

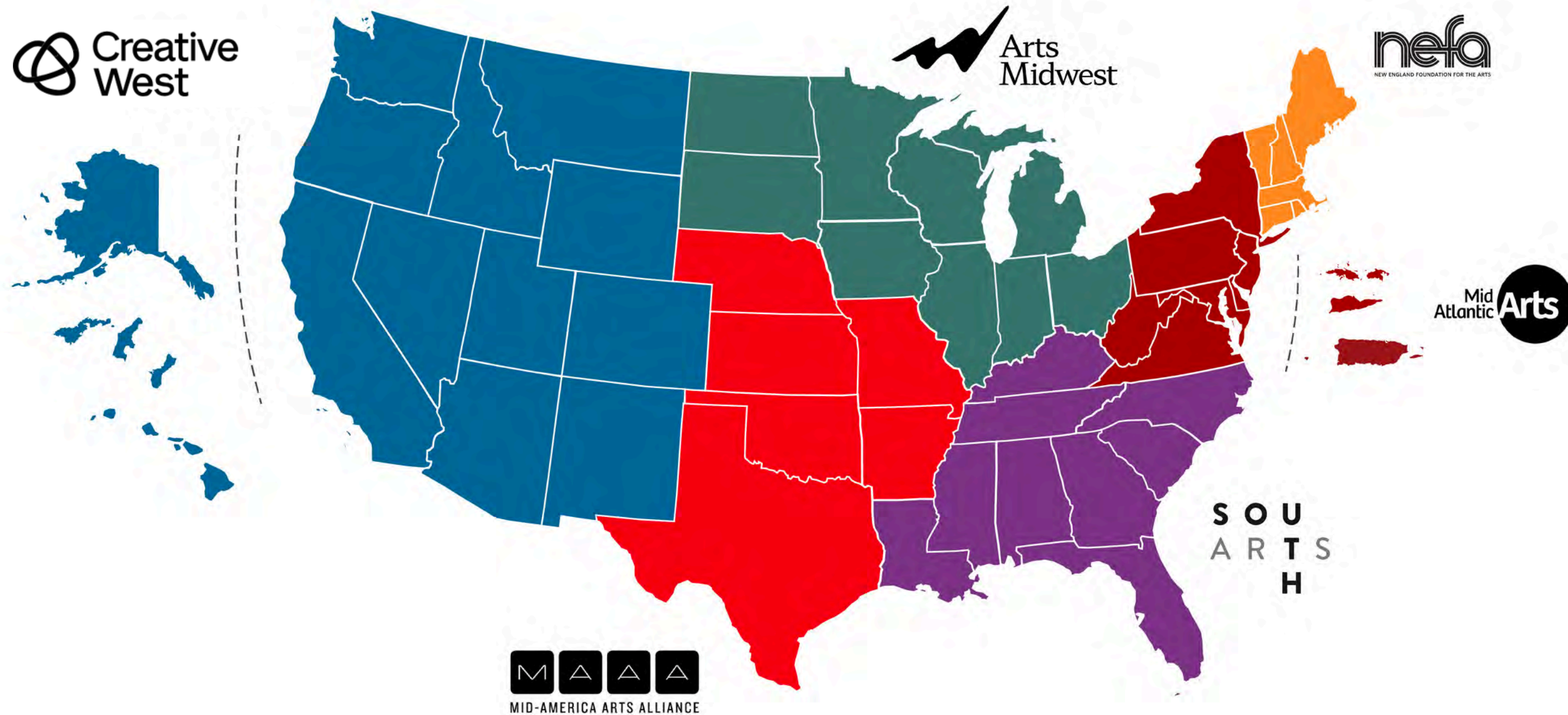
Mid
Atlantic **Arts**

Redefining & Reimagining Professional Development

*Folk & Traditional Arts Community Projects-funded vogue artist the Legendary Khaos Lanvin
Credit: Susan Nagib/ArtsWestchester*

1. About Mid Atlantic Arts

Established in 1979, we are one of six Regional Arts Organizations in the USA



Overview

1. What do we mean when we say Professional Development?
2. Sharing research from the Mid Atlantic region
3. How do you provide Professional Development at your SAA/ RAO?
4. What do YOU need as a SAA/ RAO employee to advance your own Professional Development?
5. Resource Share & Wrap-up



SPI- funded Patria Y Cultura. Photo Credit: Sarah Lewitus

What do we mean when we say professional development?

