

# National Assembly of State Arts Agencies

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## State Arts Agency Arts Education Managers 2021 Professional Development Institute

September 27-28 & October 5-6, 2021  
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.

The 2021 PDI took place via online video conferences over a period of two weeks, from September 28 through October 6.

The purpose of this year's virtual PDI was to continue to explore issues related to diversity, equity, access and inclusion in arts education, specifically **what the evolution of K-12 arts education policies and practices looks like in statewide education systems in response to the COVID-19 pandemic**. 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 2021 PDI agenda responded to the following guiding question:

**How can state arts agency arts education managers increase and sustain equitable access to arts education for all students in their 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, 2021 PDI outcomes were:

- **Learning Outcome 1:** Participants will develop strategies to elevate and amplify the leadership of students and teaching artists in arts education.
- **Learning Outcome 2:** Participants will build on skills to catalyze and support social justice outcomes in arts education in their states.

- **Learning Outcome 3:** Participants will develop a framework to analyze and adjust state arts agency arts education grant-making practices to increase equity and access for constituents.

## **PDI 2021 Speaker and Artist Biographies**

### **Preconference Resource Materials**

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

#### **General**

- [Gathering Statement and Community Agreements for the 2021 Arts Education Working Group](#)
- [I'm Here for the Hard Re-Set: Post-Pandemic Pedagogy to Preserve Our Culture](#), by Dr. Gloria Ladson-Billings
- [Art for Life's Sake: The Case for Arts Education](#), by the American Academy of Arts and Sciences Commission on the Arts (optional)

#### **For Tuesday, September 28**

- ["My Dearest Arts Organization, Are You Listening?"](#) by Miko Lee and Jennifer Ridgway

#### **For Tuesday, October 5**

- Arts Education Partnership Equity Work Group: [Addressing Diversity, Equity, Inclusion and Access in Arts and Education](#)

## **Monday, September 27**

Per tradition, a cohort of state arts agency arts education managers in their first year of service met with the National Endowment for the Arts's Arts Education Specialist and Team Lead Nancy Daugherty 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 Daylight Time.*

**4:30 – 6:00 p.m.**

#### **New Arts Education Manager Zoom Meeting**

(by invitation) with Nancy Daugherty, Arts Education Specialist and Team Lead, National Endowment for the Arts

## **Tuesday, September 28**

The 2021 Virtual Professional Development Institute began at 3:00 p.m. Eastern with welcome remarks from Arts Education Working Group (AEWG) Chair Anastasia Freyermuth and Cochair Anne Alston. By way of welcoming PDI participants to the virtual convening, Anastasia invited them to include their state arts agency name and preferred personal pronoun in their Zoom webcam, and shared the AEWG's Community Agreements document as a resource for establishing supportive group norms during the course of the virtual PDI.

Anastasia then offered a land and labor acknowledgment. Next, Anastasia acknowledged state arts agency arts education colleagues who had left their positions over the course of the past year, and led participants through a brief activity inviting everyone to indicate how long they have served in their roles and been part of the peer group network. Finally, Anastasia invited new colleagues who have been in their position for less than one year to identify and introduce themselves.

With these peer group welcomes accomplished, AEWG cochair Anne Alston invited Nancy Daugherty, Arts Education Specialist and Team Lead from the National Endowment for the Arts (NEA) to give brief remarks about current headlines and highlights from the NEA. Nancy thanked AEWG members for their planning efforts and shared updates about NEA leadership, current and planned emergency funding measures, and progress on the NEA's goal to advance equity across the agency. Anastasia then invited PDI participants to review the PDI 2021 Guiding Question and Learning Outcomes and prompted them to share their comments, questions, aspirations and ideas in a group Google Jamboard document.

