

National Assembly of State Arts Agencies

KNOWLEDGE ★ REPRESENTATION ★ COMMUNITY

State Arts Agency Arts Education Managers 2020 Professional Development Institute

October 20-21 & 27-28, 2020
Virtual Convening

Proceedings

For more than 20 years, the National Endowment for the Arts and the National Assembly of State Arts Agencies (NASAA) have supported the Professional Development Institute (PDI) for state arts agency (SAA) 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.

Responding to the health and safety concerns of and travel restrictions for state arts agencies caused by the COVID-19 pandemic, the Arts Education Working Group redirected its PDI planning efforts from an in-person PDI in San Juan, Puerto Rico, to a virtual convening to address the new challenges in the field.

The purpose of this year's PDI was to continue to explore issues related to diversity, equity, access and inclusion in arts education **regarding emergency response, systemic violence and reimagining a more equitable arts education ecosystem**. PDI attendees examined the job-specific leverage points available to them in their role as state arts agency arts education managers, and learned and practiced applying an asset based approach to specific planning and professional development goals unique to their agencies and states.

Guiding Question & Outcomes

The 2020 PDI agenda responded to the following guiding question:

How can state art agency arts education managers use an asset based approach to reimagine and build sustainable, equitable and resilient arts education systems in our states?

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 2020 PDI outcomes are:

- **Learning Outcome 1:** Participants will be able to identify and engage community leaders in building and promoting arts based collective impact practices for both episodic crises—such as natural disasters and pandemics—and sustained crises related to racism and other social injustices.
- **Learning Outcome 2:** Arts education managers will learn strategies to be resilient and flexible in re-imagining systems, processes, and policies to foster accessible arts education programming.

- **Learning Outcome 3:** Participants will develop tools for incorporating dignity into core values of programming as informed by placed based and multilingual identities.

[PDI 2020 Speaker and Artist Biographies](#)

Preconference Resource Materials

The following general resources were provided to participants as part of the PDI:

- [PDI 2020 Breakout Room Prompts](#)
- Podcast: [Nice White Parents](#), *The New York Times*

Monday, October 19

Per tradition, National Endowment for the Arts Arts Education Director Ayanna Hudson and a cohort of state arts agency arts education managers in their first year of service met for an informal, introductory conversation to get acquainted and share stories of inspirational and transformative arts education experiences in their lives.

Agenda Recap:

All times are Eastern Standard Time.

4:30 – 6:00 p.m.

New Arts Education Manager Zoom Meeting

(by invitation) with Ayanna Hudson, Arts Education Director, National Endowment for the Arts

Tuesday, October 20

State arts agency arts education managers were invited to gather online prior to the official start of the PDI for some informal social time with peers. They were assigned to seven random breakout groups; the session's prompt was: "What is a silver lining for you personally or professionally during the past several months of the pandemic?"

At 3:00 p.m., Arts Education Working Group (AEWG) Chair Stephanie Haines and Cochair Anastasia Freyermuth officially welcomed the Arts Education Managers peer group to the 2020 Virtual Professional Development Institute. Anastasia Freyermuth offered a land acknowledgment followed by opening remarks by Nancy Daugherty, Arts Education Specialist, National Endowment for the Arts. Nancy thanked AEWG members for their responsive planning, given the travel restrictions caused by the COVID-19 pandemic, and acknowledged El Instituto de Cultura Puertorriqueña (ICP) as the site host of the PDI, which had originally been planned to take place in San Juan, Puerto Rico. AEWG member Monica Grable introduced the cohort of new arts education managers in the peer group and invited them to turn their video on so they could be acknowledged by all attendees.

The audience then enjoyed a 20-minute video created by Puerto Rican composer and musician William Cepeda, which he had recorded especially for the PDI. In the video, Cepeda gave brief presentations about Puerto Rican folk music genres accompanied by original jazz pieces in a style he called "Afro-Rican Jazz," to refer to the hybridity he creates by combining different folk genres with Taíno, African and Spanish origins. After the video, Cepeda participated in a brief audience Q&A and received a warm round of applause from PDI attendees.

