

June 22, 2020

2:00PM- 4:00PM

MAEA Meeting

| Attendance: | members/ community: | |
|---------------------------------|---------------------|---------------------|
| MAEA Council: | Megan Maher | Virginia Bute-Riley |
| Sarah Neubold | Ryan Twentey | Emily Aumaitre |
| Rachel Valsing | Valerie Poole | Vanessa Lopez |
| Christopher Whitehead | Precious Blake | Vernon Fains |
| Gino Molfino | Catie Russo | Paula Liz |
| Sherri Fisher | Pam Ehrenreich | Lindsay Miller |
| Katherine Hess | Jemil Miller | Michelle Shrum |
| Michelle Katz | Caitlin Winegrove | Jessie Nathans |
| Meghann Harris | Jennifer Espinoza | Adriane Pereira |
| Sam Nachlas | Monica Rastegar | Mary Ellen Carsley |
| Lisa Stuart Whitehead (NAEA) | Kate Heuston | Susan Michel |
| | Kristen Filipovich | Michelle Puhl-Price |
| | Cassie Mulheron | Jessica Cowan |
| | Skip Sensbach | Courtney |
| | | Erin |

MAEA and Black Lives Matter

Sarah Neubold- Welcome. We are meeting to talk about how we will move forward. The first hour will be about race, equity, and inclusion. The second hour will be about the Fall Conference. I believe in distributive leadership- the smartest person in the room is the room. I recognize our role as the council but am not relying entirely on elected leadership. Because of the size of our group please use the raise hand option to speak. Here is a link for guidance about respectful conversations:

From MAEA President : <https://wepair.org/wp-content/uploads/2017/05/Guide-to-Respectful-Conversations.pdf> (opening for comments)

From jemil.miller : Hi everyone!

From sfisher7 : nice to see you Jemil

Rachel Valsing- I think we should begin by looking more carefully at race in our membership demographics and the teachers in our state.

Sherri Fisher- We could gather more demographic information about members when they register.

From Meghann Harris : Greetings folk!

From Meghann Harris : Great idea Rachel

From Lisa : We can give that feedback to NAEA

From Lisa : They would have to add it to the membership renewal form

Meghann Harris- I worry are we best representing our state? Our monthly meetings are attended by mostly white teachers. I also think we should look at our awards and balance that representation across the state.

Sarah- I am hearing more diversity on the council and in membership. Also gathering membership information during registration and revising the renewal form.

Jemil Miller- How does MAEA work for underpaid teachers? Teachers working in underserved communities? The national conference especially has a lack of representation. I openly and actively encourage people to go to the conferences.

From Cassie Mulheron : I have invited friends but they are not comfortable or willing to invest based on prior experiences

Lisa Stuart Whitehead- NAEA can be asked to add demographic questions to the membership renewal form. (which will be sent to MAEA when members renew) Also, the NAEA board elections are very soon. We need to tap folks to run for positions. Increasing diversity is difficult when the state council is not diverse because council experience is considered in the applications for the NAEA board. I have been working to increase diversity in teaching staff by hiring uncertified teachers and Jemil works with them over two years to learn classroom teaching. How can we support this pathway as an organization?

From jemil.miller : Hi Sherri!!

From Lisa : Cassie— what are some of the comments out there about why MAEA is not an organization they see themselves in? Did they not feel heard? Do they not like our programs? etc.

Cassie Mulheron- I was conditional when first hired and certified within the first year. Maryland can do more to show there is diversity in our profession. There is a tokenization of people of color in the community. Access is difficult and people give up. We need to think more about change from grass roots.

From sfisher7 : Thank you Cassie

From Lisa : MAEA Could 1. Lobby with MSDE to lengthen the 2 year conditional to 3 years

From Lisa : It is literally impossible to teach full time and take classes needed for certification

Emily Aumaitre- We need to let people know that MAEA exists; also consider waivers for first year teachers.

Sarah- NAEA offers a discount for first year teachers. Their registration is tied to the state registration.

From Megan Maher : building connections individually.

From Cassie Mulheron : Visibility. Financial relief (scholarships, grants, etc). It starts at the National level and trickles down. In order to be a MAEA member, you have to be part of NAEA.