### **Reference Material**

- [Gathering Statement and Community Agreements for the 2021 Arts Education Working Group](#)
- [PDI 2021 Day 1 Jam Board: What would you like to learn from this year's PDI?](#)

After a short off-screen break, PDI participants returned to hear keynote remarks made by Grantmakers in the Arts (GIA) President & CEO Eddie Torres, who shared his organization's perspectives on the principles and practices of equity-focused grant making. Eddie addressed the significance of arts education as one of GIA's core issues, and announced the pending passage of The Arts Education for All Act, notably championed by Representative Suzanne Bonamici (D-OR), which will "support and encourage the offering of arts education and programming experiences to Americans, including our youngest learners, K-12 students and youth impacted by the juvenile justice system." Following his remarks, Eddie addressed comments and questions from PDI participants in a Q&A facilitated by AEWG member Alicia Fuss.

After the keynote presentation and another brief break, PDI participants heard a panel of five teaching artists representing different disciplines and teaching styles discuss their practices of collaborative leadership in diverse arts learning contexts. Teaching artists Judy Dow (Winooksi Abenaki), executive director, Gedakina; Thameenah "Ty" Muhammad, transforming artistic collaborator, Rising Youth Theatre; Carrie Nath, The Art of Imagination program managing director, Ollie Webb Center; Paula Yamilet Alvarado Ortega, creative youth development national youth coordinator, Creative Youth Development National Partnership, National Guild for Community Arts Education; and Melissa Parke, founder, Black Teaching Artist Lab, described their experiences of teaching artistry during the pandemic and shared recommendations for state arts agency arts education managers on how to address gaps in elevating and amplifying the voices of fellow teaching artists and students.

To conclude day one of the PDI, AEWG Chair Anastasia Freyermuth and Cochair Anne Alston reminded attendees about the Teaching Artist Guild's recent national open letter from teaching artists to arts organizations as an optional resource to review, and gave closing remarks to help PDI attendees prepare for day two.

## Reference Material

- ["My Dearest Arts Organization, Are You Listening?"](#) by Miko Lee and Jennifer Ridgway

## Agenda Recap

*All times are Eastern Daylight Time.*

**3:00 – 3:45 p.m.**

### **Opening Plenary**

AEWG Facilitators: Anastasia Freyermuth, AEWG Chair, Arts Learning and Evaluation Coordinator, Arizona Commission for the Arts, and Anne Alston, AEWG Cochair, Arts Education Manager, Nebraska Arts Council

3:45 – 4:00 p.m.

Break

**4:00 – 4:45 p.m.**

### **Keynote Remarks and Audience Q&A**

Keynote Speaker: Eddie Torres, President & CEO, Grantmakers in the Arts

AEWG Moderator: Alicia Fuss, Director of Arts Education, Tennessee Arts Commission

4:45 – 5:00 p.m.

Break

**5:00 – 5:50 p.m.**

### **Braiding Together Our Differences and Strengths: Teaching Artist Leaders in Conversation**

Presenters: Judy Dow (Winooksi Abenaki), Executive Director, Gedakina; Thameenah "Ty" Muhammad, Transforming Artistic Collaborator, Rising Youth Theatre; Carrie Nath, The Art of Imagination Program Managing Director, Ollie Webb Center; Paula Yamilet Alvarado Ortega, Creative Youth Development National Youth Coordinator, Creative Youth Development National Partnership, National Guild for Community Arts Education; and Melissa Parke, Founder, Black Teaching Artist Lab

**5:50 – 6:00 p.m.**

### **Closing Announcements**

AEWG Facilitators: Anastasia Freyermuth and Anne Alston

## **Wednesday, September 29**

On the second day of the PDI, AEWG Chair Anastasia Freyermuth and Cochair Anne Alston welcomed the peer group back with a reminder about the day's program and a review of the AEWG's Community Agreements. Anastasia reviewed the day's focus on PDI 2021 Learning Outcome 2, and then introduced teaching artists Carrie Nath and Paula Ortega, who jointly

led a creative warm-up for PDI attendees leading to a brainstorm about the terms *diversity*, *equity*, *access* and *inclusion*, captured on a Google Jam Board.

