

# National Assembly of State Arts Agencies

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## State Arts Agency Arts Education Managers 2019 Professional Development Institute

October 2 – 4, 2019  
Missoula, Montana

### Draft 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 provides meaningful leadership development and technical assistance for this diverse field. As a result, 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 make every effort to support full participation by their arts education managers.

The purpose of this year's PDI is to continue to explore issues related to diversity, equity, access and inclusion in arts education **within rural, remote and tribal community contexts**. PDI attendees will examine the job-specific leverage points available to them in their role as state arts agency arts education managers, and will learn and practice applying an asset based approach to specific planning and professional development goals unique to their agencies and states.

### Guiding Question & Outcomes

The 2019 PDI agenda responds to the following guiding question:

**How can state arts agency arts education managers adapt their agencies' policies and practices to respond more effectively to diverse communities?**

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 2019 PDI outcomes are:

- **Outcome 1:** Participants will be able to engage with arts education related assets and needs in rural, remote and tribal communities.
- **Outcome 2:** Participants will be able to address communities' needs through an asset based approach to grants and services.
- **Outcome 3:** Participants will cultivate the skills needed to build relationships with diverse communities at the speed of trust.

## [PDI 2019 Speaker and Artist Biographies](#)

### **Preconference Reading Materials**

The following resources were provided to PDI 2019 participants prior to start of the PDI:

#### *Required:*

- [What's Revolutionary about Valuing Assets as a Strategy in Cultural Work?](#) by Tom Borrup
- [Indian Education for All: Montana's Constitution at Work in Our Schools](#), by Carol Juneau and Denise Juneau
- [Leveraging Change: Increasing Access to Arts Education in Rural Areas, Working Paper](#), by Lisa Donovan and Maren Brown, Executive Summary (pp. 6-10) and Concluding Thoughts (pp. 89-96)

#### *Highly Recommended:*

- [Rural Prosperity through the Arts & Creative Sector](#) NGA / NASAA / NEA paper
- [Support for Arts in Rural Communities Fact Sheet](#), NASAA
- [Support for Arts Education Fact Sheet](#), NASAA

## **Tuesday, October 1**

The Montana Arts Council hosted an optional, informal reception for PDI participants and local partners, with music by the jazz ensembles of Hellgate High School and works on view at the Missoula Art Museum.

### **Agenda Recap:**

**6:00 – 8:00 p.m.**

#### **Montana Arts Council Welcome Reception**

Missoula Art Museum  
335 North Pattee Street

## **Wednesday, October 2**

The 2019 PDI officially 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. These working breakfast regional meetings took place at Residence Inn Missoula.

After breakfast, state arts agency arts education managers and national partner participants convened at MCT Center for the Performing Arts in downtown Missoula, home of Missoula Children's Theatre, a local organization with national reach. Montana Arts Council Arts Education Director and PDI host Monica Grable invited participants to engage in an opening grounding activity in which each person selected a card with one Montana asset printed on it and gathered in a large circle. One by one, participants introduced themselves by name, stated their personal pronoun preference, indicated which agency or organization they represented, and read aloud the Montana asset printed on their card. This introductory exercise accomplished several important ends: new managers and national partners had an

opportunity to learn the names and faces of peer group members; all participants learned which state arts agency arts education managers were or were not in attendance; and everyone learned more about cultural, economic, environmental and population assets specific to the state of Montana.

### **Reference Material:**

- [Montana Assets](#), prepared by Monica Grable, Montana Arts Council

Arizona Arts Council Arts Learning and Evaluation Coordinator and NASAA Arts Education Working Group (AEWG) member Anastasia Freyermuth then invited participants to take their seats for the second part of the opening grounding activity. Monica and Anastasia distributed strips of colorful fabric and permanent markers, and invited participants to reflect for a few minutes on what personal and professional assets they bring to their role as state arts agency arts education managers, and write their reflection on the fabric strip. Participants then tied or wove the strips of fabric onto a wire structure at the front of the room to create an installation representing the combined assets of the assembled group.

