



Lompoc Unified School District
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Lompoc, CA 93436
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Title: Program Specialist, Visual and Performing Arts

Reports to: Director, Curriculum and Instruction

Work Year: 195 days

Employment Status: 1.0 Full Time Equivalent

Benefits: Eligible to participate in district medical, dental and vision insurance.

Purpose of Position: Under the direction of the ??, the Program Specialist, Visual and Performing Arts (VAPA) will be responsible for leading the District's visual and performing arts programming, administering the budget of VAPA, and articulation throughout TK-12 VAPA.

Essential Functions:

- Provide leadership that delivers on the unique needs of a socio-economically, culturally, ethnically, racially and linguistically diverse student population.
- Work with district and site level teams to develop articulated strategies and plans to address the need for visual and performing arts programs to ensure equitable access and outcomes so all students can have a robust VAPA experience across TK-12.
- Coordinate with site administrators on VAPA plans and programming TK-12.
- Ensure that fiscal resources are utilized in a way that addresses the needs of our most vulnerable learners, where actions and expenditures are supported by student access to VAPA programming.
- Coordinates the implementation of the Board-adopted TK-12 Strategic Arts Plan.
- Provides leadership in the implementation of high quality, standards-based art instruction.
- Coordinates available student-centered data to identify and design strategies to address areas of need in arts instruction TK-12.
- Collaborates with VAPA leads TK-12 to facilitate the design and development of professional learning
- Align leadership, revenue and resources to support the District's VAPA priorities, including monitoring compliance to aid district and site staff in developing and strengthening Arts programs
- Ensure VAPA programs address the needs of our most vulnerable learners, where actions and expenditures are supported by student outcome data.
- Develop and coordinate cycles of inquiry and data analysis that evaluate program outcomes for all students, particularly socio-economically, culturally, ethnically, racially and linguistically diverse populations
- Assist in recruiting and assigning VAPA staff to support the achievement of all students, in particular a heightened level of focus on socio-economically, culturally, ethnically, racially and linguistically diverse student populations
- Assist with the development, recruitment, and maintenance of the VAPA Steering Committee to establish, update and sustain the Strategic Arts Plan.

Program Specialist, VAPA (continued)

- Develop partnerships with the community so students can benefit from the community partners' rich cultural and artistic resources.
- Build capacity with staff, families, and community stakeholders to celebrate and sustain the diverse student populations we serve.
- Establish opportunities for all students to develop their voice, agency, and leadership in ways that respect and affirm their multiple identities.
- Integrate the at-risk students into VAPA programs.
- Organize, develop, and execute plans for VAPA professional development for teachers, and other staff that will yield higher quality VAPA programs to students.
- Coordinate with school sites, community, and families to ensure equitable access to VAPA programs for all students.
- Oversee VAPA plans and budgets, VAPA events, and coordination with schools to provide internships and other work based learning opportunities for students.
- Collaborate at all levels of the organization including district staff, site administrators, and site VAPA staff, to effect district-wide efforts, purchases, and events.
- Develop a communication plan to garner and sustain external community support for VAPA collaborate with district PIO regarding the development of VAPA website, social media accounts, and other publications.
- Represents the district in a positive way within the community and accepts speaking engagements aimed at good public relations.
- Promote a culture of equity and inclusion that ensures that all VAPA programs are centered around the acceptance and achievement of all students.
- Perform other duties as assigned

Working Conditions & Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential responsibilities and functions of the job and are not meant to be all inclusive. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential responsibilities and functions of the job.

- Use strength to lift items needed to perform the functions of the job.
- Sit, stand and walk for required periods of time.
- Speak and hear.
- Use close vision, color vision, peripheral vision and depth perception along with the ability to focus vision.
- Communicate effectively in English, using proper grammar and vocabulary.
- Reach with hands and arms and use hands and fingers to handle objects and operate tools, computers, and/or controls.

Knowledge of:

- Knowledge of the TK-12 visual and performing arts content standards, curriculum, and effective evidence-based strategies.
- Expertise in evidence-based and standards-based visual and performing art instruction that promotes successful vertical articulation of students (e.g.; Pre-K - K to grades 1-6 to grades 7-8 to grades 9-12)
- The importance of understanding and addressing equity, cultural proficiency, cultural awareness, implicit bias, and anti-racist agenda.
- Two-way communication methods that enhance the District's standing with families, students and employees.

Program Specialist, VAPA (continued)

- Transformational systems leadership approach.
- Data analysis and data-driven decision making.
- Procedures, methods and techniques of organization and management of programs
- Leadership strategies that will result in transformational change that prioritizes equitable outcomes for all students.

Ability to:

- Implement an equity agenda that ensures that all school programs are centered around the acceptance and achievement of all students.
- Strong interpersonal communication skills.
- Establish accountability measures that ensure that every staff member is focused on equal educational opportunities for all students and families, particularly those socio-economically disadvantaged, and our culturally, ethnically, racially and linguistically diverse students and families.
- Knowledge of all laws, rules, regulations, and Ed Code related to school programs and personnel.
- Excellent written and verbal communication skills, and ability to present to diverse audiences.

Education, Training and Experience:

- Bachelor's Degree
- A Master's Degree is preferred.
- Prior background in visual and/or performing arts.
- Experience working directly with people from diverse racial, ethnic, and socioeconomic backgrounds.
- Desire for second language proficiency in Spanish or other language to match community needs.

FLSA Status:

Exempt

The District reserves the right to update, revise or change this job description and related duties at any time.

Board Approval: August 8, 2023