Reference Material:

- [Puerto Rican Music Genres](#), prepared by Laura Rivera Ayala and William Cepeda

Isabel Rosa, grant writer at ICP, offered brief remarks thanking NASAA and the Arts Endowment for acknowledging the role of ICP and highlighting the fact that Mr. Cepeda was a recipient of Endowment CARES Act funding.

Anastasia Freyermuth then introduced the PDI keynote speaker, Dr. Bettina Love. Attendees had received a copy of Dr. Love's book, *We Want to Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom* prior to the PDI. Dr. Love gave a 45-minute keynote in which she provided analysis, data and examples of the racialization of the American education system. She provided tools and frameworks informed by abolitionist pedagogy to encourage PDI attendees to evaluate their networks and spheres of influence for opportunities to effect change and ensure more equity and access for students of color.

Reference Material:

- [We Want to Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom](#), by Bettina L. Love

After Dr. Love's keynote presentation, AEWG member Porché Hardy introduced New Jersey-based hip-hop artist Purple Haze, who is also the faculty lead of Hip Hop Education Programs at the New Jersey Performing Arts Center. PDI attendees watched a 10-minute hip-hop performance video created by Purple Haze, accompanied by DJ Gonzalo Silva. After the video performance, Anastasia Freyermuth shared a reflection prompt created by the Diversity, Equity and Inclusion in the Arts (DEI+A) Subcommittee of the AEWG for attendees to consider during the ensuing 30-minute break (Draw a square and write something Dr. Love shared that squares with your work; draw a triangle and write 3 points you want to remember; draw a circle and write a question circling in your mind).

At 5:00 p.m., Art Endowment Arts Education Director Ayanna Hudson welcomed PDI attendees back to the online session. During a 45-minute Q&A session, Ms. Hudson and Dr. Love delved more deeply into issues of equity, racial justice and diversity in arts education.

To conclude the first day of the PDI, AEWG Chair Stephanie Haines and Cochair Anastasia Freyermuth gave closing announcements and invited attendees to send postcards with words of encouragement or other messages to their peers, using the blank postcards that were included in the PDI 2020 supplies kit.

Agenda Recap:

All times are Eastern Standard Time.

2:45 – 3:00 p.m.

Optional: Arts Education Manager Peer Group Meet & Greet

AEWG Facilitators: Anne Alston, Arts Education Manager, Nebraska Arts Council; Michael Faison, Executive Director, Idaho Commission on the Arts; Anastasia Freyermuth, Arts Learning and Evaluation Coordinator, Arizona Commission on the Arts; Monica Grable, Arts Education Director, Montana Arts Council; Porché Hardy, Program Officer, Arts Education & Performing Arts Presenters, New Jersey State Council on the Arts; Sharon Hill, Arts in Education Director, North Carolina Arts Council; Bonnie Koba, Senior Program Associate, Arts in Education, Connecticut Office of the Arts

3:00 – 3:15 p.m.

NASAA Arts Education Peer Group Welcome Remarks & Introductions

Speakers: Stephanie Haines, Arts Education Working Group Chair, and Anastasia Freyermuth, Arts Education Working Group Cochair

Nancy Daugherty, Arts Education Specialist, National Endowment for the Arts

New Managers Introductions

AEWG Facilitator: Monica Grable

3:15 – 3:35 p.m.

Performance

Artists: William Cepeda and Afro-Rican Jazz

AEWG Facilitator: Laura Rivera Ayala, Associate Consultant, ArtsAspire Consulting

3:35 – 4:20 p.m.

Keynote Remarks

Keynote Speaker: Bettina Love, Ph.D., Georgia Athletic Association Endowed Professor in Education, University of Georgia

4:20 – 4:30 p.m.

Performance

Artist: Purple Haze

4:30 – 4:35 p.m.