From Lisa : Last year— I hired 55 new teachers and 25-30 of them were uncertified. They can not afford a \$95 membership on top of paying out of pocket for their teacher certification courses.

Sarah- What are some strategies that would be more inclusive?

Vanessa- Yes the problem is bigger than MAEA. Change will require different work from different people. Maybe we can play with numbers for accessibility and looking at economics. A poll could be sent out seeking demographic information. How do we change policies, the board, the curriculum, our interpersonal connections? Looking at the culture of the organization is required. What feels white about the culture of the organization?

From Lindsay Miller : Could the monthly meeting rotate around the state to access more people?

From Meghann Harris : I honestly think it should just be online

From Meghann Harris : We're all ending our school day and not able to always get together

From Meghann Harris : Twice a year or four times it could be in person and otherwise online

From Gino Molfino : Good to see you all today. Lindsay that is a great idea. We have been running in person with live access for the past year / year and a half and that is a possibility for certain.

From sfisher7 : i like that idea meghann

From Lindsay Miller : right! yeah all virtual! great point

From Cassie Mulheron : Online is best accessible for all

From Meghann Harris : Gino, I agree that's the practice that we've kept — the drawback is if you're the only virtual person in our current model, you feel out of the loop

From Meghann Harris : If we were all virtual, it would give greater access

From Gino Molfino : Megan - completely / totally AGREE - Online is a great deal easier to schedule and access.

Monica Rastegar- We always hold meetings in the schools that are most beautiful and visible; when that changed in BCPSS meetings were more diverse; the majority of teachers don't attend the state conferences at my school. Could Reginald F Lewis be involved in PD? They do great work with Terry Taylor as their coordinator.

Caitlin Winegrove- joining MAEA was not immediate for me- like Cassie related. How do you change the culture and make members feel welcome? New members are uncertain about the roles and their role. I appreciated the opportunity to break off and learn about the different divisions at the conference. I appreciate having sessions that are focused in what we are experiencing professionally and having this conversation to name the issues we are facing in ED&I.

Emily- We need to try to get the people we work with to join in the organization. Trying to get together as a group with free events. A chance to get together and see the people we are working with. It shouldn't be just once a year, not just in one area. I appreciate the Friday art making sessions (in Montgomery County) for people that need hours.

From Vernon Fains : First, thanks for sending out your, MAEA's, statement of support for equity and equality. I personally could do a better job in recruiting members for NAEA/MAEA. Are there programs/PD particularly for newer educators? How could we better support them?

From sfisher7 : virtually art making and chats

From Michelle Katz : I love that idea!! Virtual art happy hour :-)

Jemil- We are going to have a lot of kids coming back in a lot of situations. How to engage in dialog with our students that does not make them feel on the spot. After Roots was published, race riots were going on my school system and there was not dialog. MAEA could take leadership in how kids are going to feel returning to school. I think it should be a multi-ethnic team of people. I would love to be part of it.

From caitlin winegrove : Jemil, I totally agree that we can and need to use this summer to prepare for next year in a new way. Maybe that looks like a resource tool kit for educators to self-pace learn, or a courageous conversations series where we discuss this with each other, talking points for teachers etc.

From Rachel Valsing : Yes! Focusing on our students needs!

From caitlin winegrove : also, specifically the intersection of art making and processing socially/culturally significant events - we know kids will be expressing their thoughts and feelings about this shift, and we should be prepared to respond and support

From Vernon Fains : How can we support authentic student voice and expression as art educators in the fall...without retaliation or censorship?

From jemil.miller : I think it should be a multi-ethnic team of people

From jemil.miller : I would love to be part of it

From caitlin winegrove : Absolutely - to the point about avoiding tokenism and representing our teaching population accurately, it should be a diverse team

From Lisa : We can form a sub-committee

From caitlin winegrove : Lisa, is a sub-committee voted on or purely volunteer appointing?

