



State Arts Agency Arts Education Managers 2018 Professional Development Institute

**October 30 – November 1, 2018
Baltimore, Maryland**

Proceedings

For more than 20 years, the National Endowment for the Arts (NEA) and the National Assembly of State Arts Agencies (NASAA) have supported the Professional Development Institute (PDI) for state arts agency arts education managers. The PDI is planned collaboratively by the Arts Education Work Group (AEWG), a committee comprised of state arts agency arts education manager representatives from each of the six regions (two from the Western region), a state arts agency host member, a state arts agency executive director representative, a representative from the State Education Agency Directors of Arts Education (SEADAE), and arts education staff from the NEA and NASAA. The PDI provides meaningful leadership development and technical assistance for this diverse field. As a result, state arts agency arts education managers are knowledgeable leaders in their field through a peer network that new and seasoned managers alike find invaluable.

Through a cooperative agreement with the National Endowment for the Arts, NASAA is able to offer a \$500 travel stipend to each state to support its state arts agency arts education manager's travel costs for the PDI. States are strongly encouraged to support full participation by their arts education managers.

The purpose of this year's PDI was to continue to explore issues related to diversity, equity, access and inclusion in arts education by focusing on the intersection of different types of structural inequity and individual and community trauma, and the ways in which arts learning can promote individual and community resilience and improve equitable educational outcomes. PDI attendees examined the job-specific leverage points available to them in their role as state arts agency arts education managers as they applied their learning to specific planning and professional development goals unique to their agencies and states.

[PDI 2018 Speaker and Artist Biographies](#)

Guiding Question & Outcomes

The 2018 PDI agenda responded to the following guiding question:

How can state arts agency (SAA) arts education managers address trauma and individual and community resilience through arts learning?

Building on learning outcomes from previous PDIs, such as effectively using data to define and decrease equity gaps in arts education policy and practice, and positioning state arts education leaders as drivers of change, the 2018 PDI outcomes were:

- **Outcome 1:** Participants explore the connection between trauma and educational equity
- **Outcome 2:** Participants gain skills in trauma-informed arts learning practices
- **Outcome 3:** Participants identify the unique points of leverage available within their SAA arts education manager role to address trauma and promote resilience and equity in the communities they serve

Tuesday, October 30

The 2018 PDI began with an optional coffee reception to welcome PDI participants and create an opportunity for state arts agency arts education managers to informally meet and greet representatives from national arts organizations and learn more about resources and programs available to their respective states. Partners from Arts Education Partnership (AEP), the Local Learning Network (LLN), State Education Agency Directors of Arts Education and the National Endowment of the Arts attended the reception with members of NASAA's arts education managers peer group.

Next, per tradition, NEA Arts Education Director Ayanna Hudson and eight state arts agency arts education managers in their first year of service met and shared stories of inspirational and transformative arts education experiences in their lives during the New Arts Education Managers Luncheon.

Following the New Managers Luncheon, many PDI participants arrived at the Reginald F. Lewis Museum, located near Baltimore's iconic Inner Harbor, to participate in an optional guided docent tour of the museum's galleries, which document and narrate the history and culture of Maryland's African-American community. Arts Education Working Group chair Chiquita Mullins Lee (OH) then called the PDI to order for the first official PDI session and introduced NASAA President and CEO Pam Breaux to give welcoming remarks. Pam spoke in detail about NASAA's present and future diversity, equity and inclusion activities, and thanked the arts education managers peer group for their work in this area, as reflected in the last several years of PDI programming. After Pam's remarks, PDI 2018 state arts agency host Christine Stewart (MD) led an interactive ice-breaker activity to ensure that new arts education managers, as well as national partners in attendance, had an opportunity to get acquainted with their SAA arts education manager peers.

AEWG members Laura Forbes (AK) and Julianne Gadoury (NH) then introduced a values statement entitled "This We Believe," created by and for fellow arts education peer group members in 2017 by members of the Western region. PDI participants engaged in "pair share" discussions to reflect together on the values proposed in the document, and to provide suggestions for revising a future iteration of the statement.

Reference Materials:

- ["This We Believe" Values Statement draft](#)

Next, AEWG cochair Josy Miller invited comments and questions from PDI participants about the newly drafted Inclusion, Diversity, Equity and Access in the Arts (IDEAA) subcommittee Accountability Statement. She also invited PDI participants to share articles, books, videos, speakers, trainers, etc., to be included in the on-line resource clearinghouse that this subcommittee will build in 2019.

Reference Materials:

- [Draft IDEAA Subcommittee Accountability Statement](#)
- [IDEAA Subcommittee Brainstorm notes](#)

The opening PDI session concluded with Mini-Flashes of Inspiration presentations led by members of the arts education managers peer group. The presentations featured examples of how fellow arts education managers are creating or supporting ongoing dialogue, programs or policies that create educational equity and community healing in their states.