“Sometimes it feels forced that people in Puerto Rico have to pursue professional development opportunities because they’re considered not professional enough. Changing the title to something like ‘strengthening skills’ or ‘continued learning’ would be better.”

Photo: Sydnie L. Mosley Dances (SLMDances) performs at Dance Place with support from Special Presenter Initiatives. Credit: Chandler Bramstedt.



How does the work I do, or that my SAA or RAO supports, bolster artists and arts organizations in my geographic community?

Where do I want to be investing my time and attention to grow personally, so I'm of service to the people and organizations I care about?



Photo by Sarah Lewitus, La Rosario dance space in San Juan, Puerto Rico

Sharing Research from the Mid- Atlantic Region

Background

Driven by a need to evaluate and update existing programs across various portfolios

Included both publicly- and privately- funded programs at Mid Atlantic Arts

Seven Mid Atlantic Arts staff members involved

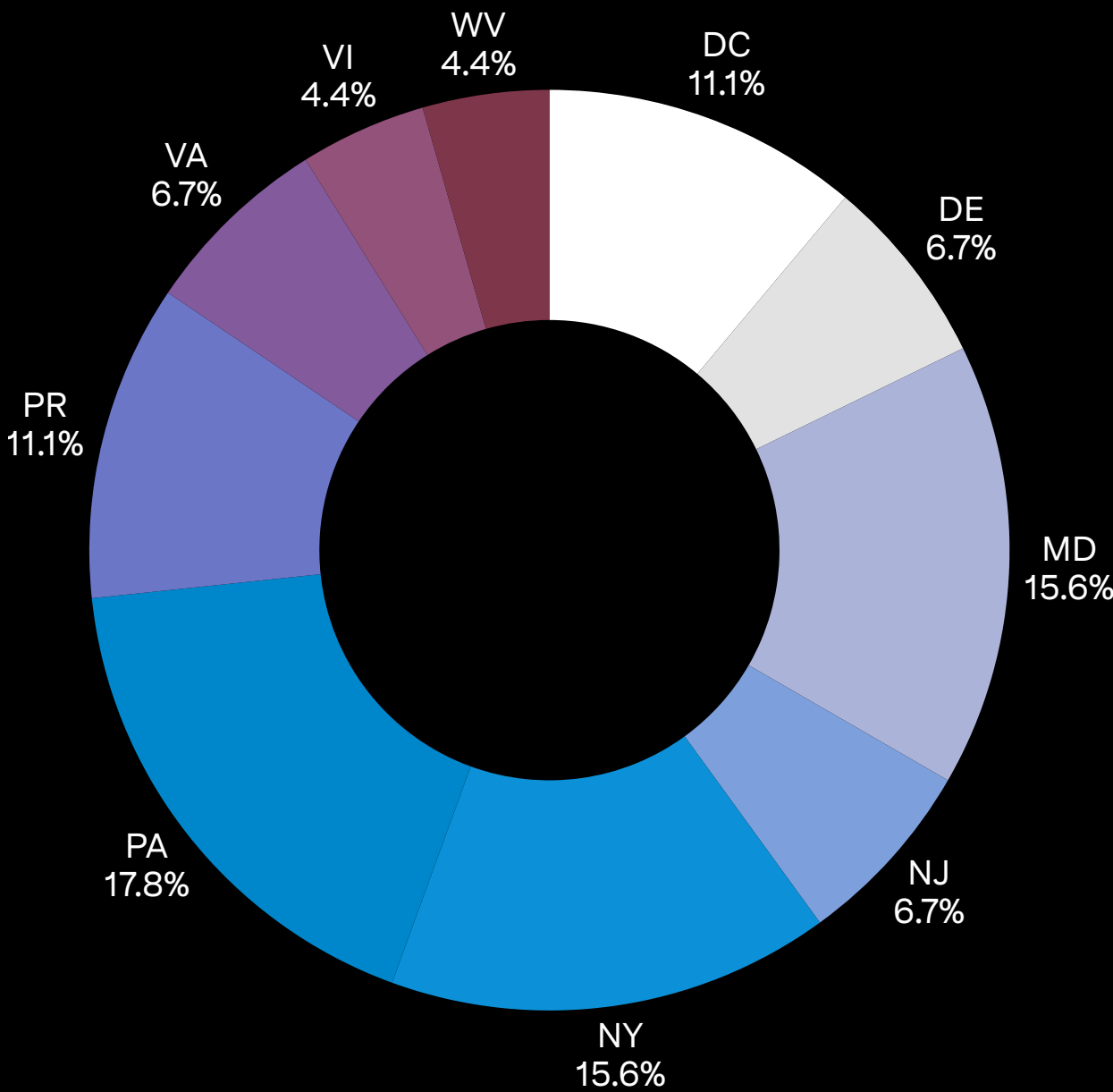
Over 49 Hours of 1:1 Stakeholder Conversations + one group conversation at Maryland State Arts Summit