From Lisa : If we want to start it sooner, rather than later, it needs to be voluntary but making sure we check that it is well rounded

Meghann- a task force would be important and who is leading is important. How can we stay ahead of the issues and not behind the issues. We might not know an immediate solution but be ready to work on one together

Katherine- Would people be interested in having a sub-committee who tried to put out a document or toolkit for teachers - I would be happy to make it a Gazette issue and put it out to our membership. I have no hand up button.

From Meghann Harris : Folx, I unfortunately have to leave you for an interview but thank you very much for having this discussion. If anyone wants to update me on what steps we decide on taking after this, shoot me a text: 240.477.2229

From Meghann Harris : (Thank you Rachel for the notes — I'll hit you up!)

From Christopher Whitehead : Will do

From Christopher Whitehead : Bye Meghann

From Lisa : the committee might formalize a group that could be voted on later

From Katherine Hess : Would people be interested in having a sub-committee who tried to put out a document or toolkit for teachers - I would be happy to make it a Gazette issue and put it out to our membership. I have no hand up button.

From jemil.miller : Yes Katherine

From Paula Liz : I am working on making a resource

Catie- The best resources can be resources for all. The website could be updated/ There is no combined place for resources that are updated. If I were to promote the program to my peers, I feel that there is not enough buy in. Bringing resources together would enhance membership. I would love to see the website bring those together. Kids want to have discussions about race and they are difficult but the kids will thank us for it.

From Paula Liz : I have started a site with resources and plan on adding sections about leading conversations and more

From Christopher Whitehead : Paula - you will share when done?

From jemil.miller : Resources are critical, people also need to be heard and hear from people who can answer their questions.

From jemil.miller : How we engage and train the kids will impact the world we live in 10 years from now.

From Cassie Mulheron : I think that more colleges and university partnerships would be vital. As a person who grew up and attended Undergrad in Virginia, the only school that seems to get spotlighted is MICA and more recently Towson. Educators come from everywhere. How can we draw in members from other trajectories?

Vanessa- There is also something else that happens outside of the resources that is human interaction. Examining the culture of the organization requires conversation. Once recruiting more teachers will they feel they belong here? Let's not entirely intellectualize race. White people need to articulate whiteness.

Michelle Puhl-Price- has there ever been a mentorship program for new art teachers?

From caitlin winegrove : I think it can be both - resources for teachers to access on their own but also yes! Dialoguing about things can be so much more impactful than reading something alone

From Vernon Fains : Catie, we need to have those conversations before we meet students again. It also requires a lot of self-work.

From Michelle Puhl-Price : has there ever been a mentorship program for new art teachers?

From Rachel Valsing : There was programming for new teachers in the past

From Vernon Fains : Pizza and a Pro was nice.

From Christopher Whitehead : Cassie - I will try to clarify

Lisa Stuart Whitehead- MAEA has hosted free community events and they have been low attended. Bringing people together from all over is challenging

Sherri- Our newest educators are very overwhelmed and travel, extra programming. To Jemil's comment, we could harness more participation virtually or utilizing other platforms.

From Ryan Twentey : MAEA seems to have very "open-ended" goals within the mission statement. Hard to apply them to what we're working towards. Build specific goals within those overarching themes that we can get behind so it's not about "my room, my practice, how do I find why this is important to me"... but our room, our practice, we're getting this accomplished in the state of MD - if you're a part of this organization, you're working towards x.

From Christopher Whitehead : Ryan - Good point, may need some more specifics in our goals

From caitlin winegrove : Then that would also clarify for new or potential members why to join and what the benefits of belonging to this professional organization are

From Gino Molfino : this would also drive the individual work and clarify the roles of the different positions that would allow for Megan's point earlier about tasking individual people.

From Emily Aumaitre : Getting people to come together from being distances is hard but doing smaller activities and develop relationships that way can eventually grow to bigger groups. Recruitment can't stop just because turnout is small.

From Vanessa Lopez : All. Thanks for the initiative and dialogue. Need to head to another meeting. Stay healthy and safe.

From Christopher Whitehead : Vanessa - stay safe - nice to see you

From Gino Molfino : good to see you vanessa!

From Rachel Valsing : Good to see you Vanessa!

Sarah- the change in leadership will be in the fall. Our work over the summer could be clarifying roles and responsibilities. What are the jobs and roles we need people to do?

