

**Every Voice Choirs  
Program Evaluations: Feedback from Families  
Spring 2016**

**Q1 In which EVC Programs did your child participate this year? (select all that apply)**

Answered: 21 Skipped: 3

<b>Answer Choices</b>	<b>Responses</b>
Kids Choir	47.62%
	10
Youth Choir	52.38%
	11
Concert Choir	14.29%
	3
Audition Prep Workshop	0.00%
	0
Young Men's Vocal Workshop	0.00%
	0
Hunter Choir	4.76%
	1

**Q2 My child has had a positive experience with Every Voice Choirs.**

Answered: 24 Skipped: 0

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>	Total	Weighted Average
<b>Rate the extent to which you agree.</b>	<b>95.83%</b> 23	<b>4.17%</b> 1	<b>0.00%</b> 0	<b>0.00%</b> 0	<b>0.00%</b> 0	24	1.04

**Q3 How has your child described their experience in EVC? (short answer)**

**Answered: 23 Skipped: 1**

fun, lots of friends, exciting, just right learning level

6/8/2016 5:21 PM

like singing

6/7/2016 10:48 PM

Loved every moment of it

6/3/2016 5:03 PM

Fun, creative, and enjoyable

5/30/2016 6:23 PM

Fun, songs were easy to learn

5/27/2016 11:48 AM

"fun to learn to sing, singing songs in Chinese and other foreign languages is challenging but then you can sing in another language, being with friends who also like to sing, learning to singing challenging songs as we get older.'

5/27/2016 10:53 AM

Fun, tiring..she showed a keen interest in the music chosen and sought more information at home online on particular pieces

5/27/2016 8:17 AM

Joyous, fun.

5/27/2016 8:11 AM

She loves choir but we struggle to do the practice

5/26/2016 5:28 PM

I hear Reese randomly singing and she really enjoyed the moves paired with song.

5/26/2016 3:55 PM

She comes out of the room beaming and laughing.

5/25/2016 11:39 AM

Fun, interesting

5/25/2016 3:32 AM

Great fun. Loves the concerts. Proud of learning the songs.

5/24/2016 11:37 AM

Really enjoy participation in group singing

5/23/2016 10:54 PM

Fun, happy place.

5/23/2016 4:23 PM

Educational and fun!

5/22/2016 10:15 PM

Made new friends. Loves to sing. Wants to never stop.

5/22/2016 11:20 AM

she enjoys her time at rehearsals and performances; struggles to get to practice, but not as resistant to this as other "homework," and she really spends a lot of time singing, once she sits down to practice time at home. She is only disappointed to have not done a small solo as she had expected to do.

5/22/2016 8:03 AM

Fun and inspiring

5/21/2016 11:50 PM

Verte good, but she was missing a friend

5/21/2016 8:39 PM

First Choice as After School activity

5/21/2016 1:38 PM

My daughter loves the EVC program. She enjoys he other student and staff. Learning music with EVC is fun.

5/21/2016 12:42 PM

Thrilling, challenging, fun

5/21/2016 11:12 AM

#### Q4 My child developed skills through their experience with EVC.

	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly disagree</b>	Total	Weighted Average
<b>Rate the extent to which you agree.</b>	<b>70.83%</b> 17	<b>25.00%</b> 6	<b>4.17%</b> 1	<b>0.00%</b> 0	<b>0.00%</b> 0	24	1.04

#### Q5 What kinds of skills did your child develop through their experience with EVC? (short answer - E.g. singing, musicianship, social-emotional skills)

**Answered: 24 Skipped: 0**

Learned new songs, some new singing tips.

6/8/2016 5:21 PM

musicianship

6/7/2016 10:48 PM

Better control of the voice, organization, discipline, interest in classical music.

6/3/2016 5:03 PM

singing, exposure to variety of songs, being part of choir/commitment to group, confidence

5/30/2016 6:23 PM

Singing, learning about reading music, being comfortable on a stage

5/27/2016 11:48 AM

singing, performing, confidence, body awareness.

5/27/2016 10:53 AM

Social-emotional, singing, breath-control, patience, collaboration

5/27/2016 8:17 AM

Singing - Working on harmonies. Social skills through friendships, building confidence. The varied cultural pieces EVC worked on this year.

