts/Art Clubs/Fairs. (Ex. Art Factory, Creative Pods, etc.) 2. Explore ideas of student art organizations and/or councils. (Name the group, recruit students, set goals and set-up dates for programs/rehearsal.) 3. Host a student run booth during Aebleskiver Days.</p>	<p>Strategy C: Art Show - Celebration Banquet for the Fine Arts</p> <p>Action Steps: 1.Create an art show in the commons area for all to see. Students will be encouraged to share and display artwork created either at school or at home. Invite the community to be a part of celebrating students' talents. 2. Evening of the Arts: Artwork is displayed, music students can be playing music.</p>	<p>Strategy D: Align current arts curriculum to K-12 MN State Arts Standards</p> <p>Action Steps: 1. Music/Art teachers complete a K-12 curriculum scope and sequence based on the MN Art Standards</p>

Strategic Direction #3 Connecting Cultures Through The Arts		
<p>Strategy A: Arts Integration</p> <p>Action Steps: 1. Talk with all content or grade level teachers to discuss integrating art into their instruction. 2. Design lessons that integrate music and art. Have each teacher pair with art/music teachers to integrate lessons. This will provide cross-curricular opportunities. 3. Use Music and Art with a school-wide theme to celebrate a variety of cultures to bring awareness to all students and staff members.</p>	<p>Strategy B: Multicultural Educational Opportunities</p> <p>Action Steps: 1. Promote cultural awareness across the curriculum - Sports, Recreation, Arts and Music 2. Plan a culture week/evening to share and learn about different cultures. 3. Invite people to come and share food, art, dance, music and traditions from their heritage.</p>	<p>Strategy C. Educational opportunities and experience to enhance exposure to the arts.</p> <p>Action Steps: 1. Create a plan/budget for educational trips. 2. Investigate funding possibilities within the budget and other grant opportunities.. (Minnesota Orchestra. Minnesota Arts Institute, S.F. Washington Pavilion,).</p>

Strategic Direction #4 - Investing In Comprehensive Access To The Arts				
<p>Strategy A: Expand course schedule to increase enrollment in the arts.</p> <p>Action Steps: 1. Explore Scheduling options, 2. Implement a schedule with more opportunities for classes that address the arts. 3, Register students for band and or choir. 4. Teach band and choir in a non-competitive environment.</p>	<p>Strategy B: Arts budget review to establish greater funding to meet curriculum needs</p> <p>Action Steps: 1. Meet with the administration to request a budget review. 2. Discuss the rising cost of arts programming to design a plan to build a realistic budget.</p>	<p>Strategy C. Invest in industry specific technology to provide experiences relevant to art experiences.</p> <p>Action Steps: 1. Research technology to be purchased, establish budget, purchases industry specific technology (Apple vs Google)</p>	<p>Strategy D. Establish resources for individuals with learning differences/needs.</p> <p>Action Steps: 1. Identify the needs of students.</p>	<p>Strategy E. Increase grants and additional funding for increased arts programming and opportunities.</p> <p>Action Steps: 1. Meet with grant writers to establish specific needs. 2. Meet with Admin. to explore other fundings</p>

Strategic Direction #1- Fostering community connections through the Arts

Aligned to CAPP Outcome #1: All students K-12 have access and/or an opportunity to participate in a comprehensive, standards-arts based arts curriculum that produces measurable results.

Strategy	Action Steps	Arts Area	Budget	Evaluation Outcomes (Phrased in SMART Goals)	Responsible Party	Year
A. Community Sponsored Instrument Rentals	1-Reach out to the newspaper to communicate support for the sponsorship program once developed.	Band	\$300	By August 2023, create a community based program that endorses students instrument rentals	CAPP Committee/ Community Sponsors	2023 -2024
	2. Communicate and establish a team to develop a structured plan for assistance and potential purchase.					
B. Create an RTR Arts Council (We are still working on a name to define this group)	1. Identify people who are interested in being a part of this group	All	\$500	By Dec 2022, create an Arts Booster Club to provide opportunity for student growth in the arts	CAPP Committee	Dec 2022
	2. Defining purpose and goals. Work to either work in conjunction with the RTR Booster Club or to create a separate Arts Council.					
C. Work with school and community members to develop a structure for Performing Arts Center activities	1. Organize a team to enhance planning and communication of usage.	All		By 2023, create a committee and system to ease scheduling events in the Auditorium	CAPP Committee starts, transfer to new created committee	2023 -2024
	2. Create/improve an organized system for Performing Arts Center events.					