## Reference Material

- [PDI Day 2 Jam Board: Creative Warm-Up and Closing Reflection](#)

Anastasia then introduced Indi McCasey, executive director, Arts Education Alliance of the Bay Area, and Nina Woodruff-Walker, board cochair, Arts Education Alliance of the Bay Area, who were the presenters of the day's panel, "Moving Towards Collective, Creative Liberation": Strategies and Lessons Learned from the Arts Education Alliance of the Bay Area (AEABA). Indi and Nina first presented slides outlining their work to ensure that AEABA is activating its vision of a San Francisco Bay area that centers artists and cultural workers, holds up the leadership of young people and the wisdom of elders, and strives to be a place where all people have access to the means of cultural production within their schools and communities to collaboratively build a more vibrant, equitable and democratic society. Then Anastasia moderated an audience Q&A session, so PDI participants could learn more about how AEABA connects and catalyzes arts education communities for a more just and creative San Francisco Bay Area. The session included a free-write/-think activity, in which Indi invited participants to reflect on themes of "connect", "extend" and "create," using the prompt questions, How does what was shared CONNECT with your work? How does it EXTEND your work or offer a different/new perspective? What might you CREATE or try next? Participants broke out into small groups of three to share reflections then came together again as a full group to each share one takeaway "gem" before the session concluded.

After a brief break, PDI attendees reconvened for a Flashes of Inspiration presentation on PDI Learning Outcome 2: "Participants will build on skills to catalyze and support social justice outcomes in arts education in their states". AEWG Member Stephanie Haines welcomed attendees back and introduced Flashes of Inspiration presenters Drekkia Morning, arts in education program manager, Arkansas Arts Council, and Elisa García-Radcliffe, Arts Learning Manager, Arizona Commission on the Arts. These visually impactful, five-minute presentations featured case studies of how fellow state arts agency arts education managers have catalyzed and supported social justice outcomes in arts education in their states.

Attendees then divided into affinity group breakout groups for 30-minute discussions related to the day's themes and reflected on the question "What about the speakers today resonates with you, your work, or your community?", moderated by AEWG members. Affinity groups crystallized around the experiences of Black and Indigenous people of color, rural constituents, reflective journaling practice, and two groups without a presuggested guiding topic.

To close the day's events, AEWG Chair Anastasia Freyermuth welcomed back teaching artists Carrie Nath and Paula Ortega to lead a creative reflection based on their morning brainstorm warm-up. Anastasia and AEWG Cochair Anne Alston gave closing announcements and reminded attendees about PDI events scheduled for the following week.

## Reference Material

- [PDI Day 2 Jam Board: Creative Warm-Up and Closing Reflection](#)

## Agenda Recap

*All times are Eastern Daylight Time.*

**3:00 – 3:30 p.m.**

### **Welcome, Introductions & Creative Warm-Up**

AEWG Facilitators: Anastasia Freyermuth and Anne Alston

Teaching Artists: Carrie Nath and Paula Yamilet Alvarado Ortega

**3:30 – 4:15 p.m.**

### **"Moving Towards Collective, Creative Liberation": Strategies and Lessons Learned from the Arts Education Alliance of the Bay Area (AEABA)**

Presenters: Indi McCCasey, Executive Director, Arts Education Alliance of the Bay Area, and Nina Woodruff-Walker, Board Cochair, Arts Education Alliance of the Bay Area, and Executive Director, Museum of Oakland Children's Art

AEWG Moderator: Anastasia Freyermuth

**4:30 – 5:00 p.m.**

### **State Arts Agency Arts Education Managers' Flashes of Inspiration: Learning Outcome 2**

Presenters: Drekkia Morning, Arts in Education Program Manager, Arkansas Arts Council, and Elisa García-Radcliffe, Arts Learning Manager, Arizona Commission on the Arts

AEWG Moderator: Stephanie Haines, Arts Education and Accessibility Program Manager, Indiana Arts Commission

**5:10 – 5:40 p.m.**

### **Arts Education Manager Peer Group Breakout Discussions: Learning Outcome 2**

AEWG Facilitators: Anne Alston, Arts Education Manager, Nebraska Arts Council; Precious Blake, Associate Consultant, ArtsAspire Consulting; Nancy Daugherty, Arts Education Specialist, National Endowment for the Arts; Anastasia Freyermuth, Arts Learning and Evaluation Coordinator, Arizona Commission for the Arts; Alicia Fuss, Director of Arts Education, Tennessee Arts Commission; Monica Grable, Arts Education Director, Montana Arts Council; Stephanie Haines, Arts Education and Accessibility Program Manager, Indiana Arts Commission; Troy Hickman, Arts Education Programs Manager, Vermont Arts Council; and Christine Leahy, Program Director, Arts Education, New York State Council on the Arts

