



Supporting Successful Choir Programs Through Staffing

**Full-Time Assistant Choir Director at
A&M Consolidated HS and College
Station HS**

Purpose

To establish the need and understanding for a full time Assistant Choir Director at A&M Consolidated High School and College Station High School by:

- Sharing staff findings from the Docentus Group audit
- Comparing to peer schools within our competitive Region
- Evaluating the current scope and demands of our high school choral programs
- Aligning with best practices recommended by state, national, and educational arts organizations for high-performing music ensembles

Docentus Group

Last year, CSISD Fine Arts partnered with the Docentus Group to conduct a comprehensive analysis of the district's choir programs.

After reviewing the findings, CSISD adjusted the instructional alignment of its intermediate and middle school choir programs to better support long-term student success.

While the restructuring of middle school staffing to include grades 6–8 has improved consistency and program alignment, it also highlighted the growing need for additional staffing support at the high school level.



Cohort Staffing Data

To support continued growth and success across CSISD choral programs, it is important to examine staffing models used by comparable districts with strong choral outcomes.

Based on district size, socioeconomic context, and demonstrated program success, the following districts form a well-rounded comparison cohort:

College Station ISD

Dripping Springs ISD

Frisco ISD

Leander ISD

Pflugerville ISD

Richardson ISD

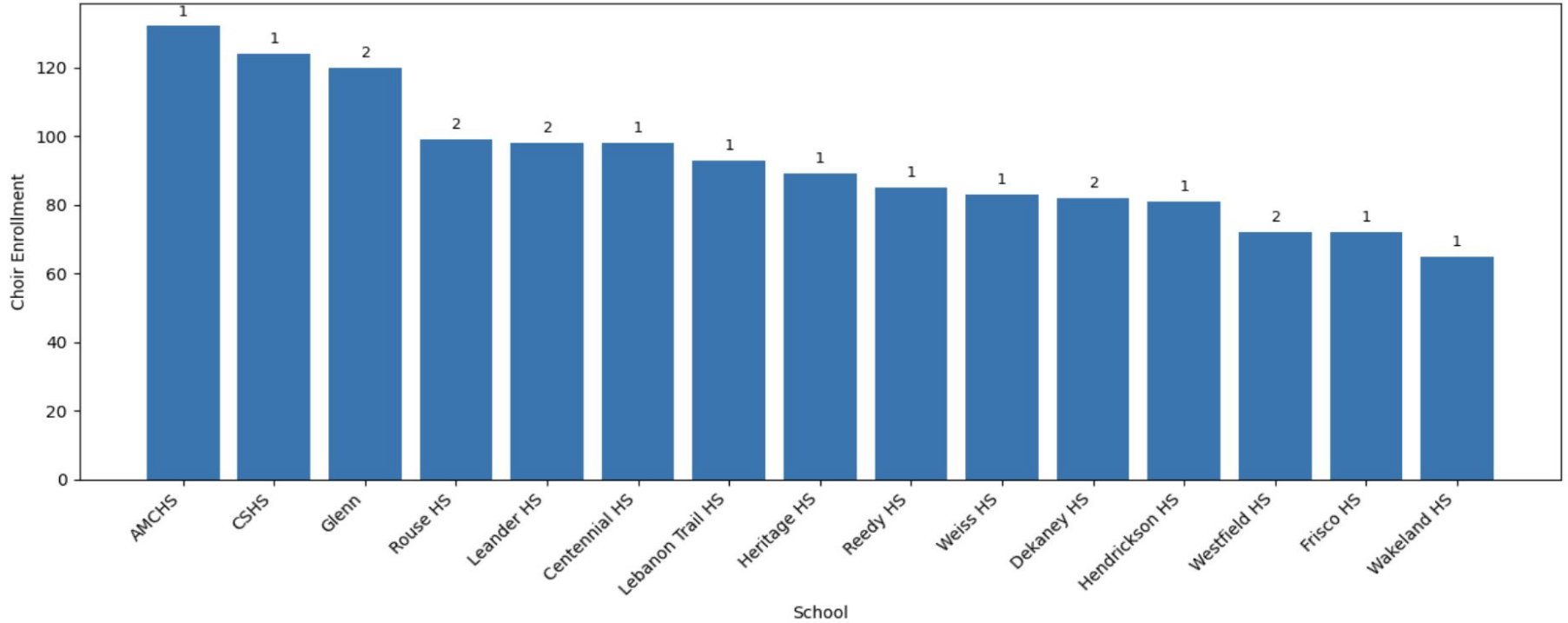
Spring ISD

These districts are recognized for excellence in choral and music education and reflect the level of achievement CSISD choirs regularly encounter during performance and competitive seasons.