DEI+A Subcommittee Reflection Prompt

AEWG Facilitator: Anastasia Freyermuth

4:35 – 5:00 p.m. Independent Reflection

5:00 – 5:45 p.m. Keynote Q&A

Keynote Speaker: Dr. Bettina Love

Moderator: Ayanna Hudson, Arts Education Director, National Endowment for the Arts

5:45 – 6:00 p.m. Closing Announcements

AEWG Facilitator: Stephanie Haines

Wednesday, October 21

On the second day of the PDI, AEWG Chair Stephanie Haines and Cochair Anastasia Freyermuth welcomed the peer group with a reminder about the day's program, and AEWG member Sharon Hill led a warm-up activity entitled "New Ideas for New Times: Changing Hats," in which she invited attendees to find something in their immediate space that could be used as a hat (but isn't a hat), to show the resilience and creativity of arts education managers. Sharon introduced the moderators of the day's panel, "Working Together to Address Crisis."

Moderators Tamar Krames, program manager, Arts in Education, Washington State Arts Commission, and Elisa García-Radcliffe, arts learning manager, Arizona Commission on the Arts, introduced the panelists Adelisa González-Lugo, executive director of Fundación Cortés in San Juan, Puerto Rico; Randy Farmer, educational director of Pathfinder Program in Lincoln, Nebraska; and Victoria Christgau, executive director of the Connecticut Center for Nonviolence in Hartford. During the 50-minute session, panelists gave a brief presentation of their work as it relates to responding to sustained and episodic crises in their communities such as natural disasters, racism and access to education for court-involved young people. Ms. González shared how Fundación Casa Cortés established a temporary school, Escuela Educa Cortés, free of charge to more than 100 students from more than 20 public schools in the wake of Hurricane María. Ms. Christgau discussed the ways in which the Connecticut Center for Nonviolence engages young people (5th-12th grade) through the Thinking Youth Nonviolence Leadership program. Mr. Farmer described how, at Pathfinders Program, some of the students did not have access to arts education before joining the program. Panelists offered examples of identifying community leaders, empowering youth through the arts and facilitating access to mental health resources. The moderators asked questions that framed the conversation and encouraged panelists to share how they prioritize their responses during layered crises.

Anastasia Freyermuth thanked the panelists and moderators for a rich discussion and shared a reflection prompt created by the DEI+A subcommittee. Participants were asked to use a shared virtual jam board to list, draw, and/or affix assets that belong to and make up their own communities.

After a short break, NASAA Arts Learning Projects Director Susan Oetgen introduced Sheri Brady, senior associate for Strategic Partnerships at Aspen Forum for Community Solutions. Ms. Brady and Ayanna Hudson had an in-depth 50-minute conversation about the pillars of collective impact, the role state art agencies can play in community-led initiatives and the

importance of equity in community engagement. Some of the questions that framed the conversation were: What is "collective impact" and how is it applicable to community-engaged efforts to address episodic and sustained crises in arts education? What is the role of a state arts agency arts education manager in collective impact efforts that might already be happening among constituents? What is a sound community engagement plan? What does arts education bring to the table in community discussions about systemic change? During this session, Ms. Hudson and Ms. Brady unpacked the original five pillars of collective impact, and explored "what's missing" from the framework in terms of principles of equity, community engagement and shared power in grass-roots community change efforts. Attendees were provided with preparatory reading materials related to collective impact.

Reference Material:

- [Community Engagement Toolkit](#), Collective Impact Forum
- Examples in the field: [Arts Education Collective Impact Grants](#), National Endowment for the Arts
- Article: [Collective Impact](#), by John Kania and Mark Kramer, Stanford Social Innovation Review
- Podcast: [Getting Started - What Is Collective Impact?](#) Collective Impact Forum

Attendees then divided into nine breakout groups for 30-minute discussions related to the day's themes, moderated by AEWG members. To close the day's events, AEWG Chair Stephanie Haines invited one person from each breakout group to offer ideas and insights from the preceding conversations in a "popcorn-style" share-out.