California Arts Council Arts Education Program Specialist and AEWG Chair Josy Miller called the group to order and made special introductions of the five new arts education managers, three national partners, two National Endowment for the Arts partners and two Montana Arts Council partners in attendance. She then invited MCT Center for the Performing Arts Executive Director Michael McGill to welcome PDI participants to the venue and share more information about Missoula Children's Theatre. After Michael's remarks, PDI participants watched brief video remarks given by NASAA President and CEO Pam Breaux. In her remarks, Pam commended the Arts Education Managers Peer Group for their continued efforts to address issues of diversity, equity and inclusion in arts education and offered insights into NASAA's recent Leadership Institute in Rhode Island, including the professional development opportunities related to the equity in grant making sessions offered during that event.

After a brief break, participants reconvened for a robust panel discussion designed and moderated by Alaska State Council on the Arts Arts Education Director Laura Forbes featuring four diverse voices from Montana's arts and education ecosystem. Responding to feedback from the NASAA Arts Education Managers Peer Group's DEI+A (diversity, equity, and inclusion + accessibility) Subcommittee, the Arts Education Working Group invited panelists who could offer perspectives pertaining to Montana's arts education landscape from the vantage point of public and private funders, individual artists, departments of education and community organizations. The panelists—poet and Member of the Confederated Salish and Kootenai Tribes Jennifer Finley, Montana Arts Council Executive Director Tatiana Gant, Dennis and Phyllis Washington Foundation Executive Director Mike Halligan, and Montana Office of Public Instruction Indian Education Specialist and Enrolled Member of the Spirit Lake Dakota Nation Mike Jetty—engaged in critical dialogue about assets, opportunities, needs and challenges specific to rural, remote and indigenous communities in the realm of arts education. (Regrettably, the fifth invited panelist, Karen Kaufmann, University of Montana professor of dance and director, Creative Pulse, was unable to participate due to illness.)

The panel questions, prepared by moderator Laura Forbes, probed the PDI 2019 learning outcomes as entry points for panel discussion. Each panelist had ample time to introduce themselves and their role within the communities they serve and / or belong to, before addressing the promise and pitfalls of "cultivating relationships at the speed of trust" in

communities to which one doesn't natively belong. Panelists also engaged in a robust discussion about the role of "weavers" in rural and native communities, i.e., individuals who wear many different hats depending on the needs of community. These weavers might not have training, specialization or official authority but they strengthen the fabric of their community in myriad ways. In particular, panelists responded to how state arts agencies can support these weavers in a culturally responsive way, in contexts where the very premise of applying for state arts agency grants might run counter to a community's values and norms around giving and receiving honor, money and recognition.

To transition into the audience Q&A part of the panel, Laura Forbes and Mike Jetty led panelists and audience members through a participatory tableau activity in which volunteers came to the front of the room and recreated Jean Leon Gerome Ferris's painting, *The First Thanksgiving 1621*. Laura acted as a reporter, asking the various tableau actors to share their perspectives (in character) about what the scene meant. After the activity, Mike shared more about how he uses this activity in his trainings on Montana's Indian Education for All program, as an activity that allows for many different voices to be represented, and creates an opportunity for critical reflection on Native American stereotypes and unfounded assumptions about historical interactions between European settlers and American Indians. The audience Q&A allowed participants to dive deeper into various topics addressed by the panelists, before the group adjourned for a lunch break.

#### Reference Materials:

- [Integration of Indian Education for All in K-12 Visual Arts Education: Primary Considerations for Guiding Principles](#), Department of Indian Education, Montana Office of Public Instruction
- [American Indian Music: More than Just Flutes and Drums](#), by Scott S. Prinzing, M.Ed., Department of Indian Education, Montana Office of Public Instruction
- Jean Leon Gerome Ferris's painting, *The First Thanksgiving 1621*



Per tradition, NEA Arts Education Director Ayanna Hudson and five 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 Managers Luncheon.