From caitlin winegrove : Relationships is what it is all about. Any MAEA thing, including this meeting, I've attended because I've been directly invited by a more active member (with the exception of the conference). How can we leverage the relationships piece to reach out more?

From Christopher Whitehead : Caitlin - yes relationships hold us together

From Michelle Katz : There is a facebook group— Art Teachers Making Art (I forget the exact name), but it's blossomed into a great space with mostly Maryland Art educators— that could be one space where we post to try and encourage people to join MAEA (and attend events). My guess is that people in that group would be likely to find the MAEA community useful.

From Michelle Puhl-Price : the zoom aspect is perfect. I wasn't able to attend the meetings because of my work/kid schedule.

From Vernon Fains : Good Idea to include MAEA in NTO. Celebrate the value of membership.

From caitlin winegrove : It is called "Art Teacher's Art

From Katherine Hess : NTO?

From caitlin winegrove : new teacher orientation

From Katherine Hess : I agree with including it in new teacher's orientation, but then also re-mentioning after new teachers have had some time to settle in a bit.

From Christopher Whitehead : Katherine - agreed!

From caitlin winegrove : Also @Jennifer, to your point about the "hook" of going to the conference, it might be beneficial to follow that up with a specific reach out to new members or new attendees to understand their experience and potentially improve on the experience for all. Similar to the follow up surveys online but more in depth

From Vernon Fains : Yes...one on one conversations.

From Cassie Mulheron : Going off of what Jemil is saying. MAEA should think past cost. Free venues. Parks. Up and coming local businesses. Places that would allow for free as a fundraiser for local group. simultaneously having events in different areas. potluck. make and take. flea markets. swaps. etc.

Christopher – We've spent a lot of time looking at Towson and MICA as a source of membership. How do we reach folks outside of that community?

Kristen Filipovich- I think it's important to include people who are not here.

Sarah- Can we continue to rotate the conference to different regions?

From Erin : Thank you for that from Frederick :)

From Christopher Whitehead : @Cassie - good point - more research into free venues

From caitlin winegrove : Can MAEA help facilitate ride share or other transportation or virtual access options for parts of the state that are far away?

*From caitlin winegrove : for the conference**

From Gino Molfino : I think that having specific discussion topics for those meet-ups to get or gather membership information would also help drive those meet-ups.

From sfisher7 : Gino I agree

From Christopher Whitehead : @Gino - agreed unless it will further reduce who attends because they are not interested in that specific topic

Jemil- There is a lot of stuff that is never talked about. I would love to speak with a diverse group to unpack the ugly stuff.

From Cassie Mulheron : Jemil-unconscious bias training

From Vernon Fains : Microaggressions and Implicit Bias trainings.

From Christopher Whitehead : @Vernon agree but we need to have trainer that have authority in those topics

From sfisher7 : Vernon- Maybe that could be something we could build some professional develop on to support educators across the state

From mrastegar : We did some meetings like that years ago at the public charter school where I worked. It was parents and teachers. I was so painful and so helpful.

From Lisa : Lets get Wanda Knight to come back and facilitate a discussion!

From jemil.miller : Hi Cassie, Im looking into a program at Cornell and one other location

From sfisher7 : Lisa, that would be great- could we get her to lead a virtual conversation

From Vernon Fains : Sherri, I agree. I'd be happy to help with it.

From Lisa : Absolutely !

From caitlin winegrove : Happy to participate where ever is needed

From mrastegar : Thank you so much all for this important conversation. I have to head out now.

From Rachel Valsing : Great idea- I would be happy to help/ participate

From Cassie Mulheron : It can be overwhelming. I presented for the first time this past year. It wasnt even on ED&I. unfortunately I only had a small group of mostly cheerleaders (Thank you Lisa and Michelle). I have rated NAEA submissions for sessions. We need more diverse presenters from outside of our system. Perhaps trade speakers for states?

From Vernon Fains : Christopher, I am trained in equity work for NEA Leaders for Just Schools.

From Christopher Whitehead : Great!