**5:40 – 6:00 p.m.**

### **Creative Reflection and Closing Announcements**

Teaching Artists: Carrie Nath and Paula Yamilet Alvarado Ortega

AEWG Facilitators: Anastasia Freyermuth and Anne Alston

## Tuesday, October 5

On the third day of the PDI, AEWG Chair Anastasia Freyermuth and Cochair Anne Alston welcomed the peer group back with a reminder about the day's program and a review of the AEWG's Community Agreements. Anastasia reviewed the day's focus on PDI 2021 Learning Outcome 3, and then introduced teaching artist Judy Dow, who led a creative warm-up for PDI attendees.

NASAA Arts Learning Projects Director Susan Oetgen and AEWG Cochair Anne Alston then offered a brief presentation on the origins and accomplishments of the Diversity, Equity, Inclusion & Access in the Arts Subcommittee of NASAA's Arts Education Managers Peer Group. Following the presentation and a short Q&A, PDI attendees joined breakout groups for an opportunity to discuss the Arts Education Partnership's "Addressing Diversity, Equity, Inclusion and Access in Arts and Education" document.

### Reference Material

- [Origins of the DEI+A Subcommittee slide deck](#)
- Arts Education Partnership Equity Work Group: [Addressing Diversity, Equity, Inclusion and Access in Arts and Education](#)

Following a break, attendees reconvened for a Flashes of Inspiration presentation on PDI Learning Outcome 2, "Participants will build on skills to catalyze and support social justice outcomes in arts education in their states," and Learning Outcome 3, "Participants will develop a framework to analyze and adjust state arts agency arts education grant-making practices to increase equity and access for constituents." AEWG Member Stephanie Haines welcomed attendees back and introduced Flashes of Inspiration presenters Tamar Krames, program manager, Arts in Education, Washington State Arts Commission; Chad Swan-Badgero, arts education and project support program manager, Michigan Council for Arts and Cultural Affairs; and Jim Wolfe, arts education coordinator, West Virginia Department of Arts, Culture and History. These high-energy, five-minute presentations featured case studies of how fellow state arts agency arts education managers have catalyzed and supported social justice outcomes in arts education in their states and analyzed and adjusted state arts agency arts education grant-making practices to increase equity and access for constituents.

Attendees then divided into affinity group breakout groups for 30-minute discussions related to the day's themes and reflected on the question, "What about the speakers today resonates with you, your work or your community?" moderated by AEWG members. Affinity groups crystallized around the experiences of Black and Indigenous people of color, rural constituents, reflective journaling practice and two groups without a presuggested guiding topic.

## Reference Material

- [PDI Day 3 Jam Board: Affinity Breakout Group Notes](#)

To close the day's events, AEWG Chair Anastasia Freyermuth welcomed teaching artists Melissa Parke and Ty Muhammed to lead a creative reflection. Anastasia and AEWG Cochair Anne Alston then gave closing announcements and reminded PDI attendees about PDI events scheduled for the following day.

## Agenda Recap

*All times are Eastern Daylight Time.*

**3:00 – 3:30 p.m.**

### **Welcome, Introductions & Creative Warm-Up**

AEWG Facilitators: Anastasia Freyermuth and Anne Alston

Teaching Artist: Judy Dow

**3:30 – 4:15 p.m.**

### **Diversity, Equity, Inclusion & Access in the Arts Subcommittee Forum**

AEWG Facilitators: Anne Alston and Susan Oetgen, Arts Learning Projects Director, National Assembly of State Arts Agencies

**4:30 – 5:00 p.m.**

### **State Arts Agency Arts Education Managers Flashes of Inspiration: Learning Outcomes 2 and 3**

Presenters: Tamar Krames, Program Manager, Arts in Education, Washington State Arts Commission; Chad Swan-Badgero, Arts Education and Project Support Program Manager, Michigan Council for Arts and Cultural Affairs; and Jim Wolfe, Arts Education Coordinator, West Virginia Department of Arts, Culture and History