Strategic Direction #2- Showcasing and Celebrating student experiences in the arts

Aligned to CAPP Outcome #2- The CAPP committee creates a needs assessment to determine the strengths and shortcomings which will inform the three-year strategic plan.

Strategy	Action Steps	Art Area	Budget	Evaluation Outcomes (Phrased in SMART Goals)	Responsible Party	Year
A. Showcasing students talent	1. Highlight students’ artwork in newspapers, school websites and other media outlets.	All	500		Teachers	2023-2024
	2. Nominating students for “Fine Artists of the Month”					
B. Establish student clubs with a purpose of working together to grow in specialty areas and plan to share projects with school and community members.	1. Arts Club/Fairs (Art Factory, Creative Pods, etc.)	All	200	By 2023 Create a MS/HS Art Club	Arts Teachers and Students	2023-2024
	2. Students will be encouraged to share and display artwork created either at school or at home.					
	3. Plan a community art festival. Perhaps tie it into Aebleskiver Days.					
C. Art Show / Celebration Banquet for the arts	1. Create an art show in the commons area for all to see.	All	300	Developing in 2022-2023	CAPP Committee Arts Teachers and students	2022
	2. Invite the community to be a part of celebrating students’ talents					
	3. Eventing of the Arts, music students can be playing music and the theater students can create a play for the night.					
D. Align current arts curriculum to K-12 MN State Arts Standards	1. Arts Standards changed- revise/align standards to current 2018 standards	Music/ Art	0	Teachers may need to go to Prof. Dev Classes to get up-to-date information for developing grade level standards.		2022-23

	2. Music/Art teachers complete/revise a K-12 curriculum scope and sequence based on MN Art Standard					
--	-----------------------------------------------------------------------------------------------------	--	--	--	--	--

Strategic Direction #3 - Connecting Cultures Through The Arts

Aligned to CAPP Outcome #3 - The CAPP committee develops a workable, sustainable CAPP strategic plan specific to the district and the community.
CAPP Outcome #4- The CAPP committee establishes and maintains collaborations and communications between district arts programming and the community.

Strategy	Action Steps	Arts Area	Budget	Evaluation Outcomes (Phrased in SMART Goals)	Responsible Party	Year
A. Arts Integration	1. Talk with all content or grade level teachers to discuss integrating art into their instruction.	ALL	1,000	By Fall of 2022 Meet with all teaching staff to integrated lesson plans with the Arts	Theater, music, visual Arts	Fall 2023
	2. Design lessons that integrate music and art. Have a teacher pair with art/music teachers to integrate lessons. This will provide cross-curricular opportunities.					Year 2024
	3. Using music and art with a school-wide theme to celebrate a variety of cultures to bring awareness to all students and staff members.					Yr 20242 025
B. Multicultural Education Opportunities	1. Culture awareness across the curriculum- sports, recreation, Arts and Music	ALL	\$300	2023-25 Field trip opportunities, Admin approval, Fundraiser event cost.	All Arts, Staff, Admin	20232 025
	2. Plan a culture week/evening to share and learn about different cultures.					
	3. Ask people to come and share food, art, dance, music, and traditions from their heritage.		\$			
C. Educational opportunities and experience to enhance exposure to the arts.	1. Create a plan/ budget for educational trips.		0			
	2. Look up possibilities within the budget/grant writing possibilities. (Minnesota Orchestra, Minnesota Arts Institute, Sioux Falls Washington Pavilion)		0 - to bus cost			

Strategic Direction #4- Investing and Integrating Comprehensive Access to the Arts

Aligned to CAPP Outcome #5- The CAPP committee establishes and maintains sustainable arts education leadership within the school district and the community. **CAPP Outcome #6-** The CAPP committee evaluates its impact within its own education community and involvement within the CAPP state program.