From jemil.miller : Bless you Sara

From Christopher Whitehead : Just as with any topic we offer workshops in, we need to make sure we have appropriate information. We are not all experts on all issues. Specific training such as yours needs to be utilized.

From Christopher Whitehead : @Vernon

CONFERENCE

Sarah- Rachel had attended and presented at MCA's online conference in May, and she had some feedback to share.

Rachel- I learned a lot. The platform they used is called Crowd Cast. There are some drawbacks to it, but it gave a "conference" feeling in providing sessions that you could register for. When you registered for a session, three or four presentations would be going on simultaneously that you could join without having to leave the session. The attendance seemed high- there were about 300 attendees in my session and 60 attended my presentation. Considering the time of the conference was interesting- it was held during the afternoon over four days. Also the structure- the conference was free and presenters were paid.

(adding this after the meeting)- there was also tech support for presenters. Each presentation had a staff person from MSAC or MCA assisting with moderating the chat, presenting powerpoints, or helping is there was a panel of speakers.

Caitlin- Looking at online options could give more access.

Lisa- Are going virtual? Could it be free?

Sarah- the consensus is that we are going to make the best virtual conference possible; looking at a zoom platform

From Lisa : This is a good idea to look into! Adobe Max is going virtual and free in October. This is monumental and this could really be a way for us to re-connect with all art teachers in Maryland!

From Cassie Mulheron : I think it is important that we also share these different conferences with art educators. Art is universal and we need to expand into other realms.

From Lisa : Maybe moving forward there will always be a "free" section of our conference?

From Christopher Whitehead : @Cassie- Yes!

From Michelle Katz : @Lisa maybe we could also record or live stream parts of future in-person conferences as well

From Cassie Mulheron : @michelle- Great idea! especially when we have concurrent sessions

From Christopher Whitehead : free to members?

From Megan Maher : even charging less like 20 might be really helpful.

From Valerie Poole : Free Swag boxes with art material samples and information.

From Ryan Twentey : What do our dues go towards from our memberships? I agree with going free.. If it's mainly for print media, change to two tiers - membership is free to be a part of the MAEA family; want print media, then there's a fee. There will be less money overall, but also less printing overhead - PDFs are great...

From Christopher Whitehead : @Ryan - Budget is posted on website

From Katherine Hess : There are a lot of conferences that record sessions and/or speeches, but then they release them after some time to everyone, or members who didn't attend.

From Cassie Mulheron : There has to be money somewhere. Grants. Fundraisers. Sponsors (culturally relevant)

From Christopher Whitehead : @Cassie-agreed

From Lindsay Miller : Do some counties still not have the PD day off? We should also consider the timing of a virtual conference based on teachers who might not have a paid PD day off

From Christopher Whitehead : @ Lindsay -MAny of the countys do not have it off anymore

From Christopher Whitehead : But who know what this fall willbring?

Ryan- What do our dues go towards from our memberships? I agree with going free.. If it's mainly for print media, change to two tiers - membership is free to be a part of the MAEA family; want print media, then there's a fee. There will be less money overall, but also less printing overhead - PDFs are great...

Christopher- the budget is posted on the website

Gino- we need to be aware of our work as volunteers. My position is a middle man and we should balance those best practices that we receive as initiatives from MSDE, AEMS, etc. We have to be really carefully aligned with NAEA and the 24 different districts. We have to be careful and fluid in how we handle these issues moving forward. I think a lot of you have mentioned grass roots efforts. We are all bringing what we can to the table.

From Cassie Mulheron : Thank you for including me in the conversation. Gino makes a great point about being a volunteer. Most of us have our hands in many different things. It is difficult to be spread thin. I wish I had joined sooner, but MAEA is planting seeds. They might take a while to grow, but when they do, all the groundwork will be worth it. I do have to go and will hopefully see all of you again soon. I look forward to the notes. I think they should be shared with all of MAEA so they can see what is being discussed. complete transparency.

From Cassie Mulheron : Thank you for taking notes, Rachel.

From Christopher Whitehead : @Cassie - our meeting minutes are available for all to review

From Megan Maher : Thanks for all your hard work!