AEWG Moderator: Stephanie Haines

**5:10 – 5:40 p.m.**

### **Arts Education Managers Peer Group Breakout Discussions: Learning Outcome 3**

AEWG Facilitators: Anne Alston, Precious Blake, Nancy Daugherty, Anastasia Freyermuth, Alicia Fuss, Monica Grable, Stephanie Haines, Troy Hickman, Christine Leahy and Elizabeth Shapiro

**5:40 – 6:00 p.m.**

### **Creative Reflection and Closing Announcements**

Teaching Artist: Ty Muhammad and Melissa Parke

AEWG Facilitators: Anastasia Freyermuth and Anne Alston



## Wednesday, October 6

AEWG Chair Anastasia Freyermuth and Cochair Anne Alston opened the final day of the PDI by welcoming attendees with a reminder of the day's program and AEWG Community Agreements. Anastasia reviewed the PDI 2021 guiding question and learning outcomes and indicated how each part of the PDI program was designed to meet the learning goals set forth by the AEWG. She shared the Day 1 Jam Board and invited attendees to share their reflections on the prompt, "What is one thing you will take away from this year's PDI?"

### Reference Material

- [\[LINK: PDI Day 1 Jam Board Reflections\]](#)
- [\[LINK: PDI Day 4 Jam Board Reflections\]](#)

AEWG member Monica Grable, arts education Director, Montana Arts Council, then introduced musician Chontay Standing Rock, who shared a sequence of video performances of his original music and spoken reflections on the subject of the first and second learning outcomes of the PDI. He then engaged PDI attendees in a brief Q&A.

After Chontay's performance, PDI attendees took part in hands-on arts engagement breakout workshops led by the teaching artist leaders from PDI Day 1. Judy Dow (Winooksi Abenaki) executive director, Gedakina, led a workshop on basketry and guided participants to tell the untold story of the land they live on. Carrie Nath, The Art of Imagination program managing director, Ollie Webb Center, supported participants in creating a virtual montage of movement, gesture and text, utilizing the prompts "Equity is," "Access is," "Diversity is" and "Inclusion is," an activity that could serve as a potential arts based advocacy tool for social justice. Thameenah "Ty" Muhammad, transforming artistic collaborator, Rising Youth Theatre, invited participants to join them in a workshop focused on creating and holding space both online and in person that centers the whole human in learning. Paula Yamilet Alvarado Ortega, creative youth development national youth coordinator, Creative Youth Development National Partnership, National Guild for Community Arts Education, invited PDI attendees to join her in creating their own personal visual collage, exploring how to make sure their work is intentional and true to their values. Melissa Parke, founder, Black Teaching Artist Lab, offered a dialogue about Afrocentric social-emotional learning and ways arts education can reach Black learners.

After the one-hour breakout workshops concluded, 2021 AEWG Chair Anastasia Freyermuth gave closing remarks and announced the new AEWG members for the 2022 PDI planning cycle. AEWG Cochair Anne Alston offered thanks to NASAA, the National Endowment for Arts, PDI 2021 speakers and outgoing AEWG members, and adjourned the PDI with a celebratory dance party drawing from the 2020 PDI music playlist.

### Reference Material

- [PDI 2021 Playlist](#)

### Agenda Recap

*All times are Eastern Daylight Time.*

**3:00 – 3:10 p.m.**

**Welcome & Introductions**

AEWG Facilitators: Anastasia Freyermuth and Anne Alston

**3:10 – 3:45 p.m.**

**Artist Performance and Audience Q&A**

Artist: Chontay Standing Rock

**4:00 – 5:00 p.m.**

**Teaching Artists Workshops (Breakouts)**

Teaching Artists: Judy Dow (Winooksi Abenaki), Thameenah "Ty" Muhammad, Carrie Nath, Paula Yamilet Alvarado Ortega and Melissa Parke

**5:15 – 6:00 p.m.**

**Closing Plenary**

AEWG Facilitators: Anastasia Freyermuth and Anne Alston

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