Missoula is home to many arts and culture organizations with rich arts education offerings. After the lunch break, all PDI participants had the option to visit the [Missoula Art Museum](#), Missoula Writing Collaborative [Missoula Children's Poetry Map](#) at the Missoula Public Library and [Zootown Arts Community Center](#) in informal, self-guided tours. Program directors from each of the venues were present at the locations to greet PDI participants and answer questions about their unique arts education offerings.

Following the lunch break and self-guided tours, PDI participants convened in breakout groups at four different locations for deep-dive workshops addressing the asset based approaches to grant making in state arts agency arts education programs. These breakout workshops, facilitated by peer state arts agency arts education managers, featured brief presentations on grant-making practices and programs addressing the needs of rural or remote communities from four different state perspectives: Arizona Arts Commission, California Arts Council, South Carolina Arts Commission and Texas Commission on the Arts. Presentations were followed by a working session in which participants tapped the expertise of peers to formulate asset based approaches to apply to grant making processes and content within their home agencies.

#### **Reference Materials:**

- [Asset Based Approaches to Grant Making Breakout Workshops Presenter Notes](#)

After these breakout workshops, participants remained in their small groups to reflect on the day's learning and engage in an activity designed to elicit group values to guide how we might enter a community for the first time. AEWG members in each small group prompted reflection by inviting participants to journal and then pair-share on the 3 Rs, a reflection activity designed by artist Yvonne Montoya, asking What did you realize? What did you recognize? and What will you remember? Next, participants responded individually to the prompt, How do you enter a community (as a person or agency)? and shared out with the rest of the group the values that they hold for themselves or their agencies. The group discussed each point and adopted several to be included in an "ethics of engagement" document that was shared at the start of the trip to Salish-Kootenai College on Thursday, October 3.

#### **Reference Materials:**

- [Ethics of Engagement Community Values Notes](#)

The professional development components of the day ended at this point, and PDI participants had a brief break before gathering at the Payne Family Native American Center at the University of Montana for dinner and remarks by various dignitaries. Participants were welcomed to the space by Tatiana Gant, who then introduced Missoula Mayor John Engen. After Mayor Engen's welcome remarks, Heather Cahoon, poet, University of Montana assistant professor of Native American Studies and Member of the Confederated Salish and Kootenai Tribes, gave remarks about the architecture of the Native American Center building, and read from her body of poetry. Ayanna Hudson then engaged participants with remarks detailing current events at the National Endowment for the Arts, including her recent work to engage and strengthen the relationship the NEA has with Historically Black

Colleges and Universities. After a Q&A between Ayanna and the audience, participants adjourned for the day.

**Agenda Recap:**

**8:00 – 9:00 a.m.**

**SAA Working Breakfast: Regional Meetings**

Mercantile Hotel / Residence Inn Missoula  
125 North Pattee Street  
Meeting Room

**9:30 – 10:15 a.m.**

**Grounding Activities, Welcome & Introductions**

MCT Center for the Performing Arts  
200 North Adams Street  
Meeting Room

Facilitators: Monica Grable, Arts Education Director, Montana Arts Council and PDI Host, and Anastasia Freyermuth, Arts Learning and Evaluation Coordinator, Arizona Arts Commission

Emcee: Josy Miller, Arts Education Program Specialist, California Arts Council and AEWG Chair

**10:30 – 11:30 a.m.**

**Plenary Panel: Engaging the Montana Arts Education Ecosystem**

MCT Center for the Performing Arts  
Meeting Room

Panelists: Jennifer Finley, Poet, Member of the Confederated Salish and Kootenai Tribes; Tatiana Gant, Executive Director, Montana Arts Council; Mike Halligan, Executive Director, Dennis and Phyllis Washington Foundation; Mike Jetty, Indian Education Specialist, Montana Office of Public Instruction, Enrolled Member of the Spirit Lake Dakota Nation; and Karen Kaufmann, Professor of Dance and Director, Creative Pulse, University of Montana

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

**11:30 a.m. – 12:15 p.m.**

**Plenary Panel Q & A**

MCT Center for the Performing Arts  
Meeting Room

Moderator: Laura Forbes

**12:30 – 2:00 p.m.**

**New Arts Education Managers Luncheon**

with Ayanna Hudson, Director of Arts Education, National Endowment for the Arts  
Scotty's Table  
131 South Higgins Avenue