Reference Materials:

- Mini-Flashes of Inspiration session presentations:
 - David Markey and Anysa Saleh (DC): [Youth Creativity Summit](#), focused on young people's mental health
 - Danny Belanger (LA): Baton Rouge Arts Council's efforts to [use FEMA funds for arts education programming](#) and how that became a model FEMA program
 - AEWG SEADAE representative Cathy Jensen (UT): how arts education under Title IV can [promote healthy schools and communities](#)
 - Diana Green (AL): newly created [Diversity, Equity, Access](#) rubric as a best practice in SAA arts in education grants

After a brief break for light refreshments, remarks by Maryland State Arts Council Executive Director Ken Skrzysz and a performance by the Urban Choral Arts Society, led by Dr. Ronald McFadden, PDI participants reconvened for the final session of the day. In this session, Dr. Stefanie DeLuca, coauthor of *Coming of Age in the Other America*, and Ayanna Hudson engaged in a "keynote dialogue." They spoke about the hopeful and troubling facts of growing up in Baltimore communities where cycles of disadvantage shape young peoples' lives, and how opportunities provided by arts education—such as engaging in "passion projects" and "identity projects"—promote the resilience young people need to surmount the structural inequities they face.

Reference Materials:

- [Century Foundation: Coming of Age in the Other America](#)
- [Can the Arts Get Under the Skin? Arts and Cortisol for Economically Disadvantaged Children](#)
- [How Creativity Works in the Brain](#)

Agenda Recap:

10:00 a.m. – 2:00 p.m. Registration
Hyatt Regency, Baltimore Inner Harbor
300 Light Street

- 11:00 a.m. – 12:00 p.m. National Partners Coffee Break**
Hyatt Regency, Baltimore Inner Harbor
300 Light Street
Baltimore Room
- 12:30 – 2:00 p.m. New Arts Education Managers Luncheon** with Ayanna Hudson, Director of Arts Education, National Endowment for the Arts **(by invitation)**
Ida B.'s Table
235 Holliday Street
- 2:30 – 2:55 p.m. Optional: Docent Tour of the Reginald F. Lewis Museum of Maryland African American History & Culture**
Reginald F. Lewis Museum of Maryland African American History & Culture
830 East Pratt Street, Fourth Floor Commons
- 3:00 – 5:15 p.m. Professional Development Module I**
Reginald F. Lewis Museum of Maryland African American History & Culture
- 3:00 – 3:05 p.m. Call to Order and Welcome Remarks from AEWG Chair Chiquita Mullins Lee, Arts in Education Coordinator, Ohio Arts Council
- 3:05 – 3:10 p.m. Welcome Remarks from Pam Breaux, President and CEO, National Assembly of State Arts Agencies
- 3:10 – 3:25 p.m. NASAA Arts Education Peer Group Welcome Remarks & Icebreaker Activity
- 3:25 – 3:45 p.m. "This We Believe": Small Group Discussions
Facilitators: Laura Forbes, Arts Education Program Director, Alaska State Council on the Arts, and Julianne Gadoury, Arts in Education Coordinator, New Hampshire State Council on the Arts
- 3:55 – 4:25 p.m. Inclusion, Diversity, Equity and Access in the Arts (IDEAA) Subcommittee Report and Brainstorm Activity
Facilitator: Josy Miller, Arts Program Specialist, California Arts Council
- 4:25 – 5:15 p.m. Mini-Flashes of Inspiration: Creating Safe Environments for Communities, Constituents and Colleagues
Panelists: David Markey, Arts Education Coordinator, and Anysa Saleh, Arts Education Program Assistant, DC Commission on the Arts and Humanities; Danny Belanger, Director of Education and Outreach/ADA Coordinator, Louisiana Division of the Arts; Diana Green, Arts in Education Program Manager, Alabama State Council on the Arts; and Cathy Jensen, Fine Arts Content Specialist, Utah State Office of Education
- Moderators: Chiquita Mullins Lee, Arts Learning Program Coordinator, Ohio Arts Council and Cathy Jensen, Fine Arts Content Specialist, Utah State Office of Education
- 5:15 – 7:00 p.m. Opening Reception, Keynote Dialogue & Performance**
Reginald F. Lewis Museum of Maryland African American History & Culture

Performance: Urban Choral Arts Society, directed by Ronald S. McFadden, Ph.D., Founder & Artistic Director

Keynote Speakers: Ayanna Hudson, Arts Education Director, National Endowment for the Arts; and Stefanie DeLuca, Ph.D., James Coleman Professor of Sociology & Social Policy, Johns Hopkins University

Wednesday, October 31

The second day of the PDI took place at The Motor House, an historical former Ford dealership renovated as an artist studio and event space in Baltimore's burgeoning Station North Arts & Entertainment District. The day began with AEWG Chair Chiquita Mullins Lee calling the morning session to order and inviting PDI participants to share brief reflections on the previous evening's program. Cassandra Miller, executive director of The Motor House, then gave brief welcome remarks. Next, PDI participants engaged in a three-hour training on the Core Concepts of Trauma, with Shondra Cowling, LCSW-W, and Sara Davis, LCSW-C, from the Center for Child and Family Traumatic Stress at Kennedy Krieger Institute. This workshop provided an overview of the core concepts of childhood traumatic stress and its impact on student learning. Participants learned about ACEs (adverse childhood experiences), the differences between normal childhood adverse experiences and childhood traumatic stress, and the prevalence of trauma (individual or systemic) and its impact on a child's daily functioning. The workshop provided a few examples of what arts-infused trauma-informed care looks like in Sara Davis's work with clients in Baltimore. Finally, participants learned how to find research and resources to support further learning on this subject.

