

APRIL HEDING

414-651-0765 | aprilheding@gmail.com | Milwaukee, WI

PROFESSIONAL EXPERIENCE

Oct. 2016 –
Present

Supervisor – Partnership for the Arts & Humanities | Milwaukee Public Schools

- Manage all aspects of the Partnership for the Arts & Humanities grant program (\$1.8 million approved annually by the Milwaukee Board of School Directors), including the application process, community review panel, contract compliance for 40-50 organizations, site visits, and outcomes monitoring
 - Manage Advisory Committee of internal and external stakeholders
- Oversee an arts-focused high school internship grant program (\$100,000 budget) including host organization application process, job skills training for 50+ interns, youth development training for host organizations, contract compliance for 10-15 host organizations, site visits, and program assessment
- Lead an internal Diversity, Equity & Inclusion Committee to plan and facilitate quarterly trainings for all full-time Milwaukee Recreation staff

Mar. 2015 –
Oct. 2016

Education Programs Coordinator | Milwaukee Film

- Assisted with planning, executing and evaluating all education programs, across all three areas of programming: Youth Education, Public Forums (adult education), and Filmmaker Services
 - Reached nearly 8,000 youth from 72 schools/organizations in 2015
 - Helped expand Filmmaker Services program to include monthly professional development events for filmmakers, reaching nearly 500 filmmakers in first year
 - Assisted with launch and ongoing management of Brico Forward Fund (\$125,000 in available funding) and Fiscal Sponsorship program for local filmmakers
- Coordinated assessment tools and data collection/analysis for all education programs and beyond
 - Mapped three years of ticket buyer data, resulting in strategic changes in outreach efforts
 - Formed internal Data Task Force to improve accuracy and reliability of organizational data
- Assisted with program development and remained current on best practices in the fields of youth development, media literacy, filmmaking, adult education, and data management
- Managed one intern and two seasonal staff in the areas of Youth Education and Filmmaker Services

Jan. 2014 –
Sept. 2014

Data Analyst & Researcher | Seattle Opera

- Created processes for collecting data as determined by the organization's evaluation framework
- Facilitated qualitative/quantitative data collection, including administering surveys and interviews
- Performed high level analysis of collected data, including identification of trends and correlations, resulting in multiple program improvements and evidence of program impact
- Conducted benchmarking research to compare the company's trends to national organizations
- Initiated a partnership with a national nonprofit arts consulting agency, WolfBrown, to pilot a dashboard to monitor internal accountability and transparency

Apr. 2013 –
May 2014

Data Coordinator | Arts Corps

- Managed all program data (over 2,000 youth records) and prepared data for program evaluation
- Created quarterly data reports for use in program planning, fundraising and advocacy
- Helped organize and execute the organization's first ever Arts Education & Social Justice Institute
- Created and managed all marketing materials for grassroots fundraiser, resulting in over \$10,000 in funding for teen programming

Sept. 2009 –
Jun. 2010

AmeriCorps Arts Advocate | Boys & Girls Clubs of Greater Milwaukee

- Coordinated and delivered visual arts programming to 20+ club locations throughout Milwaukee, resulting in a scalable photography curriculum for all club sites
- Organized annual art showcase, including identifying jurors, securing location, and installing art
- Organized the first ever multi-club (seven participating clubs) photography contest as a precursor to BGCA's National Photography Contest, in which one club member won a national honor

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INTERNSHIPS

- Oct. 2013 –
Jan. 2014* **Evaluation & Assessment Intern** | Seattle Opera
Collaborated with consultant to develop framework for measuring organization's public impact;
Researched data management practices, resulting in a set of standards for the organization;
Utilized patron, vendor, and program data to map the organization's geographic reach
- Aug. 2013 –
Jun. 2014* **Grant Writing & Development Intern** | Totem Star
Completed LOI/grant application for in-school residency program, resulting in \$9,000 in funding;
Researched funding opportunities, managed grant calendar, and helped plan first-ever fundraiser;
Participated in strategic branding meetings; maintained and generated website content
- Sept. 2012 –
Mar. 2013* **Executive Intern** | Reel Grrls
Oversaw the implementation of a multi-year action plan to strengthen board governance and fundraising, clarify staff roles, and improve internal and external communication;
Assisted strategic planning process by creating SWOT analysis to identify growth opportunities;
Completed LOI for video production program, resulting in \$10,000 in funding for the program