Agenda Recap:

All times are Eastern Standard Time.

3:00 – 3:05 p.m.

Welcome, Introductions & Creative Prompt

AEWG Facilitators: Anastasia Freyermuth, Arts Learning and Evaluation Coordinator, Arizona Commission on the Arts; Stephanie Haines, Arts Education and Accessibility Program Manager, Indiana Arts Commission; Sharon Hill, Arts in Education Director, North Carolina Arts Council

3:05 – 3:55 p.m.

Panel Presentation: Working Together to Address Crisis

Panelists: Adelisa González-Lugo, M.B.A., Executive Director and Principal Educator, Fundación Cortés, San Juan, Puerto Rico; Randy Farmer, Director, Pathfinder Education Program, Lincoln Public Schools, Lincoln, Nebraska; Victoria Christgau, Executive Director, Connecticut Center for Nonviolence, Hartford, Connecticut

Moderators: Tamar Krames, Program Manager, Arts in Education, Washington State Arts Commission, and Elisa García-Radcliffe, Arts Learning Manager, Arizona Commission on the Arts

3:55 – 4:00 p.m.

DEI+A Subcommittee Reflection Prompt

AEWG Facilitator: Anastasia Freyermuth

4:00 – 4:30 p.m.

Independent Reflection

4:30 – 5:20 p.m.

Discussion on Community and Collective Impact

Speakers: Sheri Brady, Director for Strategic Partnerships, Forum for Community Solutions, Aspen Institute, and Ayanna Hudson, Arts Education Director, National Endowment for the Arts

5:20 – 5:50 p.m.

Breakout Groups

AEWG Facilitators: Anne Alston, Arts Education Manager, Nebraska Arts Council; Nancy Daugherty, Arts Education Specialist, National Endowment for the Arts; Michael Faison, Executive Director, Idaho Commission on the Arts; Anastasia Freyermuth, Arts Learning and Evaluation Coordinator, Arizona Commission for the Arts; Monica Grable, Arts Education Director, Montana Arts Council; Stephanie Haines, Arts Education and Accessibility Program Manager, Indiana Arts Commission; Porché Hardy, Program Officer, Arts Education & Performing Arts Presenters, New Jersey State Council on the Arts; Sharon Hill, Arts in Education Director, North Carolina Arts Council; Bonnie Koba, Senior Program Associate, Arts in Education, Connecticut Office of the Arts

5:50 – 6:00 p.m.

Breakout Group Share-out and Closing Announcements

AEWG Facilitator: Stephanie Haines

Tuesday, October 27

AEWG Chair Stephanie Haines and Cochair Anastasia Freyermuth welcomed attendees to the second week of the PDI. Stephanie Haines led a "Zoom Art Gallery" warm-up activity, inviting the attendees to write or draw their "superpower for resilience" on a piece of paper and share it on camera so other attendees could see.

Precious Blake, Arts in Education Program Director and Accessibility Coordinator, Maryland State Arts Council, and Jennie Knoebel, Arts Learning Manager and Accessibility Coordinator, Iowa Arts Council, then moderated the panel, "Re-Imagining Systems in Arts Education." The panelists were Pam Breaux, president and CEO, National Assembly of State Arts Agencies; Juan Gudiño Cabrera, director, Flamboyán Arts Fund; and Ernest Disney-Britton, vice president, Community Impact & Investment, Arts Council of Indianapolis. This panel was meant to provide the arts education manager peer group with skills and flexible practices in grant making and relationship building. Moderators asked panelists to explore how to change the narrative of resilience and how funder/grantee relationships could transform from a transactional to a collaborative partnership. Mr. Gudiño shared his reflections about the quote, "To expect resilience without justice is simply to

indifferently accept the status quo," by activist Mona Hanna-Attisha. Understanding the long-term needs of their communities and taking care of themselves and their teams during these times of uncertainty were also among the panelists' thoughtful responses.