Reference Materials:

- Presentation by Kennedy Krieger Institute trainers Sara Davis, LCSW-C, and Shondra Cowling, LCSW-W, [Core Concepts of Childhood Traumatic Stress](#)

After lunch, PDI participants reconvened at The Motor House for the afternoon sessions, which featured two local Baltimore organizations working at the intersection of arts, equity and experiences of trauma. AEWG member Laura Forbes moderated a panel with Nora Howell and Ernest Shaw of Jubilee Arts's Art@Work program and Andria Cole of A Revolutionary Summer, in which panelists described how their programs came about, what community needs their programs serve, and how their program supports resilience in the individuals who participate in their programs. During the panel, PDI participants were invited to capture their questions on index cards for collection and discussion during a debrief session at the end of the day. After the panel, PDI participants self-selected into two groups and joined one of the panelists for a 90-minute "deep dive" experiential workshop to discover more about how the featured programs support and effect individual and communal change through arts learning practices. AEWG member Casey Polczynski moderated a round of questions collected from the audience as participants and presenters then came back together to reflect on lessons learned from the breakout workshops before ending the day.

Reference Materials:

- [A Revolutionary Summer workshop packet](#)
- [A Revolutionary Summer vocabulary magazine example](#)
- Presentation by artist Ernest Shaw, [Jubilee Arts Art@Work program](#)

Agenda Recap:

9:00 – 9:15 a.m.

Welcome Remarks

The Motor House
120 W. North Avenue

9:15 a.m. – 12:15 p.m.

Core Concepts of Trauma

The Motor House

Presenters: Shondra Cowling, LCSW-W, Center for Child and Family Traumatic Stress at Kennedy Krieger Institute; and Sara Davis, LCSW-C, Center for Child and Family Traumatic Stress at Kennedy Krieger Institute

1:45 – 2:30 p.m.

Plenary Panel: Arts Education & Community Response to Trauma

The Motor House

Panelists: Andria Cole, Executive Director, A Revolutionary Summer; Nora Howell, Program Director, Jubilee Arts; and Ernest Shaw, Artist, Art@Work

Moderator: Laura Forbes, Arts Education Program Director, Alaska State Council on the Arts

2:45 – 4:15 p.m.

Breakout Workshops: Arts Education & Community Response to Trauma

Breakout Session A Facilitators: Andria Cole, Executive Director, A Revolutionary Summer; and Jamesha Caldwell, Program Participant, A Revolutionary Summer

Breakout Session B Facilitators: Nora Howell, Program Director, Jubilee Arts; and Ernest Shaw, Artist, Art@Work

4:30 – 5:00 p.m.

Plenary Reflection: Arts Education & Community Response to Trauma

Moderator: Casey Polczynski, Arts in Education Coordinator, Virginia Commission for the Arts

Thursday, November 1

The final PDI sessions took place at Jubilee Arts, a community based arts organization serving neighborhood youth and adults, located on Pennsylvania Avenue, a once-celebrated entertainment district reflecting Baltimore's rich African-American culture and history. The morning began with a working breakfast during which SAA arts education managers met in regional groups to give updates, share resources and further discuss the topic and guiding question of the PDI.

Following the working breakfast, PDI participants broke into small groups to explore lessons learned about individual and community trauma and resilience, and to identify and plan action steps to address trauma and promote resilience and equity in the communities they

serve. Participants moved in their group from table to table to discuss six arts education manager skills domains as unique points of leverage available within their SAA arts education manager role, investigating those skills areas through the lens of the four adaptive strategies proposed by Warren Bennis and Robert J. Thomas in their article, "Crucibles of Leadership": (1) engage others in shared meaning, (2) distinctive and compelling voice, (3) sense of integrity, and (4) adaptive capacity or "applied creativity."

Reference Materials:

- [NASAA Arts Education Manager Skills Domains](#)
- [Crucibles of Leadership](#)
- [Workshop notes](#)

Agenda Recap:

- 8:45 – 9:45 a.m.** **SAA Working Breakfast: Regional Meetings** (breakfast provided)
Jubilee Arts Baltimore
1947 Pennsylvania Avenue
- 10:00 a.m. – 12:00 p.m.** **SAA Arts Education Manager Skill Domains and "The Crucibles of Leadership"**
Jubilee Arts Baltimore
- 12:00 p.m.** PDI ended