TEACHING EXPERIENCE

- Sept. 2015 –
Dec. 2016* **Lead Teaching Artist** | Danceworks (Intergenerational Multi-Arts Program)
Developed curriculum for use by all teaching artists, culminating in a collaborative (6 sites) project;
Led visual art projects alongside dance activities at: Vieau School + United Community Center;
Served as Lead Teaching Artist providing support for all visual artists throughout program
- Jan. 2015 –
Mar. 2015* **Teaching Artist** | Milwaukee Jewish Day School
Created and executed original stop-motion animation curriculum with middle school students
- Sept. 2014 –
Jan. 2015* **Teaching Artist** | Danceworks (Intergenerational Multi-Arts Program)
Implemented visual art projects alongside dance activities at: Bruce-Guadalupe School + United Community Center, Emerson Elementary + Luther Manor, Grantosa Drive School + Luther Manor;
Ordered supplies, managed supply budget, and liaised between Outreach Director and artists
- May 2012 –
Aug. 2012* **Teaching Artist** | MPS Summer Recreation Camp (Hawley Environmental School)
Designed and instructed introductory visual arts programming; planned annual arts field trip
- Sept. 2010 –
Jun. 2012* **Arts Coordinator** | Boys & Girls Clubs of Greater Milwaukee (Lloyd St. School, Cass St. School)
Developed and executed visual and performing arts programming for all club members;
Executed internal site evaluation utilizing the Youth Program Quality Assessment (YPQA) tool
- Mar. 2012 –
May 2012* **Lead Teaching Artist** | Artists Working in Education (Professional Learning Institute)
Designed and implemented multi-disciplinary (photography, screen printing and sewing) program;
Created and managed project supply budget; planned tour of the Milwaukee Art Museum
- Sept. 2011 –
Oct. 2011* **Teaching Artist** | Artists Working in Education (Professional Learning Institute)
Collaborated with Lead Teaching Artist to develop and execute a darkroom photography residency
- Jan. 2011 –
Mar. 2011* **Teaching Artist** | Artists Working in Education (Tenor High School)
Supported Lead Teaching Artist with planning and delivering a mural painting program

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EDUCATION

- 2014 **Masters of Fine Arts (MFA), Arts Leadership** | Seattle University
Core classes include: Arts Boards & Volunteers, Financial Management for the Arts, Fundraising for the Arts, Leadership for Arts Leaders, Leading Staff in Arts Organizations, Marketing for the Arts, Communication for Arts Leaders, Program Evaluation, Social Issues Through the Arts
- Capstone research and case study: "Diversifying Data Collection Methods: The Importance of Context When Measuring Impact"
- 2009 **Bachelor of Fine Arts (BFA), Photography** | University of Wisconsin-Milwaukee
Core classes include: Art History, 2D/3D Concepts, Digital Arts: Culture, Theory and Practice, Fiber Arts, Arts Education, Photography, Issues in Contemporary Art: Art & Ecology, Photography: Advanced Studio Practice
- Continued Education**
- 2015 Advanced Excel Functions and Formulas | Alverno College
2011 Writing Persuasive Grant Proposals | Alverno College
2009 History of Photography | Milwaukee Area Tech College (MATC)

PROFESSIONAL DEVELOPMENT

- 2019 Beyond Diversity | Milwaukee, WI
2017 National Guild for Community Arts Education Conference | San Francisco, CA
2017 Unlearning Racism: Tools for Action (YWCA) | Milwaukee, WI
2017 Trauma Informed Care Training (SaintA) | Milwaukee, WI
2017 Educators Network for Social Justice Conference | Franklin, WI
2017 Putting Culturally Relevant Leadership into Action (LiberatED) | Milwaukee, WI
2016 YPQI External Assessor Reliability Training | Milwaukee, WI
2016 Educators Network for Social Justice Conference | Franklin, WI
2016 Results Based Facilitation Training | Milwaukee, WI
2015 Arts Wisconsin: Arts Day | Madison, WI
2014 Tessitura Learning & Community Conference | Dallas-Fort Worth, TX
2014 OPERA America Conference | San Francisco, CA
2013 Arts Education & Social Justice Institute | Seattle, WA
2013 Building a Community of Leaders Summit (Seattle Art Museum) | Seattle, WA
2012 Youth Development Executives of King County Common Outcomes Training | Seattle, WA

VOLUNTEER EXPERIENCE

- 2021 Grant Review Panel Member | Brico Forward Fund – COVID-19 Emergency Relief Fund
2017 – Present Grant Review Panel Member | United Performing Arts Fund – Bright Minds Fund
2016 – Present Member, Youth Education Committee | Milwaukee Film
2016 – 2017 Member, Quality Working Group | Beyond the Bell Milwaukee
2014 – 2018 Member, Coordinating Committee & Research Working Group | Cre8MKE
2015 Grant Review Panel Member | MPS Partnership for the Arts & Humanities
2013 Youth Mentor: Dis This! Disability Justice and Media Camp | Reel Grrls
2012 Program Volunteer: Stitching Our Story Quilting Program | Lissy's Place