5/27/2016 8:11 AM

Singing, focus, performance.

5/26/2016 5:28 PM

Singing

5/26/2016 3:55 PM

Musicianship, friendships with non-SFC children, perseverance

5/25/2016 11:39 AM

singing ability, vocal control

5/25/2016 3:32 AM

singing social emotional skills musicianship

**Answered: 24 Skipped: 0**

5/24/2016 2:04 PM

Singing. Musicianship (took to the recorder as a result.)

5/24/2016 11:37 AM

Projecting voice and learning foreign language songs has been a positive

5/23/2016 10:54 PM

Singing, great improvement in vocal and confidence.

5/23/2016 4:23 PM

Singing controlling her voice

5/22/2016 10:15 PM

Discipline and self control! Patience - while learning portion of a piece before the entire piece comes together. Waiting their turn to rehearse or be on stage.

Dedicating time to practice.

5/22/2016 11:20 AM

supportive skills in thinking creatively from how one trains the voice to the range of music genres that reflect the diversity in our world; built on singing skills and on confidence in performing and speaking in front of a large audience of people; learned how to: collaborate, listen, in a different setting from school, to juggle many different things (songs) and the importance of focus making time to be prepared

5/22/2016 8:03 AM

Singing and working with groups

5/21/2016 11:50 PM

Musicianship

5/21/2016 8:39 PM

complicated memorizations of songs and poems, increased singing ability at a high level, learning to sing in a group

5/21/2016 1:38 PM

My daughter has developed a stronger voice from singing with EVC. She had learned music genres, different modalities of how to sing, voice projection strengthening her voice / core from singing also how to recognize musical notes / beats. Her social and organization skills have strengthened. She has confidence in performing and being outgoing.

5/21/2016 12:42 PM

New friends, confident singing voice

5/21/2016 11:12 AM

**Q6 Instructors in my child's EVC program were expert teachers and expert musicians.**

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total	Weighted Average
(no label)	95.83% 23	4.17% 1	0.00% 0	0.00% 0	0.00% 0	24	1.00

**Q7 What were the strengths of the instructors? In what ways could instructors have been more effective? (short answer)**

Answered: 22 Skipped: 2

Kind, encouraging, patient. I'd like to see a bit more structured learning about singing & voice. Maybe more vocal technique and music reading skills? 6/8/2016 5:21 PM

doing vocalizing, play games

6/7/2016 10:48 PM

Selection of the age appropriate, but challenging repertoire, vocal training.

6/3/2016 5:03 PM

Expertise and knowledge of music; strong communication via email with families

5/30/2016 6:23 PM

Strength: Creating a welcoming and supportive environment for kids to develop their musical skills

5/27/2016 11:48 AM

All the instructors including the graduate students provide wonderful spirit, energy and depth to the program.

5/27/2016 10:53 AM

Kind and patient. I would have liked to have had the opportunity to observe the class at least once prior to end of year

5/27/2016 8:17 AM

We weren't there to witness other than our son talking about his positive experiences.

5/27/2016 8:11 AM

Beautiful singers, great teachers, great respectful and joyful control of class.

5/26/2016 5:28 PM

Good at engaging with the kids

5/26/2016 3:55 PM

The amount of one-to-one interaction. Also what I would describe as playful rigo.

5/25/2016 11:39 AM

The instructors provided a warm, supportive environment.

5/25/2016 3:32 AM

n/a

5/24/2016 2:04 PM

High standards.

5/24/2016 11:37 AM

Making a big group of children listen effectively. I think the instructors are effective enough.

5/23/2016 4:23 PM

Positive reinforcement

5/22/2016 10:15 PM

Talent, patience, warmth. Making each child feel special even if they won't become professional musicians. Engaging them in the musical learning process.

5/22/2016 11:20 AM

This was our first exposure to the group. I sat in on a rehearsal at the beginning of the year. I was bowled over by Nicole's ability to juggle all the inputs of energy, skill level, attention span, etc. and neatly arrange them all into moments of joy, confidence, playfulness from the improv moments to the performance pieces themselves. It seems to have grown in size. I am amazed how Nicole and Jeanne can organize so many staff, children and challenging songs.