Participant Overview

(excluding MD Arts Summit Participants)

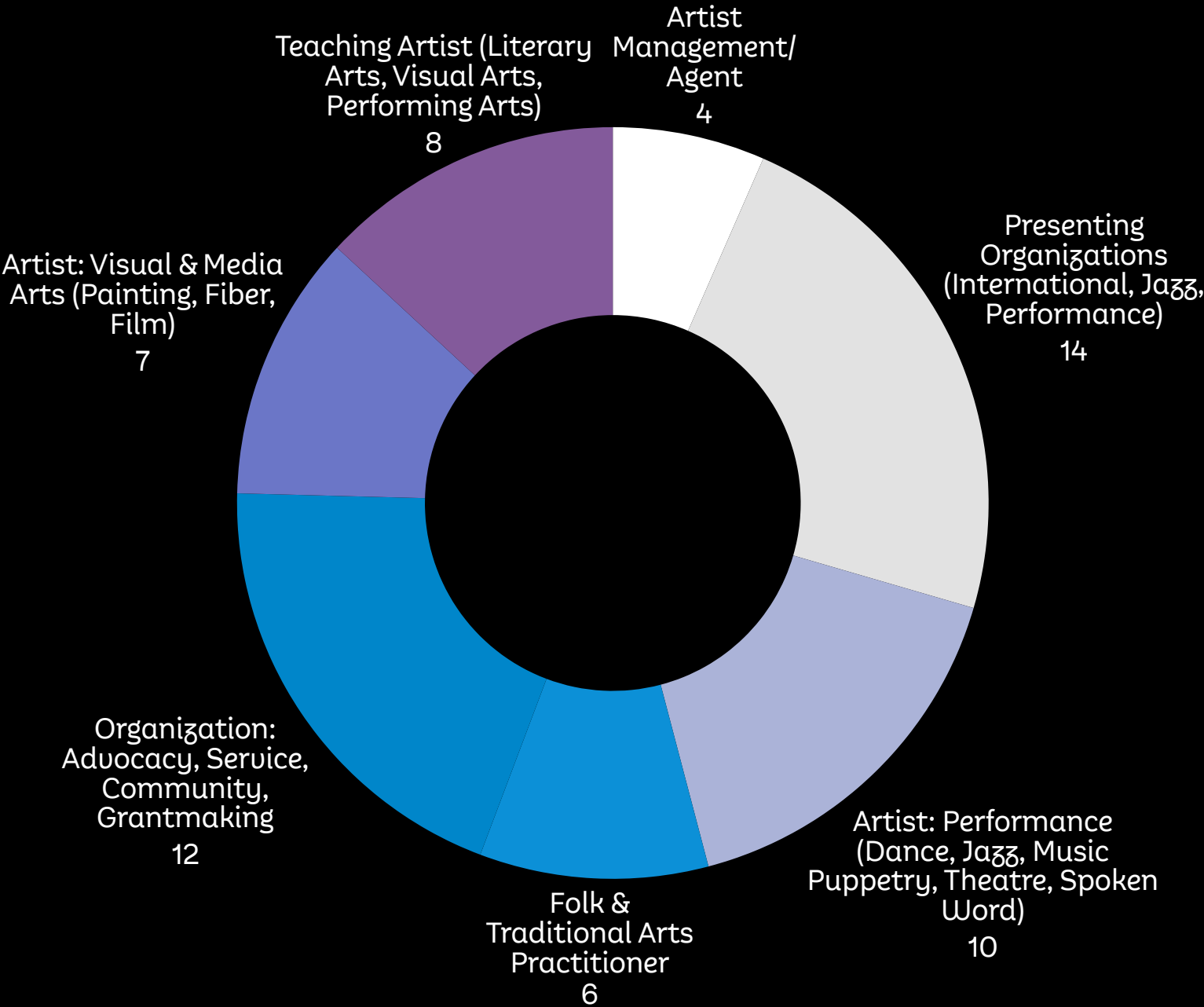


By State



By role(s) in the field

Many participants represent multiple roles in field. The chart below reflects this overlap, with total exceeding 45 participants.



Sharing Research from the Mid- Atlantic Region

Key Takeaways

Barriers to Engaging with Professional Development

- Time
- Cost (prohibitive for individual and not provided by organization)
- Travel/ housing expenses during PD experiences
- Covering existing responsibilities/ expenses while participating in PD
- Time spent researching opportunities and writing applications for PD takes away from creative practice
- No time/ resources to vet opportunities; make sure they are worth the time
- Confidence to apply

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Key Takeaways Continued

What type of Professional Development is needed?

Personal & Community Care

- Connection & mentorship with peers
 - Authentic networking
 - Finding future collaborators
 - Hear how others have succeeded in the field
- Emphasis on Lifelong Learning (rather than one-and-done)
- “Cultivating healthy stillness”
- Support during major life and career transitions

Technical & Professional Skills

- Early- career support/ entering the field
- Appropriate resources for developing new work
- Support for entrepreneurship
- Travel support for conferences or otherwise out-of-reach in-person opportunities
- Subscription services (memberships, website domains, software/tools)
- Embracing AI responsibly
- Financial literacy
- Measuring personal growth; quantifying knowledge and certification

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Key Takeaways Continued

What type of Professional Development is needed?

Storytelling, Sharing, & Promoting

- Platforms for work
- Social media support

Addressing Systemic issues

- Maintaining DEI focus throughout work
- Advocacy
- Healthcare
- Organizing for more economic & political power as artists
- Equitable internship opportunities

Poll

- My SAA/ RAO Currently Provides Professional Development Programs for Artists and/ or Arts Organizations
- My SAA/ RAO Currently Provides Professional Development Funds for Staff Learning
- My SAA/ RAO is interested in growing its Professional Development offerings for constituents



Photo: Fiber artist Elvira Clayton at the Watermill Center, NY. Credit: Lily O'Neil.