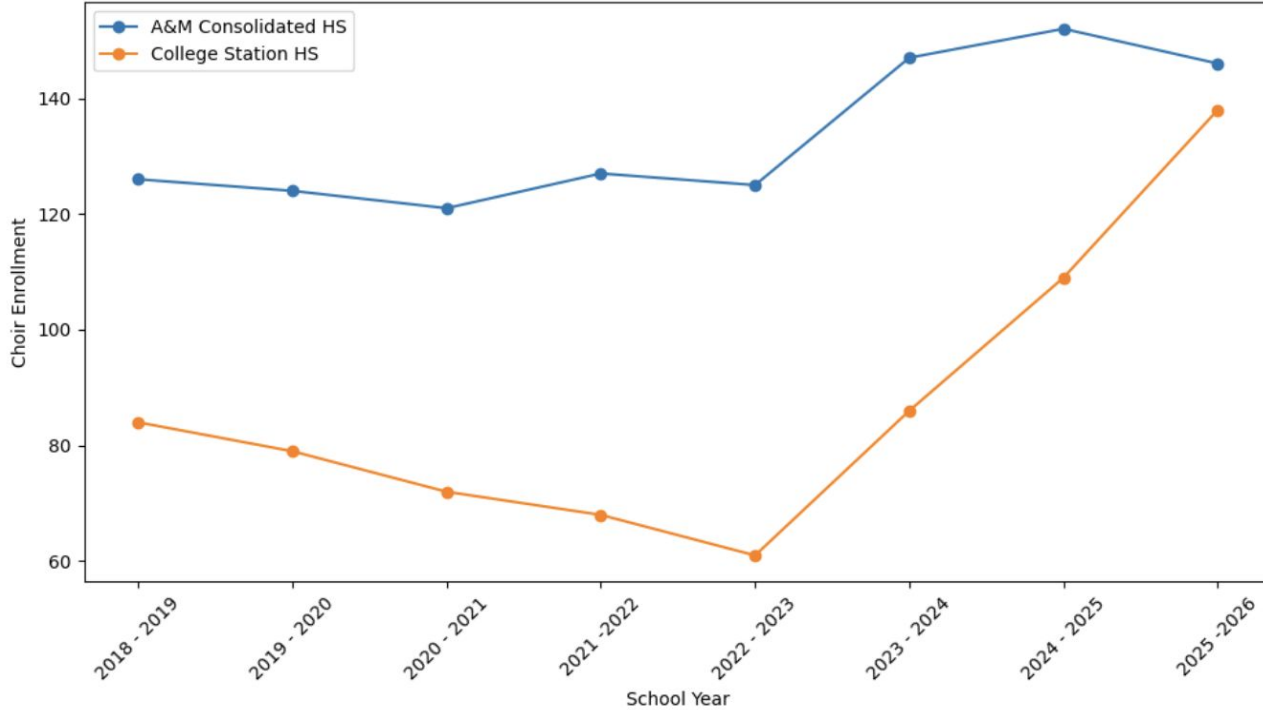
Schools of Comparable Size in Cohort

Choir Enrollment Comparison (2000-2500 Student Campuses)
Numbers above bars indicate Choir Directors



CSISD Enrollment Over Time

Choir Enrollment Trends: AMCHS vs CSHS



	A&M Consolidated Choir	College Station HS Choir
2018 - 2019	126	84
2019 - 2020	124	79
2020 - 2021	121	72
2021 - 2022	127	68
2022 - 2023	125	*61
2023 - 2024	147	86
2024 - 2025	152	109
2025 - 2026	146	138
* Mrs. Zorn's first year		



Comparing CSISD to peer schools within our Competitive Region

Region 8 Comparison

- Schools that share competition pools with CSISD for TMEA Region Choir and All State Choir selection
- Schools evaluated by the same adjudicators at UIL Concert and Sight-Reading Evaluations
- Schools that participate in the same UIL Solo and Ensemble contests
- All are classified as UIL 5A or 6A campus

5A & 6A Schools in Region 8

- As of the 2025–2026 academic year, every 5A and 6A campus in Region 8 is staffed with two or more choir directors.
- Within the 5A classification, CSISD hosts some of the largest programs in Region 8, further emphasizing the need for staffing aligned with program size and participation levels.

SCHOOL	Choir Enrollment	Number of Directors
Midway	225	3
Harker Heights	160	2
Bryan	155	2
Chaparral	150	2
AMCHS	146	1
College Station	138	1
Lake Belton	122	2
Ellison	106	2
Temple	104	2
Killeen	92	2
Rudder	90	2
University	89	2
Copperas Cove	85	2
Shoemaker	83	2
Belton	75	2
Waco	52	2

Region and State Success

For four consecutive academic years, CSISD students have demonstrated sustained excellence through consistent representation in the TMEA Region and All-State Choirs, placing CSISD among the top districts in Region 8.

