



# Ingenuity ArtEd Leadership Advisory Committee (ALAC)

## Introducing ALAC

Chicago's arts education sector is at a critical juncture as we emerge from the pandemic and rebuild. Leveraging our collective accomplishments over the past ten years, Ingenuity is reframing our vision for community engagement into one ArtsEd Leadership Advisory Committee (ALAC) that will further inform and hone our collective impact strategies to drive change in CPS arts education over the next ten years and beyond. Rather than three separate Collective Impact Panels, a single ALAC will convene 15 cross-sector leaders in the arts education ecosystem. Representing the diversity of Chicago's arts education learning community and the CPS system, this group will provide strategic direction for the collective impact initiative and champion its work.

## Purpose of ALAC

ALAC will play an important role in catalyzing stakeholders around our common agenda of arts education equity in Chicago Public Schools. ALAC members will drive our impact by focusing on the relationships between arts education providers, CPS, philanthropy, and Ingenuity, and underpin the progress toward our shared objectives. They will do this by providing leadership and guidance around the specific elements necessary for collective action to succeed: a common agenda, shared measurement systems, mutually reinforcing activities, continuous communication, and backbone support organizations.

ALAC will:

- Ensure that those most impacted in Chicago by arts education challenges have a common understanding of the problems and a shared vision for change by actively contributing to the design and implementation of solutions (**Common Agenda**).
- Model shared accountability by collecting data and measuring results, and engaging the sector as an integral part of data-driven processes to achieve better results (**Shared Measurement**).
- Coordinate a joint plan of action and differentiated approaches to solving the problem by contributing feedback on strategy, alternatives, analyses, and decisions related to new or existing programs or services, both internally and externally (**Mutually Reinforcing Activities**).
- Focus on building greater trust with stakeholders by opening a cycle of consistent communication where community members own and help produce the result will lead to greater impact (**Continuous Communication**).
- Ensure that Ingenuity dedicates its resources and experience in actively convening and coordinating the arts education sector (**Backbone Support**).

## Structure, Roles, and Responsibilities

The structure, roles, and responsibilities of ALAC members are different and distinct from Ingenuity's Board of Directors. While members of ALAC may be entitled to vote on decisions within ALAC, they do not carry the same legal responsibilities and authority to govern the organization, and are ultimately subject to the direction and control of the Ingenuity Board of Directors.

ALAC will be composed of three Ingenuity Program Directors (Data & Research, Advocacy/Communications, and Partnerships & Learning), 1 Chair, 1 Secretary, 9-13 Members, and CPS Department of Arts Education representative(s).

## **ALAC Member:**

Nine to thirteen members will hold one or two-year terms to ensure year-over-year continuity of leadership. These individuals will be selected by Ingenuity to perform the following activities:

### **Strategic Guidance and Vision**

- Create and execute a common agenda for the Committee's work, including problem definition, goals, and indicators.
- Monitor progress against Committee benchmarks.
- Advise and, when appropriate, participate in organizational initiatives such as strategic planning, diversity, equity, and inclusion efforts, communications and advocacy campaigns, fundraising campaigns, etc.
- Participate in the confidential pre-release review of the State of the Arts (SOTA) report, a comprehensive analysis of annual artlook® Creative Schools Certification data.
- Use data to inform strategy development and learning.
- Contribute to strategies of Ingenuity's key pillars of programming: Data & Research, Partnerships & Learning, Advocacy & Communications, and the Creative Schools Fund.
- Foster connections within and outside ALAC (e.g., with other community initiatives) to ensure coordination and efficiency.
- Engage in application review and/or recommendations to the Ingenuity Board of Directors regarding bi-annual Creative Schools Fund grants.
- Surface key questions and issues / challenges of the sector which are barriers to arts education equity.

### **Sector Leadership**

- Champion the collective impact mission broadly in the community and ensure that community aspirations and concerns are considered at every stage of planning and decision-making.
- Where relevant, align the work / interventions of the ALAC member's organization to the goals, indicators, and strategies.
- Engage existing assets to implement solutions.
- Share and leverage data for action by utilizing and amplifying artlook® data.
- Participate in sustaining the sector's capacity and energy.
- Commit to providing ongoing guidance to Ingenuity as we work with the sector to implement the common agenda.
- Attend all meetings, conference calls and related functions, including special events and/or community convenings.
- Be informed about Ingenuity's mission, services, policies and programs.

- Assist with organizing broader arts education community convenings.
- Suggest possible nominees to ALAC who can make significant contributions to the work of expanding quality arts education.
- Inform others about ALAC's work.
- Serve on subcommittees or task forces formed to address emerging needs and topics.
- Keep current on developments in the arts education field locally and nationally.