After the panel, Anastasia Freyermuth invited attendees to select their own creative medium (e.g., doodling, walking/running, journaling) and use it to generate response to the prompt: What does a better future look like in your own work? She offered, as a follow-up prompt: What is one step needed to get there? These prompts were created by the DEI+A Subcommittee of the AEWG.

AEWG member Porché Hardy welcomed back the group after a short break and introduced the next speakers, who gave brief presentations featuring case studies of how they reimagined and refashioned the processes, policies and systems of their state arts agencies to be more accessible and equitable. New York State Council on the Arts Arts Education Director Christine Leahy gave a presentation about the state's action plan to address The Andrew W. Mellon Foundation's study of diversity in classical music. Maryland State Arts Council Arts in Education Program Director Precious Blake presented about the revision process of her agency's Arts in Education portfolio to achieve more equitable funding, artists rosters and internal procedures.

Attendees then separated into eight breakout groups in which AEWG members moderated small-group discussions for 50 minutes. After the breakout sessions, participants shared insights in a "popcorn-style" share-out. Stephanie Haines and Anastasia Freyermuth gave closing remarks to conclude the day's events.

Agenda Recap:

All times are Eastern Standard Time.

3:00 – 3:05 p.m.

Welcome, Introductions & Creative Prompt

AEWG Facilitators: Anastasia Freyermuth, Arts Learning and Evaluation Coordinator, Arizona Commission on the Arts; Stephanie Haines, Arts Education and Accessibility Program Manager, Indiana Arts Commission; Sharon Hill, Arts in Education Director, North Carolina Arts Council

3:05 – 3:55 p.m.

Panel Presentation: Reimagining Systems in Arts Education

Panelists: Pam Breaux, President and CEO, National Assembly of State Arts Agencies, Washington, D.C.; Ernest Disney-Britton, Vice President, Community Impact & Investment, Arts Council of Indianapolis, Indianapolis, Indiana; and Juan Gudiño Cabrera, Fondo Flamboyán para las Artes, Flamboyán Foundation, San Juan, Puerto Rico

Moderators: Precious Blake, Arts in Education Program Director and Accessibility Coordinator, Maryland State Arts Council, and Jennie Knoebel, Arts Learning Manager and Accessibility Coordinator, Iowa Arts Council

3:55 – 4:00 p.m.

DEI+A Subcommittee Reflection Prompt

AEWG Moderator: Anastasia Freyermuth

4:00 – 4:30 p.m.

Independent Reflection

4:30 – 4:45 p.m.

Doing the Work of Reimagining: Case Studies from Fellow State Arts Agency Arts Education Managers

Speakers: Precious Blake, Arts in Education Program Director, Maryland State Arts Council, and Christine Leahy, Program Director, Arts Education, New York State Council on the Arts

4:45 – 5:45 p.m.

Breakout Groups

Breakout Facilitators: Anne Alston, Arts Education Manager, Nebraska Arts Council; Nancy Daugherty, Arts Education Specialist, National Endowment for the Arts; Michael Faison, Executive Director, Idaho Commission on the Arts; Anastasia Freyermuth, Arts Learning and Evaluation Coordinator, Arizona Commission on the Arts; Monica Grable, Arts Education Director, Montana Arts Council; Stephanie Haines, Arts Education and Accessibility Program Manager, Indiana Arts Commission; Porché Hardy, Program Officer, Arts Education & Performing Arts Presenters, New Jersey State Council on the Arts; Bonnie Koba, Senior Program Associate, Arts in Education, Connecticut Office of the Arts

5:45 – 6:00 p.m.