**2:15 – 3:15 p.m.**

**Missoula Arts Education Walkabout** (optional)

Missoula Art Museum  
335 North Pattee Street

Missoula Writing Collaborative Missoula Children's Poetry Map  
Missoula Public Library  
301 East Main Street, second floor

Zootown Arts Community Center  
216 West Main Street

**3:30 – 4:45 p.m.**

**Asset Based Approaches to Grant Making Breakout Workshops**

**Breakout Session A**

Missoula Art Museum  
335 North Pattee Street  
Education Classroom

Facilitator: Josy Miller, Arts Education Program Specialist,  
California Arts Council

**Breakout Session B**

MCT Center for the Performing Arts  
Meeting Room

Facilitator: Elisa Radcliffe, Arts Learning Manager and Anastasia  
Freyermuth, Arts Learning and Evaluation Coordinator, Arizona  
Arts Commission

**Breakout Session C**

MCT Center for the Performing Arts  
Classroom 303

Facilitator: Chuck Winkler, Program Administrator, Texas  
Commission on the Arts

**Breakout Session D**

MCT Center for the Performing Arts  
Classroom 305

Facilitator: Ashley Brown, Deputy Director, South Carolina  
Commission on the Arts

**4:45 – 5:30 p.m.**

**Day One Reflection**

Facilitators: Josy Miller; Anastasia Freyermuth; Ann Brown, Arts  
Education Director, Tennessee Arts Commission; and Jennifer  
Allen-Barron, Arts Education Director, Oklahoma Arts Council

- 6:30 – 8:30 p.m.**                    **Opening Dinner, Reading & Keynote**  
The Payne Family Native American Center  
University of Montana campus
- 7:00 p.m.**                            **Welcome Remarks**  
Tatiana Gant, Executive Director, Montana Arts Council
- 7:10 p.m.**                            **Welcome Remarks**  
The Honorable John Engen, Mayor of Missoula
- 7:20 p.m.**                            **Remarks and Reading**  
Heather Cahoon, poet and Assistant Professor, University of Montana, College of Humanities and Sciences, Native American Studies Department, Member of the Confederated Salish and Kootenai Tribes
- 7:40 p.m.**                            **Keynote Remarks**  
Ayanna Hudson, Arts Education Director, National Endowment for the Arts

### **Thursday, October 3**

On the second day of the PDI, participants traveled by bus to Salish-Kootenai College (SKC), near Pablo, Montana, on the Flathead Indian Reservation, about one hour north of Missoula. During the bus ride, the four AEWG members who facilitated the "ethics of engagement" activity on Wednesday afternoon read aloud the values that each group had selected, as helpful reminders to prepare for the group's visit at Salish-Kootenai College.

Upon arrival, participants gathered in the Charlo-Arlee Theatre on campus to hear a presentation given by Cameron Decker, artist, Department Head and Instructor, Salish-Kootenai College Fine Arts Department, and member of the Navajo Nation. Cameron welcomed the group to SKC, shared about his family and family's connections to the college, and then presented the story of how his public art mural project in Polson, Montana, came to be. More than simply creating tile murals in public spaces, Cameron created a participatory public art-making process that drew out the resilience, strength and healing of the community who used the park in Polson where the mural is located. In the Q&A session that followed his presentation, PDI participants learned about how he is connecting his public art projects and his work with students in the Salish-Kootenai College's Fine Arts Department to push the boundaries of art and arts education in college and community settings.