5/22/2016 8:03 AM

Very patient, responsive and respectful

5/21/2016 11:50 PM

Great musicians! Maybe less sitting

5/21/2016 8:39 PM

My daughters has flourished with EVC. She enjoys signing, EVC is a perfect fit for her. She loves it. The staff of EVC is so efficient at teaching young children in a way that's enjoyable and easy to learn. They are warm, caring and very involved in conveying singing methods. As a parent its is truly a great experience with EVC.

5/21/2016 12:42 PM

Confidence building, working together while being responsible for self

5/21/2016 11:12 AM

**Q8 What is the greatest strength of EVC's programs? (short answer)**

**Answered: 24 Skipped: 0**

Inclusiveness, kindness, encouragement, fun.

6/8/2016 5:21 PM

singing different style of songs

6/7/2016 10:48 PM

Challenging the participants, diversity of the students, variable size groups, a variety of program choices.

6/3/2016 5:03 PM

expertise of staff, organization, weekly communication

5/30/2016 6:23 PM

Open to all

5/27/2016 11:48 AM

EVC program provides kids a fun community to learn in and lots of room for growth.

5/27/2016 10:53 AM

Inclusiveness and openness, structure and rigor

5/27/2016 8:17 AM

It's inclusiveness, empowerment for the kids, and culture around how singing is part of every culture, every age, and anyone can do it if they want to.

5/27/2016 8:11 AM

Quality!

5/26/2016 5:28 PM

Good at engaging w/ the kids

5/26/2016 3:55 PM

The teaching is exemplary.

5/25/2016 11:39 AM

Helping kids overcome self consciousness, and extend themselves as singers

5/25/2016 3:32 AM

the teaching of classical music and the arrangement

5/24/2016 2:04 PM

Serious attitude to music. Ambitious choice of music in terms of difficulty.

5/24/2016 11:37 AM

Inclusive

5/23/2016 10:54 PM

Great concert shows.

5/23/2016 4:23 PM

Community support

5/22/2016 10:15 PM

Brining together children from all over to learn together in a non academic environment to further or give them music education.

5/22/2016 11:20 AM

The exposure to diversity. I hope that remains and expands to be even more inclusive of not only race but academic learning levels and ability. There is an explicit expression of valuing diversity in culture and race.

5/22/2016 8:03 AM

Inclusion

5/21/2016 11:50 PM

Amazingly nice people

5/21/2016 8:39 PM

Teaching kids high level of musicianship and to work together in groups of different ages and backgrounds

5/21/2016 1:38 PM

EVC has a wonderful way of making every child feel special, included and important. Regardless of a child's singing capability, they learn and perform to the best of their abilities. My daughters progress has been terrific. She had learned various genres of music & notes, different languages of songs and various methods of singing.

5/21/2016 12:42 PM

Working with every student who walks in the door

5/21/2016 11:12 AM

## **Performance Evaluation of Executive Director and Artistic Director**

\*Multiple Choice Ratings: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree

### **For Board of Directors:**

#### *Executive Director functions*

- Financial Management: ED submits an annual budget that is a realistic projection of revenues and expenses, and monitors financial performance carefully, adjusting to midyear changes in revenue and expense to ensure, at minimum, break even performance.
- Risk Management: ED assures that EVC meets all not for profit policies and procedures in accordance with government regulations and best practice standards.
- Fund Development: ED effectively leads the EVC overall strategy for fund development, through grants, contributions and mission-compatible revenue-generating activities.
- Communication: ED communicates clearly with members of the board through thorough preparation for board meetings, effective presentations in meetings, and in conversations between board meetings as necessary to discuss pertinent issues that emerge.
- Community Presence and Engagement: ED ensures that EVC is perceived as an important resource for youth choral work at Teachers' College, in local schools, music institutions and associations.