Breakout Group Share-out and Closing Announcements

AEWG Facilitator: Monica Grable

Wednesday, October 28

AEWG Chair Stephanie Haines and Cochair Anastasia Freyermuth opened the final day of the PDI by welcoming attendees by detailing the day's program. Anastasia Freyermuth introduced the moderators of the day's panel, "Cultural Dignity as Core Value", which included panelists Marta Moreno Vega, Ph.D., president and founder of the Creative Justice Initiative, Inc.; Carlton Turner, lead artist/director of the Mississippi Center for Cultural Production (Sipp Culture); and Giovana Avilés, operations and programs manager at CALA Alliance. Each panelist gave a six-minute presentation offering observations about how dignity is a key element in their work. Ms. Avilés shared the importance of autonomy and language justice in multilingual and U.S.-Mexico border communities. Mr. Turner talked about community-engaged design, cultural production (including agriculture) and community development. Dr. Morena Vega presented the importance of representation in order to achieve racial justice and accurate narratives in the education system.

After the presentations, Anastasia Freyermuth shared the DEI+A subcommittee reflection prompt, inviting attendees to build an asset map of the systems and communities each arts education manager works within.

AEWG member Anne Alston welcomed the group back after a break and divided attendees into nine breakout groups for small group discussions moderated by AEWG members. After a final "popcorn-style" share-out from each group, Anne Alston again introduced the hip-hop artist and educator Purple Haze. Attendees enjoyed a 10-minute prerecorded acoustic performance by Purple Haze, vocalist "Authur May" (Jerrod Marquis Williams) and guitarist Tamen Hade. Their performance was inspired by Dr. Love's keynote presentation.

AEWG Chair Stephanie Haines gave closing remarks and announced the new AEWG members for the 2021 PDI planning cycle. Stephanie thanked NASAA, Arts Endowment partners, PDI 2020 speakers and outgoing AEWG members, and adjourned the PDI.

Agenda Recap:

All times are Eastern Standard Time.

3:00 – 3:05 p.m.

Welcome & Introductions

AEWG Facilitators: Anastasia Freyermuth, Arts Learning and Evaluation Coordinator, Arizona Commission for the Arts, and Stephanie Haines, Arts Education and Accessibility Program Manager, Indiana Arts Commission

3:05 – 3:55 p.m.

Panel Presentation: Cultural Dignity as a Core Value

Panelists: Marta Moreno Vega, Ph.D., President and Founder, Creative Justice Initiative, Inc., New York, New York; Carlton Turner, Lead Artist/Director, Mississippi Center for Cultural Production (Sipp Culture); Giovana Avilés, Operations and Programs Manager, CALA Alliance

Moderators: Drekkia Morning, Arts in Education Program Manager, Arkansas Arts Council, and Deb Vaughn, Arts Education Coordinator, Oregon Arts Commission

3:55 – 4:00 p.m.

DEI+A Subcommittee Reflection Prompt

AEWG Moderator: Anastasia Freyermuth

4:00 – 4:30 p.m.

Independent Reflection

4:30 – 5:25 p.m.

Breakout Groups

Breakout Facilitators: Anne Alston, Arts Education Manager, Nebraska Arts Council; Nancy Daugherty, Arts Education Specialist, National Endowment for the Arts; Michael Faison, Executive Director, Idaho Commission on the Arts; Anastasia Freyermuth, Arts Learning and Evaluation Coordinator, Arizona Commission on the Arts; Monica Grable, Arts Education Director, Montana Arts Council; Stephanie Haines, Arts Education and Accessibility Program Manager, Indiana Arts Commission; Porché Hardy, Program Officer, Arts Education & Performing Arts Presenters, New Jersey State Council on the

Arts; Sharon Hill, Arts in Education Director, North Carolina Arts Council; Bonnie Koba, Senior Program Associate, Arts in Education, Connecticut Office of the Arts

5:25 – 5:35 p.m.

Breakout Group Share-out

AEWG Moderator: Anne Alston

5:35 – 5:45 p.m.

Performance

Artist: Purple Haze

5:45 – 6:00 p.m.

Closing Remarks

AEWG Moderators: Anastasia Freyermuth and Stephanie Haines