

**Clearfield County-Wide Music
In-Service Day**

***United We Survive:
Get Your Music Department
on the Same Page!***

Presented by Richard Victor



**What is preventing you from
meeting more often?**

- Time
- Lack of leadership
- No clear purpose for meeting
- Communication / professional interaction
 - Differences in philosophy.
 - Perception / feelings of unfairness.
 - No follow-up.
 - Negativity.

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***"It is amazing
what you can accomplish
if you do not care
who gets the credit."***

Harry S. Truman

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• **Consensus** is a group process where the input of everyone is carefully considered and an outcome is crafted that best meets the needs of the group. It is a process of synthesizing the wisdom of all the participants into the best decision possible at the time.

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• The root of **Consensus** is the word consent, which means to give permission to. When you consent to a decision, you are giving your permission to the group to go ahead with the decision.



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• You may disagree with the decision, but based on listening to everyone else's input, all the individuals agree to let the decision go forward, because the decision is the best one the entire group can achieve at the current time.



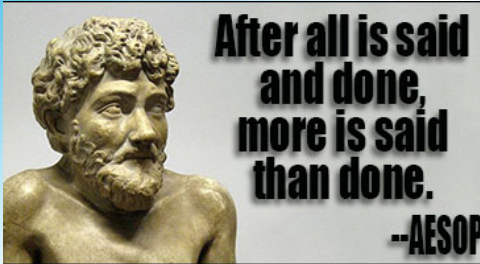
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Consensus is not. . .

- It is not a majority vote nor is it unanimous agreement.

Participants may consent to an decision they disagree with, but recognize meets the needs of the group and therefore give permission to.

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To unify a music department

For any specific issue . . .

1. *Evaluate what is happening now.*
2. *Determine what you would like to see happening in the future.*
3. *Agree on a process to get to where you want to be.*

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Types of Issues

1. Student Issues

- Curricular
- Co-Curricular
- Extra Curricular

2. Department Issues

- Schedule
- Budget
- Policies and Procedures

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Music Department Meeting Ground Rules

1. We understand that everyone is expected to participate and we will respect and support the right of everyone to be heard. We will use our time wisely by starting on time, returning from breaks on time, and ending our meetings promptly as scheduled.
2. We will respectfully listen to each other by avoiding any negative verbal language, negative body language, or negative facial expressions. We will use respectful, non-judgmental responses that address the process not the individual.
3. We will be open to new concepts and to concepts presented in new ways. We will keep an open mind and strive to appreciate other points of view.
4. We will feel comfortable to ask a question to be sure we understand each other.
5. We will keep our sense of humor.

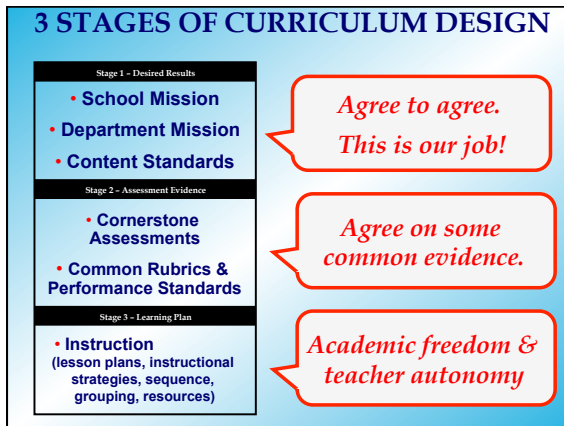
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DEFINITION OF CURRICULUM

A series of planned instruction that is coordinated and articulated in a manner designed to result in the achievement by students of specific knowledge and skills and the application of this knowledge.

Chapter 4, PA State Board of Education

Professional Development Services for Music Educators. . . and More!



Characteristics of an Unified Music Program

All faculty reach consensus on:

- *Clearly defined Mission (WHY)*
- *Clearly defined curriculum (WHAT)*
- *Clearly defined assessments (EVIDENCE)*

All faculty see "the big picture."
All faculty are "on the same page."

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What if I was the only music teacher ?

- *Mission*
- *Program / Curriculum*
- *Budget*
- *Policies & Procedures*

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Mission

- *Why the music program exists*
- *Defines what would be lost to students if the music program were to be cut or eliminated*

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Program / Curriculum

- *Schedule*
- *Opportunities*
- *Content*

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Budget

- *Purchase what is needed to do the job.*
- *No "entitlements"*

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Policies and Procedures

- All flow *"from the mission statement"*
- Keep the *"big picture"* in view.
- Keep the end in mind.
- Consistent message over all grade levels

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Recommendations

1. Develop Meeting Ground Rules.
2. Achieve consensus on a Music Department Mission Statement.
3. Identify issues of concern.
4. Select a high-priority issue.
5. Let the process begin!

All personnel must understand that failure either to respond to an agenda or attend a meeting constitutes a willingness to accept the actions of the group.

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QUESTIONS?