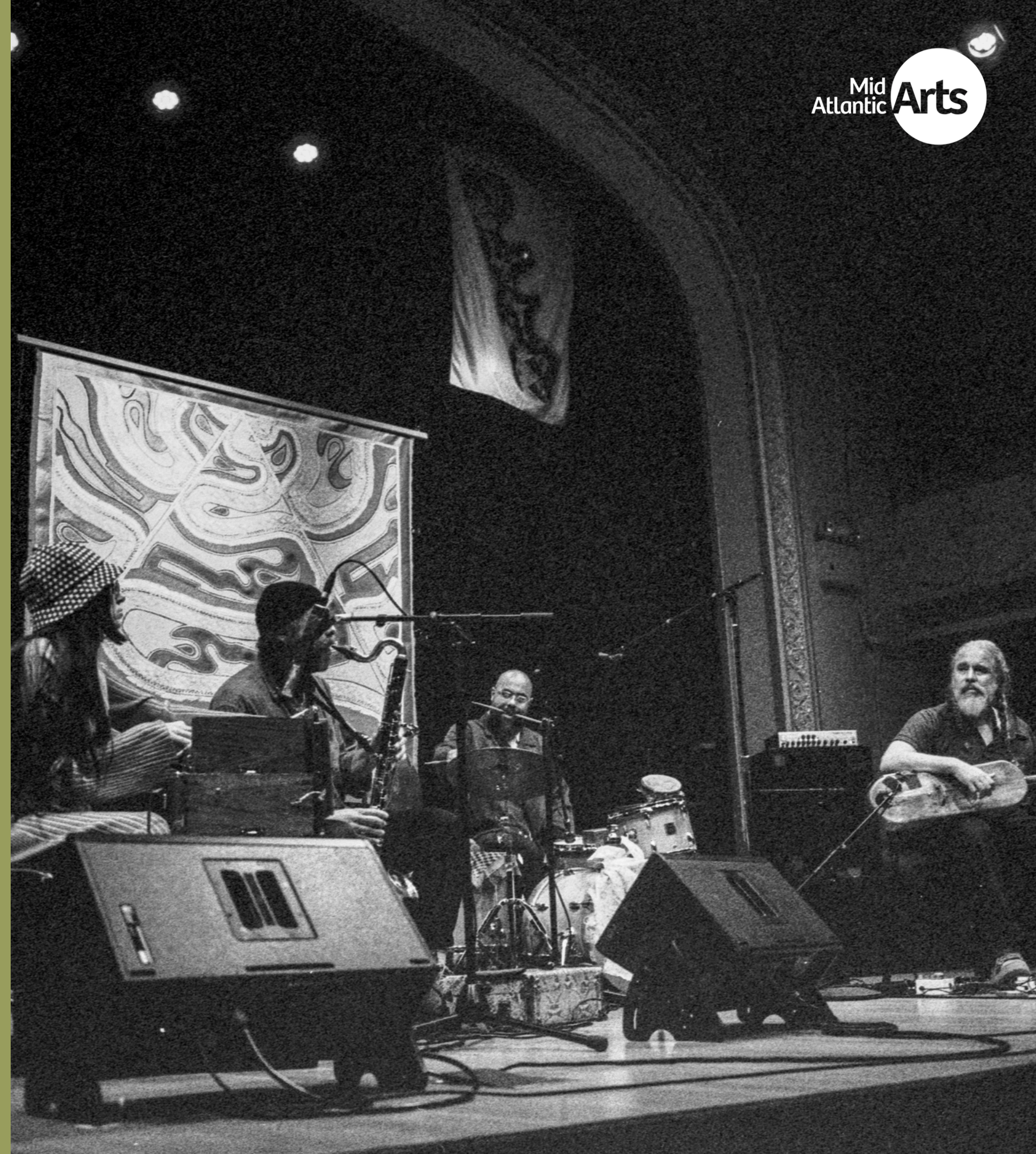
Conversation

- How does your SAA/ RAO offer Professional Development to the field?
- What is working well within those programs, and where might there be room to grow?



Breakout Rooms

- What PD opportunities would you like to see your SAA develop for the field?
- What PD opportunities do YOU need for your practice?



Resource Share



Photographer: Beau Gordon. Grantee: Ars Nova Workshop (PA). Artist: Natural Information Society & special guests (Ari Brown, Marshall Allen) - JTN

Stay in Touch!

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Manual Cinema performs at Purchase College Foundation (NY) with support from ArtsCONNECT. Credit: Luis Vaccaro.