

# Model Solutions

## For Common Concerns

### 1. Buy-in, everyone is not on board

- Provide professional development
- Host demonstration lessons
- Send teachers on a Model School tour
- Develop an incentive/reward program
- Model active participation at all training events
- Use committee-based leadership (teachers have a voice)
- Develop an accountability system

### 2. Competing programs or initiatives

- Find artful connections
- Integrate the arts and arts integration in all programs/initiatives
- Allow time for teachers to develop and share ideas

### 3. Classroom management issues

- Provide professional development
- Host demonstration lessons
- Send teachers on a Model School tour
- Schedule peer observations
- Develop teacher mentorships

### 4. Lack of appropriate or visible administrative support

- Incentives and reward programs
- Active participation by administration in training events
- Committee leadership activities
- Participate in leadership problem-solving activities and training
- Participate in leadership and growth planner training
- Invite the district superintendent to events and tours

### 5. Teacher territorialism – specialization of professionals and their spaces

- Facilitate vertical planning
- Include the arts in curriculum charting and planning meetings
- Provide additional resources (people and tools)
- Honor professional voice and focus

### 6. Lack of teacher expertise

- Develop an arts integration resource section within the school's library/media professional learning section (magazines, research, books, plans & technique ideas.)
- Provide New Teacher training sessions

- Provide teachers with access to the MWS Member Page
- Design professional development that supports the needs of the teachers

### 7. Lack of planning time and fragmented schedules

- Identify the shortages in the schedule compared to the school's improvement plan and vision
- Implement sample schedules from site visits
- Participate in administrative problem-solving activities and trainings

### 8. Instructional time; skills before thrills

- Ongoing professional development
- Ongoing professional dialogue and collaboration
- Product vs process training
- Reflect on and build a maintainable balance of arts integrated interventions, lessons, and assessment

### 9. Overloaded project director and program administrators

- Build arts leadership team
- Define roles and responsibilities for members
- Provide release time and planning time
- Provide stipend for additional time outside of school
- Provide visible principal endorsement and support

### 10. Staffing issues

- Incentive and reward programs
- Provide research, resources, and peer partners
- Facilitate new teacher training sessions
- Actively advocate the work

### 11. School environment and campus does not reflect the mission

- Explore other arts-integrated communities to identify environmental expressions of interest
- Collaboratively envision, develop, and implement policies, procedures, and programs to promote the work
- Create artful installations through arts integration lessons and programs

### 12. Lack of resources and funds

- Allocate PTA / PTO funding
- Explore using title funds
- Seek corporate sponsors (adopt a school)
- Apply for additional grants
- Survey the community to identify people as arts resources
- Develop fundraising events
- Reallocate funds

### **13. Collecting data**

- Add arts and arts integration Q & As to existing parent and teacher surveys, assessments, and data collection tools
- Develop arts integration lessons or infusion activities to meet specific learning objectives

### **14. Climate, culture, and community**

- Include members of the community on the arts team
- Add infomercials to the opening or closing of school programs and performances
- Add arts news to all news platforms
- Include arts integration parent activities within existing parent events and clubs (back to school, reading and math nights, PTO mtg.)

### **15. Teacher Morale & Motivation**

- Provide arts experiences and retreats
- Purposeful praise
- Develop incentive programs and sunshine committees

### **16. Inexpensive Incentives**

- Super Star Teacher Recognition (Paper Star, Bulletin Board, Principal Newsletter)
- Breakfast with the Principal
- Give teachers a break; Class coverage during lunch
- Classroom and hallway display awards (Doorhangers, Casual dress days)
- Comp Time Tickets (get to leave early for attending and sharing professional development outside school hours)
- Rock Star Mentors (Paint “You Rock” on a large rock-teachers publicly recognize their “rock” passing the trophy monthly)
- Handmade thank you cards
- Officially recognize successes
- Turn a staff meeting into an impromptu teacher award show
- “Thanks a ‘Latte’ for all your hard work” mobile coffee delivery