### ALAC Secretary:

The Secretary will hold a one-year term. In addition to fulfilling ALAC member responsibilities outlined in this document, one Secretary will be selected by Ingenuity to perform additional activities:

#### Documentation, Agenda Management, and Communication

- Work in collaboration with the ALAC Chair to draft and distribute the monthly agenda to ALAC members in advance of meetings.
- Take the minutes of meetings and record attendance of members.
- Distribute meeting notes to the Committee in a timely manner, and ensure that the necessary follow-up action is taken.
- Reinforce Ingenuity-led communications to ALAC members.

### ALAC Chair:

The Chair will hold a two-year term to ensure year-over-year continuity of leadership. In addition to fulfilling ALAC member responsibilities outlined in this document, one Chair will be selected by Ingenuity to perform additional activities:

#### Committee Facilitation and Leadership

- Develop monthly meeting agendas with Ingenuity staff.
- Facilitate ALAC meetings and drive conversation and engagement with ALAC members.
- Coalesce ALAC members around the shared collective impact goals and development of any subsequent work plans based on the goals.
- Deliver quarterly reports to the Ingenuity staff and Board (as appropriate) on ALAC's work, and report feedback to the Committee.
- Convene other arts education stakeholders to ensure ALAC's work is informed by the reality in the field.

## Participation Stipends

- ALAC **Members** are eligible to earn up to \$1,500 a year for actively participating on the Committee.
- The ALAC **Secretary** is eligible to earn up to \$2,000 a year for actively participating on the Committee.
- The ALAC **Chairperson** is eligible to earn up to \$3,000/year for their active participation on the Committee.

- Stipends will be paid out approximately once per quarter based on participation.
- CPS Department of Arts Education and Ingenuity staff are not eligible to receive a stipend.

## Meeting Schedule and Overview of Topics

ALAC will meet monthly – typically on the third Wednesday of the month – from 5:00 - 6:30 p.m. between September and June. To ensure meetings are convened in the safest possible environment, fully-vaccinated individuals may attend in-person meetings. However, we plan to conduct hybrid meetings, providing both a virtual and in-person option utilizing Zoom as our gathering platform. We will monitor health and safety developments and adjust meetings as necessary and appropriate.

## Application Process and Timeline

ALAC members are determined by an application process. To be considered for ALAC, please submit a completed application by August 20, 2021 through our [application form](#). The following schedule outlines the ALAC application process:

August 2, 2021	Applications issued and nominations begin
August 20, 2021	Application due date
August 23- 27, 2021	Candidates are reviewed by Ingenuity staff
August 30, 2021	Panel members are selected and notified
September 29, 2021	First ALAC Meeting of SY 21-22
June 15, 2022	ALAC term concludes ( <i>for members with one-year terms; members with two year terms reconvene in September of 2022</i> )

## Selection Criteria

ALAC members are determined by an application process; a target member analysis will evaluate each applicant’s geographic region and demographic representation, direct engagement working with and in Chicago’s arts education sector, cumulative arts education experience, and organizational size/budget.

- **Geographic Region:** distribution will be evaluated based on the [Annual Regional Analysis](#), aligned with [Chicago Neighborhoods Now planning zones](#) (created by the City of Chicago’s Department of Planning and Development) to ensure representation is balanced across the city.
- **Demographic Representation:** ALAC will mirror the demographics of CPS and city and/or represent historically disenfranchised groups.

- [City of Chicago Demographics](#): Black: 30%, Latinx: 29%, Asian: 7%, White, non-Hispanic: 33%, Multi-racial: 3%
- [CPS Student Demographics](#): Black: 36%, Latinx: 47%, Asian: 4%, White, non-Hispanic: 11%, Multi-racial: 1%
- [CPS Teacher Demographics](#): Black: 20%, Latinx: 21%, Asian: 4%, White, non-Hispanic: 51%, Multi-racial: 2%

*\*Note: comprehensive data on arts education organization demographics not available.*

- **Direct Engagement:** ALAC will seek members who directly work with CPS students and schools and/or manage people who work with CPS students and schools.
- **Arts Education Experience:** ALAC will consider the applicant's personal, lived experience with arts education.
- **Organizational Size/Budget:** ALAC will seek members representing various sized organizations (as appropriate).

If you have any questions regarding ALAC or the application process, please email [panel@ingenuity-inc.org](mailto:panel@ingenuity-inc.org).