#### *Artistic Director functions*

- Commitment to mission: Clearly articulates the mission and goals of EVC's programs so that all leadership, staff, and volunteers can work toward those goals.
- Quality of Programming: AD ensures that EVC's programs meet high standards with respect to quality of instruction, growth of students that participate, and positive learning experiences for all of all members.
- Quality of Presentation: AD ensures that EVC's public performances reflect the quality of its programs, the strengths and new skills acquired by its students, and the professionalism of its leaders.
- Diversity: AD ensures that EVC's students and leaders reflect a broad diversity of skills, interests and cultural backgrounds, and that diversity is nurtured as a source of strength for EVC's programs.
- Supporting Musical Leadership: Artistic Director supports Music Directors, Assistants, and Interns in achieving program goals, performance goals, and professional development in EVC's model of student-centered choral pedagogy.
- Free response: Please elaborate on any of your responses or offer other comments regarding the Executive Director and Artistic Director.

## **For Staff Evaluation:**

### *Executive Director functions*

- Communication: ED communicates regularly and clearly with staff; ED provides clear expectations and helpful feedback and responds to employees' concerns or difficulties.
- Work environment: ED creates a work environment that is enjoyable and conducive to employees' success in their respective roles.
- Integrity: ED is honest and trustworthy with staff. ED executes EVC business in a way that meets high standards of integrity.
- Management: ED creates systems that promote effective functioning of the organization.

### *Artistic Director functions*

- Commitment to mission: AD clearly articulates the mission and goals of EVC's programs so that all leadership, staff, and volunteers can work toward those goals.
- Quality of Programming: AD ensures that EVC's programs are exemplary in quality of instruction, in growth of students that participate, and in creating positive learning experiences for all of all members.
- Quality of Presentation: AD ensures that EVC's public performances reflect the quality of its programs, the strengths and new skills acquired by its students, and the professionalism of its leaders
- Diversity: AD ensures that EVC's students and leaders reflect a broad diversity of skills, interests and cultural backgrounds, and that diversity is nurtured as a strength of EVC's programs.
- Supporting Musical Leadership: Artistic Director supports Music Directors, Assistants, and Interns in achieving program, performance, and professional development goals.
- Free response: Please elaborate on any of your responses or offer other comments regarding the Executive Director and Artistic Director.

## **Parent Evaluation:**

### *Executive Director functions*

- Communication: ED communicates regularly and clearly with EVC Families about programs and events and is responsive to parent feedback.
- Involving families: ED nurtures family involvement and structures opportunities for volunteering so that participating is rewarding and parents are successful in contributing.
- Integrity: ED is honest and trustworthy with parents. ED leads EVC in a way that meets high standards of integrity.

### *Artistic Director functions*

- Commitment to mission: AD clearly articulates the mission and goals of EVC's programs so that all parties can work toward those goals.
- Quality of Programming: AD ensures that EVC's programs are exemplary in quality of instruction, in growth of students that participate, and in creating positive learning experiences for all of all members.
- Quality of Presentation: AD ensures that EVC's public performances reflect the quality of its programs, the strengths and new skills acquired by its students, and the professionalism of its leaders
- Diversity: AD ensures that EVC's students and leaders reflect a broad diversity of skills, interests and cultural backgrounds, and that diversity is nurtured as a strength of EVC's programs.
- Free response: Please elaborate on any of your responses or offer other comments regarding the Executive Director and Artistic Director.

## **Self Evaluation:**

### *Executive Director functions*

- Communication: ED communicates regularly and clearly with EVC Families about programs and events and is responsive to parent feedback.
- Financial Management: ED submits an annual budget that is a realistic projection of revenues and expenses and monitors financial performance carefully, adjusting to midyear changes in revenue and expenses to ensure, at minimum, break even performance.
- Management: ED creates systems that promote effective functioning of the organization.

### *Artistic Director functions*

- Commitment to mission: AD clearly articulates the mission and goals of EVC's programs so that all parties can work toward those goals.
- Quality of Programming: AD ensures that EVC's programs meet high standards with respect to quality of instructions, growth of students, and positive learning environments for all members.
- Supporting Musical Leadership: Artistic Director supports Music Directors, Assistants, and Interns in achieving program, performance, and professional development goals.
- Diversity: AD ensures that EVC's students and leaders reflect a broad diversity of skills, interests and cultural backgrounds, and that diversity is nurtured as a strength of EVC's programs.
- Free response: Please elaborate on any of your responses or offer other comments regarding your position as the Executive Director and Artistic Director.