Strategy	Action Steps	Art Area	Budget	Evaluation Outcome (Phrased SMART goals)	Responsible Party	Year
A. Expand course schedule for increased enrollment in the arts.	1. Explore Scheduling options, Implement a schedule with more opportunities for classes that address the arts. Starting exploring this>>>	Music	0	By Fall 2022 the schedule implemented will provide band and choir a non-competing class period, every semester.	Counselor, administration, teachers,	2022-2023
B. Arts budget review to establish greater funding to meet curriculum needs.	1. Meet with the administration to request a budget review.	ALL	0	Implement improved budget plan	Administration, teachers	2022-2023
C. Invest in industry specific technology to provide experiences relevant.	1. Research technology to be purchased, establish budget, purchases industry specific technology (apple vs Google)	Media Art-All	\$13,000 camera	Purchase Industry specific technology with a limit \$ in spending	CAPP Committee, administrator	2023-2024
D. Establish resources for individuals with learning differences.	1. Identify the needs of students.	ALL	\$500	Purchase resources necessary for students with learning differences	CAPP / SPED department, administrative	2022-2023
E. Increase grants and additional funding for increased Arts programming and opportunities.	1. Meet with grant writers to establish specific needs. 2. Investigate with the title funding person and meet with Admin. to explore other funding resources.	ALL	0	Spend awarded grant dollars to achieve new or improved Arts Programming/ opportunities	Grant Writer / CAPP Committee	2022-2023

Appendix A - Program Strengths and/or Practical Vision Documentation

Program Analysis: Needs, Assessments and Strengths

Needs	Assessments		Strengths
Arts Standards changed- trying to align standards to current 2018 standards	High school standards being meant but need to work on the elementary standards		Vision towards improving the arts programming
Art Budget Review - Update equipment	Meet with the administration to request a budget review.		We have a start and need to build up and revise our budgets every 5-7 years.
Having time to bounce ideas off other teachers, peers	Need time working with other teachers and peers.		Committed staff
Arts intern ration projects? Lessons? Cross-curricular	Need help with cross-curricular Need time to to plan with other teachers		New school Building for RTR and auditorium (PAC)
Funding for after school is limited	Trying to create after school programs		
Arts classes valued as highly academically as core classes	Reach out to administrator		

Appendix B: CAPP Outcomes:

CAPP Outcomes- *Under each Strategic Direction (1-3 or 1-4), use one or more outcomes that align with the strategic direction (overall goal).*

CAPP Outcome #1- All students K-12 have access and/or an opportunity to participate in a comprehensive, standards-arts based arts curriculum that produces measurable results.

CAPP Outcome #2- The CAPP committee creates a needs assessment to determine the strengths and shortcomings which will inform the three-year strategic plan.

CAPP Outcome #3- The CAPP committee develops a workable, sustainable CAPP strategic plan specific to the district and the community.

CAPP Outcome #4- The CAPP committee establishes and maintains collaborations and communications between district arts programming and the community.

CAPP Outcome #5- The CAPP committee establishes and maintains sustainable arts education leadership within the school district and the community.

CAPP Outcome #6- The CAPP committee evaluates its impact within its own education community and involvement within the CAPP state program.

Acknowledgements:

CAPP committee members

Cerrisa Gile K-12 Art Teacher, Media Art, Digital Art, Pottery/Ceramics, *CAPP Co-Chair (2021 and ongoing)*
Lorilee Malecha 5-12 Instrumental Band and Choir Director, K-12 Vocal and Classroom Teacher, - *CAPP Co-Chair (2021 and ongoing)*
Cristy Olsen Elementary Principal- CAPP Administrator
Cody Dudgeon Pre-K - 6th Visual Arts Teacher
Rachael Blake K - 5th Music Teacher
Tammy Borman - FACS Teacher
Chris Miller - retired band director/RTR band lesson instructor
Susan Norgaard - Community Member,
Lottie Peterson - Community Member
Don/Susan Buhl - Community Member
Lora Matzner - Community Member
Danielle Brandt - Community Member
David Marlette - Superintendent
Pat Lindeman - Grant Writer

School Board Members:

Troy Chandler
Peggy Dunblazier
Tony Dybdahl
John Bloom
Jeff Hansen
Craig Hess
Tami Nelson

Thanks to the Perpich Center for Arts Education for continued support of school districts through the Comprehensive Arts Planning Program. The Comprehensive Arts Planning Program (CAPP) is made possible by the MN State Legislature through an appropriation to Perpich Center for Arts Education.