Maintaining Vision Momentum Under the Dark Clouds of Accusation and Investigation

Presented by San Diego Youth Symphony and Conservatory
Session Overview

• Vision, Transformation and Change Management

• Discussion: Scope of Possible Accusations

• Being Prepared & Undertaking an Investigation

• Discussion: Segregating an Investigation from Operations

• General Questions
Founded in 1945

San Diego Youth Symphony 1946
Leo Scheur - Founder/Director

Russ Auditorium at San Diego High School
Rose Lee Plympton - Concerntmaster/Soloist
2008 Enrollment in SDYS

- North Coastal & Valley: 43%
- North County: 17%
- South Bay: 7%
- East County: 13%
- City Core: 20%

SAN DIEGO COUNTY
2009 Enrollment Demographics

Percentage Distribution of SDYS Students per County District:

- County 1: 43%
- County 2: 17%
- County 3: 20%
- County 4: 13%
- County 5: 7%

Mean Annual Household Income per County District:

- County 1: $44,500
- County 2: $51,000
- County 3: $65,000
- County 4: $41,500
- County 5: $53,500
Vision: Music Education Accessible for All

• Build community support for in school music education

• San Diego Youth Symphony will be ethnically and geographically representative of San Diego County
Strategic Activities

• Programs
• Measurement
• Partnerships

• Community Awareness
• Community Action
Making the Case for Music Education
Organizing Community Partners

- Chula Vista Elementary School District
- CHULA VISTA Community Collaborative
- Sweetwater Union High School District
- ARTS EMPOWER San Diego
- San Diego Youth Symphony and Conservatory Community OPUS Project
- City of Chula Vista
- VH1 Save the Music Foundation
- Chula Vista Promise Neighborhood
- UCSD
- South Bay Community Services
Creating More Than Music
Aligning Partners Along a Continuum

Public School Advocacy
Community Opus Project
El Sistema Inspired
Youth Symphony All Levels + Lessons
Summer Intensive & Pre-college Institute
Promoting Advanced Opportunities

Spectrum of Collective Impact
Chula Vista, California
SDYS Community Opus Project
Launching the Community Opus Project

Year One
2010/2011

65 Students in 2 Schools!

After School Programs!

Music Camp!
Scaled Impact In and Out of School

In School Music
After School Music
Music Across Chula Vista in 2016-2017

Music in CVESD Schools

35 Music Programs
13 VH1 Schools
Music Education for All!

San Diego Youth Symphony and Conservatory
Visions Create Internal Change

- Culture
- Programs
- Resources

- Staff
- Clients/Community
- Priorities
Being Prepared for an Accusation

- Policies
- Legal Counsel
- D & O Insurance
- Training
- Checklists
- Communication Plan
- Board/CEO Relationship
Undertaking an Investigation

• Instigation
• Internal Information Gathering & Analysis
• Investigation Threshold Evaluation
• Situation Management
• Situation Evaluation
• Investigation
• Processing Investigation Results
• Closing the Investigation
Managing During an Investigation

- Board Chair
- President & CEO
- Human Resources Director
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