# Executive Director and Artistic Director Annual Self Review

Q1: Questions 1-3 refer to your position as Executive Director:1.  
Communication: ED communicates regularly and clearly with EVC Families about programs and events and is responsive to parent feedback.

*Strongly Agree*

Q2: Financial Management: ED submits an annual budget that is a realistic projection of revenues and expenses and monitors financial performance carefully, adjusting to mid-year changes in revenue and expenses to ensure, at minimum, break even performance.

*Strongly Agree*

Q3: Management: ED creates systems that promote effective functioning of the organization.

*Neutral*

Q4: Questions 4-7 refer to your position as Artistic Director:4.  
Commitment to mission: AD clearly articulates the mission and goals of EVC's programs so that all parties can work toward those goals.

*Agree*

Q5: Quality of Programming: AD ensures that EVC's programs meet high standards with respect to quality of instructions, growth of students, and positive learning environments for all members.

*Strongly Agree*

Q6: Supporting Musical Leadership: Artistic Director supports Music Directors, Assistants, and Interns in achieving program, performance, and professional development goals.

*Agree*

Q7: Diversity: AD ensures that EVC's students and leaders reflect a broad diversity of skills, interests and cultural backgrounds, and that diversity is nurtured as a strength of EVC's programs.

*Agree*

Q8: Free response: Please elaborate on any of your responses or offer other comments regarding your position as the Executive Director and Artistic Director.

Artistic Director/Executive Director Self Evaluation  
July 2016

*Under my leadership as AD/ED, EVC has grown steadily and served many children very well. The parent evaluations show that parents believe their children have had excellent experiences in EVC, and their comments – many talk about EVC as welcoming to all, teaching both musical and social-emotional skills, about kids developing their voices and confidence – confirm that EVC is accomplishing its mission. I think our programs, both the choirs and the workshops, are very strong, and the organization is run with integrity at every level. I think I lead with trustworthiness, commitment, and competence. For me, the challenge of being AD/ED of EVC (on top of being the Music Director of several choirs) is that my responsibilities are unbounded. As the organization grows, trying to manage things at every level, from tiny logistical and administrative details to big picture vision, in addition to the musical, pedagogical, and administrative elements of leading several programs, has led me to feel overextended, which has taken a personal toll and has impacted my working relationships with everyone on the EVC team.*

*There is a problematic recurrent pattern in my leadership within and throughout the organizational structure that I oversee as AD/ED. At every level, when things aren't done or I think they are not done well, I end up taking too many responsibilities on myself. I think I need some help figuring out how to change this pattern, perhaps including some form of leadership training. One step I have taken is to return to the position descriptions throughout the organization. I plan to have a conversation with each member of the staff to discuss how we might revise or refine the description of their position, how we might best collaborate, how I might best support their work, and also how we might evaluate their work. Perhaps it would be helpful to plan midyear reflections or evaluations for everyone on the team, or at least year-end.*

*I likely also need to focus more on our hiring practices, including expanding our process for finding candidates for both musical and administrative positions. As noted in the current diversity report, cultivating diversity needs to be a priority. With respect to the ED/AD's role representing EVC in the larger community, I think that establishing EVC in NY's cultural landscape and recruiting and maintaining new board members and supporters probably requires a more public role for me (or for someone else representing EVC). We need to cultivate relationships with the community outside our base of singers' families. Improving our funding situation probably depends on this work; cultivating more creative artistic collaborations and invitations could also emerge from it. Attending the annual conference of the American Choral Directors Association is one step I take toward this end.*

*Last, I think that as leader of the organization, the AD/ED needs to have a strong vision that includes specific short-term and long-term goals for realizing the mission, goals that might be developed in collaboration with the Board and the leadership team. I wonder what might be a good process for working on this long-term vision, acknowledging that as EVC grows and evolves, other people may take on some of the roles I currently fill, bringing their own vision. With the level of teaching and musicianship already firmly established as very high, I think EVC's success and sustainability in the future is going to depend on creating a structure of shared leadership responsibilities. As the current ED/AD, working toward creating that structure should probably be a high priority.*