<<[APPLY](#)>>

## Additional Background

Ingenuity convenes stakeholders committed to improving arts education for students in Chicago’s public schools. Since our founding in 2011, we have regularly shaped our work through input from our Collective Impact Panels in Data & Research, Advocacy, and Partnerships & Learning (P&L). In 2010, over 400 representatives from schools, arts organization, CPS, funders convened a collective impact process (*Chicago Arts Learning Initiative, (CALI)* and created our founding charter, [Collaborating for Change: Expanding Arts Learning in Chicago](#). This work identified five priorities for expanding arts education, and called for renewed commitment and dedicated collaboration of the sector. For the last 10 years, Ingenuity’s Collective Impact Panel members contributed knowledge, strategy, and expertise to the programs, systems, and campaigns created to accomplish the recommendations. As we look back on our first 10 years, we can feel proud of what we’ve accomplished together and look forward to continuing to work toward equitable access to a high-quality arts education for every CPS student.

CALI Priority	Sector Accomplishments
<p><b>Create Actionable Knowledge</b>  <i>Make reliable data widely available about the status and quality of arts education in Chicago Public Schools (CPS).</i></p>	<ul style="list-style-type: none"> <li>● artlook®</li> <li>● Annual State of the Arts in Chicago Public Schools (SOTA)</li> <li>● P&amp;L Quiz and Resource Library</li> </ul>
<p><b>Increase Demand for Arts Education</b>  <i>Have a coordinated advocacy effort that advances arts education in CPS.</i></p>	<ul style="list-style-type: none"> <li>● District-level arts-positive policy changes</li> <li>● Weighted arts indicator in IL’s Every Student Succeeds Act (ESSA) plan</li> <li>● Sustained and embedded Arts Education Department in CPS</li> <li>● Creative Schools Fund</li> <li>● Arts Essentials</li> </ul>
<p><b>Build and Support School Leadership</b>  <i>Have effective and committed arts leadership in every CPS school.</i></p>	<ul style="list-style-type: none"> <li>● Creative Schools Certification</li> <li>● Professional learning for school leaders</li> <li>● Arts Assist Guide</li> </ul>
<p><b>Improve the Quality of Teaching and Learning</b>  <i>Have an organized learning community for arts educators supported with professional development opportunities to improve the quality of teaching and learning.</i></p>	<ul style="list-style-type: none"> <li>● artlook® Educator</li> <li>● Professional learning for arts educators and arts organizations</li> <li>● Skyline Curriculum</li> <li>● Dance Teacher Residency Program</li> <li>● Arts Partner Standards of Practice</li> </ul>
<p><b>Coordinate, Align, Sustain</b>  <i>Have an aligned and supported arts education system to maximize opportunities for students.</i></p>	<ul style="list-style-type: none"> <li>● Ingenuity, CPS, City of Chicago shared supports</li> <li>● Creative Schools Fund</li> </ul>

## Same Shared Vision, New Call to Action

Though Chicago's public schools benefit from unprecedented arts opportunities and assets, the events of the past 16 months – [including COVID-19, the racial justice movement and the economic downturn](#) – have brought to light the fragility of the arts education sector while also disproportionately affecting our Black and Brown communities. Our shared vision remains the same: **arts education equity for every student, in every grade, in every school.** The signs of distress and concern – particularly in the arts partner community – are evident: many organizations are in survival mode. Attrition of teaching artists and education staff are decreasing the available pool of arts partners who can provide services to CPS students, even when schools reopen fully. Arts partners have expressed growing frustration with the District over increasing bureaucratic and administrative burdens, unclear policies, and slow communications. Simultaneously, Ingenuity has noted a trend of decreasing collaborations between schools and arts partners that was further exacerbated by the extended period of virtual learning. At the same time, the District will be welcoming new leadership while navigating a return to in-person learning in the fall. With a focus on mitigating impacts on academic loss resulting from the school year, we must ensure that arts education remains a priority for school and District leaders.

In order to sustain our shared vision within this changing landscape, Ingenuity's main objective will be to help the arts education sector move through and beyond the impact of the pandemic. In service of this objective, Ingenuity is developing a revised approach to Collective Impact Panels aimed at refreshing our collective impact initiative, stabilizing and rebuilding the sector, sustaining and improving arts programs, infrastructure and progress, and ensuring that all CPS students have access to the arts. We will do this by: 1) embracing new thresholds for flexibility and adaptation; 2) leveraging our collective knowledge to respond to emerging needs and assets across the sector; and 3) re-evaluating our roles in relation to privilege and power.

Ingenuity's continued success depends on deep and ongoing engagement with the arts education sector - the founding principle upon which the organization was born. Ingenuity cannot fully serve the sector without truly understanding and recognizing its unique needs – whether for schools, arts partners, or funders. This is the key function of Ingenuity's role as a backbone agency for collective impact work.