

# FACULTY STANDARDS



## **Our Commitment to Students**

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We at Fire & Earth are committed to helping artists in their quest to create art that matters.

We do this by providing:

- Exceptional art instruction
- Focused attention on helping artists find their voice
- Opportunities for artists to be part of a larger artistic community

We believe that students need to develop their skills to create great art that matters. We also believe that skills are not enough. Beyond skills, artists need to be sensitive to the world around them, connected with issues that are important, and conscious of the passions that drive them both as artists and as people.

We believe that knowledge of history, philosophy, and art theory help. Consequently, we encourage students to immerse themselves not just in their art, but also in the study of human and societal issues that are at the base of all great art.

We also believe that artists can benefit from being part of a larger artistic community — a community of other like-minded people who are somewhere along the path of creating great art — people who artists can call friends, who can encourage and add perspective — and who can even be critical when doing so would be helpful.

Moreover, we believe that good art instruction matters. As a result, we only want to affiliate with instructors who are a good match with our way of thinking, who are themselves great artists, and who have exceptional teaching talent.

## **Our Faculty**

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We rely on our faculty to deliver on the commitments we make to our students. Our faculty is responsible for providing the kind of exceptional art instruction we want to offer, and the kind of artistic community we aim to nurture.

This means that members of our faculty need to be of one-mind with the instructional standards that we have set, and fully able to live-up to the expectations that they imply.

Those standards, described on the following pages, are broken down into two main areas:

- 1) Artistic knowledge and skills
- 2) Instructional skills and abilities



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## Artistic Knowledge and Skills

### Has Exceptional Artistic Skill

1. Has exceptional skills in creating art
2. Has a well-developed understanding of his/her own art-making processes, qualities and techniques
3. Is able to demonstrate his/her skill to others

### Has an Excellent Reputation

1. Is well known among collectors
2. Has a student following
3. Is highly regarded by leaders in the art world

### Has a Thorough Understanding of the Context of Art

1. Is knowledgeable and able to communicate about the cultural, historical and philosophical contexts surrounding works of art
2. Understands that art communicates, challenges and shapes cultural and societal values, and helps to define us as human
3. Is able to engage students in the exploration of philosophical and ethical issues related to the visual arts
4. Is knowledgeable and able to communicate about the diverse perspectives and viewpoints on the study of art, including those that originate from formalist, feminist, social, and political thinking

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## Instructional Skills and Abilities

### Is an Effective Instructor

1. Clearly communicates course goals, objectives, process and methods
2. Able to demonstrate techniques in ways that students can emulate
3. Listens carefully to what students are saying
4. Adapts content and instructional techniques to match student needs
5. Is able to help students identify and resolve problems with their art
6. Is adaptable and flexible
7. Able to motivate and inspire creativity
8. Able to provide guidance without being judgmental
9. Has well-developed communication skills, and is familiar with appropriate ways of asking questions, giving feedback, facilitating discussions, and promoting critical thinking

### Is a Sensitive Instructor

1. Respects the unique backgrounds, abilities and interests of all students
2. Establishes an encouraging classroom environment
3. Demonstrates a sincere interest in helping students succeed
4. Demonstrates interest and enthusiasm in his/her work and that of students
5. Clearly enjoys working with students



### **Is an Effective Classroom Manager**

1. Establishes a comfortable yet challenging pace
2. Is adept at balancing the needs of individual students with the needs of the group
3. Effectively manages “difficult” students
4. Encourages students to discuss, examine and share aspects of their art making abilities with one another
5. Does not play “favorites”
6. Is on time and expects students to be on time as well

### **Designs Classes with Instructional Integrity**

1. Establishes behavioral objectives
2. Designs structured exercises in support of those objectives
3. Designs-in a range of activities to meet the learning styles and abilities of a diverse set of students
4. Develops meaningful pre-work and follow-up activities
5. Assesses own performance toward objectives

### **Integrates Fire & Earth Content Requirements into Classes**

1. Includes class exercises aimed at uncovering the purpose or intent of the students’ art
2. Provides students with skills needed to help them create art that matters
3. Helps students understand the characteristics of art that makes a difference
4. Helps students get in touch with their own voice, and to create art that allows the unique qualities of their voices to be heard
5. Explains and demonstrates how to weave intention into art making