After a short break, participants reconvened in the theatre to hear a panel discussion featuring the Montana Teacher Leaders in the Arts Program (MTLA), administered by the Montana Office of Public Instruction, in partnership with the Montana Arts Council. Moderator Christy Mock-Stutz, director, Montana Teacher Leaders in the Arts and instructional coordinator, English Language Arts & Literacy, Montana Office of Public Instruction, engaged with panelists and educators Susan Luinstra (Bynum School), Jennifer Ogden (Victor Public School), and Amy Williams (Polson Middle School) to draw out experiences, best practices and challenges learned from the Montana Teacher Leaders in the Arts program. The panel discussion addressed critical issues related to recruiting and retaining high-quality educators in Montana's rural communities, implementing sustained



peer-to-peer professional development, and integrating Montana's Indian Education for All program. The brief Q&A session that followed the panel discussion unpacked the program's asset based approach to conducting the work through the partnerships that make it possible, and tied the discussion around the MTLA program directly to programs that state arts agency arts education managers are implementing through partnerships in their home states.

Following lunch, PDI participants walked across the pedestrian bridge connecting Salish-Kootenai College campus and the tribal government headquarters, to visit the Eagle Circle Veterans Wall of Remembrance, designed by Corky Clairmont, artist Member of the Confederated Salish and Kootenai Tribes. Corky gave an in-depth talk about the images he chose to represent the sacred places of the Salish-Kootenai people, and how the monument was chosen for the site.

PDI participants returned to the Salish-Kootenai College Fine Arts Department for the last session of the day before departing for Missoula. In this activity, faculty, students and PDI participants collaborated on an art activity using paper, scissors and communal space to reflect on how they would be putting into practice take-aways from the PDI. After participants cut out and stapled colorful paper images to a large gallery wall, Cameron invited individuals to share the meaning of the images they created, in reference to the PDI agenda and the day's learning.

The closing event of the PDI took place later in the evening in the meeting room of the Residence Inn Missoula. Josy Miller and New Hampshire State Council on the Arts Grants Coordinator – Arts Education and AEWG Cochair Juliane Gadoury invited participants to share concrete take-aways from Day Two activities to apply to programs and policies in their home state arts agencies in a brief, reflective conversation. Thanks were given to Montana Arts Council hosts and all participants, new regional Arts Education Working Group members were announced, and the PDI was adjourned.

### **Agenda Recap:**

**10:30 – 11:30 a.m. Presentation and Q&A on Polson, Montana, Public Art Mural Project and Community Service Project at Salish-Kootenai College Fine Arts Department**  
Salish-Kootenai College  
Theater

Artist & Speaker: Cameron Decker, Department Head and Instructor, Salish-Kootenai College, Fine Arts Department, Member of the Navajo Nation

**11:45 a.m. – 12:45 p.m. Plenary Panel: Montana Teacher Leaders in the Arts**  
Fine Arts Department, Salish-Kootenai College  
Fine Arts Building

Panelists: Susan Luinstra, Retired Teacher, Bynum School; Jennifer Ogden, K-12 Arts Specialist Victor Public School; and Amy Williams, Special Services Teacher – Social, Emotional and Behavioral Needs, and Building Cochair – Montana Indian Education for All Committee, and Polson Middle School Indian Education Coordinator, Polson School District

Moderator: Christy Mock-Stutz, Director, Montana Teacher Leaders in the Arts, and Instructional Coordinator, English Language Arts & Literacy, Montana Office of Public Instruction

**1:45 – 2:45 p.m.**

**Confederated Salish and Kootenai Tribes' Eagle Circle Veterans Wall of Remembrance Visit**

Pablo, Montana

Artist & Speaker: Corwin (Corky) Clairmont, Member of the Confederated Salish and Kootenai Tribes

**3:00 – 4:00 p.m.**

**Art Making as Reflective Practice: Paper Cutouts & Communal Space**

Fine Arts Department, Salish-Kootenai College  
Fine Arts Building

Facilitator: Cameron Decker, Department Head and Instructor, Salish-Kootenai College, Fine Arts Department

**7:30 – 8:30 p.m.**

**Closing Plenary**

Mercantile Hotel / Residence Inn Missoula  
Meeting Room

Facilitators: Josy Miller, Arts Education Program Specialist, California Arts Council, and Juliane Gadoury, Grants Coordinator – Arts Education, New Hampshire State Council on the Arts

**Friday, October 4**

Departures / Travel day