YEAR	REGION CHOIR MEMBERS	ALL STATE CHOIR MEMBERS
2022-2023	AMCHS 37 CSHS 6	AMCHS 3
2023-2024	AMCHS 32 CSHS 15	AMCHS 1
2024-2025	AMCHS 22 CSHS 24	AMCHS 1
2025-2026	AMCHS 22 CSHS 26	AMCHS 2 CSHS 2



A Cappella Groups - A Side

YEAR	A CAPPELLA RECOGNITIONS
2018-2019	ICHSA Quarter Finalist
2019-2020	2nd Place ICHSA Semifinalist
2020-2021	3rd Place ICHSA Semifinals Music Video Submission
2021-2022	2nd Place VoiceJam, Best Soloist Award
2022-2023	3rd Place Acatex, VoiceJam Competitor
2023-2024	Semifinalist at Acatex, Best Soloist Award, Best Beatboxer Award, ICHSA Semi Finalist
2024-2025	Selected to perform at the National A Cappella Conference Semi-Finalist, Acatex Competition Nominated for two Contemporary A Cappella Recording Awards (CARAs) Chosen as a Top High School A Cappella Recording Artist in the U.S. and U.K. Featured on Varsity Vocals' Best of High School A Cappella compilation
2025-2026	Finalist at Acatex

- **International Competition for High School A Cappella (ICHSA):** A nationally recognized, multi-round competition with selective entry based on adjudicated video submissions.
- **VoiceJam (Fayetteville, AR):** A professional-level a cappella competition featuring scholastic, collegiate, and professional groups; only six ensembles nationwide are invited to compete live.
- **Acatex:** A Texas-based scholastic a cappella competition with adjudicated performance rounds for high school and collegiate ensembles.
- **National A Cappella Conference (Orlando, FL):** An invitation-only showcase featuring select vocal ensembles from across the country.
- **Contemporary A Cappella Recording Awards (CARAs):** National awards recognizing excellence in recorded a cappella performance across scholastic and professional divisions.
- **Best of High School A Cappella Compilation (Varsity Vocals):** An annual album featuring the top 20 high school a cappella recordings from the U.S. and U.K.



A Cappella Groups - Purple Reign

YEAR	A CAPPELLA RECOGNITIONS
2023-2024	Purple Reign Founding Year, Semifinalist at Acatex, BVSO Holiday Pops featured guest
2024-2025	Semifinalist at Acatex, Invited and featured performer at Lincoln Center (NYC) with “Distinguished Concerts International”, BVSO Holiday Pops featured guest
2025-2026	BVSO Holiday Pops featured guest, BVSO featured Artist for “Video Games Live Concert”

- **Acatex:** A Texas-based **scholastic a cappella competition** in which both high school and collegiate groups compete. The event consists of two rounds of adjudicated performance.
- **Distinguished Concerts International New York (DCINY):** *Total Vocal*, an annual a cappella spectacular directed by producer/arranger Deke Sharon. The 10th-anniversary event was held on April 12, 2025, at David Geffen Hall in Lincoln Center.
- **Brazos Valley Symphony Orchestra:** A local semi-professional orchestra in College Station, TX

Evaluating the Current Structure, Scope, and Demands

Trips

Opera/Musical (one a year)
Choir Trip up to 5 nights in March*
All State Choir Chaperoning- 4 nights in February
Acatex -Dallas 2 nights in December
Region Weekend-1 night in November
VoiceJam/NACC/ICHSA -Up to 3 Nights in spring
Acapalooza at TAMU-1 day in February
Acafest -1 Night in April

Football Games

7 Games in the Fall
2 Games in the Spring

UIL Prep

Sectionals Afterschool

*voluntary

Concerts

September
November
Guys Concert -November
December
March
April
May

All State Choir Auditions

Region Auditions
9-10 Auditions
Region Weekend
Pre-Area Auditions
Area Auditions

UIL Competitions

Solo and Ensemble
State Solo and Ensemble
Contest and Sight Reading

These events frequently involve 130 or more students, the presence of a second certified choir director is important, not only to ensure safety and compliance with supervision standards, but also to maintain the instructional integrity and experience for all students.

National Safety Standards

- NAFME and the National Core Arts Standards emphasize manageable ensemble sizes, individual student attention, equitable access, and safe learning environments—conditions that become difficult to maintain when a single teacher serves 100+ students.
- While TEA and UIL do not mandate staffing ratios, statewide practice and fine arts administration consensus indicate that successful high school choral programs add a second director once enrollment reaches 100–120 students, especially when multiple UIL ensembles and competitive responsibilities are involved.

How will more instructional staffing help?

Instructional Effectiveness and Student Engagement

With enrollment exceeding 130 students, the current student-to-teacher ratio surpasses recommended guidelines, impacting the individualized instruction needed to effectively teach multiple voice parts.

Two directors allow for:

- Dividing rehearsals into sectional or small group instruction for improved vocal development and part mastery.
- More effective differentiation of instruction for varying ability levels, from beginning singers to advanced vocalists.
- More targeted instruction for UIL performing groups
- Expanded opportunities for middle school collaboration, strengthening student success and long-term retention.

Safety and Supervision During Co-Curricular Activities

Out-of-school activities such as competitions, concerts, festivals, and overnight trips are integral components of a comprehensive choral education. These events require:

- Adherence to student supervision ratios dictated by district policy.
- The presence of certified personnel for medical, behavioral, and procedural oversight.
- Effective division of responsibilities during travel, warm-ups, performances, and emergencies.

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Summary and Questions