From Lisa : We could also offer a "pay what you wish" fee

From Michelle Katz : Could we consider sharing a link to minutes via email in the future? The conversations that we are having (especially today) are important and removing the barrier of having to search for the minutes could be useful!

From caitlin winegrove : Or a pay it forward/community contribution

From Lisa : @Paula- what platform are you using?

Paula Liz- I am doing an online conference for 2000 teachers tomorrow. And I would be willing to help

Sarah- we have independent schools, higher education, museums as well

Christopher- we could be eliminating many of the conference costs; paying presenters would be against the structure of NAEA

Sarah- discounts to presenters on the registration has been a way of compensating them

Lisa- presenters outside of the organization are compensated

From Emily Aumaitre : What is the conference that is happening tomorrow, Paula?

From Precious : It may also be helpful to bring up to the national organization why they don't pay their presenters - and change that practice.

From Lisa : @Paula can you put the link in the chat?

From Christopher Whitehead : NAEA costs \$900K without paying presenters

From Precious : Thank you for that.

From Christopher Whitehead : Keynotes can be paid

From Christopher Whitehead : if nonmembers

Susan Michal- hiring the keynote is very expensive; If you do continuing ed, if you align yourself with a university, and have members take courses or get involved in research, it would be a way to make partnerships and gain presenters

Sarah- we do offer CPD credit for conference attendance

Gino- what are the tasks moving forward?

Sarah- if you would like to be involved in planning the conference, we could use your help.

From Gino Molfino : SO...what are the tasks moving forward?

From Gino Molfino : What can we pose to those that are here to look into as we move forward? Or is that something that the board will determine moving forward?

From Lisa : I vote Jemil for Conference Chair!

From Christopher Whitehead : You cant vote for someone else

From sfisher7 : I have to leave. Thank you for making this space. Wonderful to see new and familiar faces. Be well

From Rachel Valsing : Bye Sherri!

From Christopher Whitehead : Bye Sherri!

Catie- Is there any write up of our roles and responsibilities? I would love it if members knew what the roles and responsibilities would be for the conference.

Christopher- we have taken lots of different roles and responsibilities and moving forward they could change

Sarah- they are in the bylaws. You can update them every two years.

Jemil- Is there something specific that I can do toward bringing awareness to this organization?

From caitlin winegrove : Great question Jamil -- what would be the "elevator pitch" for joining MAEA?

From Christopher Whitehead : @Caitlin - we all have our "how we got started" speech but less about what the MAEA does for members

From Lisa : One suggestion I would make is that each person on this call— invite someone new to the next call

From Christopher Whitehead : @Lisa- YES!!

From jemil.miller : When is the next meeting

From Rachel Valsing : Good idea! And let's follow up with everyone who contributed to this conversation with ways to be involved.

From Christopher Whitehead : All Member Meeting!

From Vernon Fains : Thanks all.

From Catie Russo : in the email you send out have a "how to get involved" section so we can gander where we can support moving forward

Sarah- you get out of it what you put in. Until we get our members involved, we are going to stall out.

Jemil- I think that is helpful because many could view it as a union affiliation.

Lisa- One suggestion I would make is that each person on this call— invite someone new to the next call

From Catie Russo : another month is good (for the next meeting)

From Kristen Filipovich : good to see and hear from you all - I have to tend to my 9 year old- take care

From Christopher Whitehead : @CATie - good idea

Sarah- The retreat is scheduled for August 6 that will be our next meeting.

Gino- one of my greatest fears is that every district is going to do something different. Our superintendants are trying to work together. Watch out I have a feeling we're in for a rough ride in August

Katherine- We are having a student gallery blog post for Black Lives Matter and Quarantine Art

Christopher- many teachers might have difficulty getting permission to share artwork.

Sarah- we're also accepting teacher artwork on a rolling deadline.

From Ryan Twentey : Have a great evening everyone!

From caitlin winegrove : Thanks everyone for a great conversation today!

From Christopher Whitehead : Bye y'all!!- great to see you!

From Catie Russo : Thank you to everyone!

From Rachel Valsing : Wrapping on the minutes now, and I will send them. Thank you everyone!

From jemil.miller : Nice to see everyone

From kheuston : Thanks!