



## Organization

The National Art Education Association (NAEA) advances visual arts education to fulfill human potential and promote global understanding. NAEA was founded in 1947 and is the leading professional membership organization exclusively for visual arts educators. Based in Alexandria, Virginia, its members number more than 14,000 visual arts and design educators in the pre-K through high school grades, college and university professors, researchers and scholars, supervisors and administrators, teaching artists, art therapists, media artists, museum educators, and preservice visual arts teachers in training. NAEA represents members in all 50 states, the District of Columbia, United States possessions and international military bases, most Canadian provinces, and 25 foreign countries.

NAEA board, staff, and members seek to support a vibrant professional community that nurtures growth, change, and leadership to advance the field and the profession. These efforts occur through mentoring, networking, and collaboration as members participate in arts education conferences, contribute to a vibrant professional community, value diversity, and commit to equity.

NAEA members engage in events such as the national convention, state and regional conferences, summer programs, and international delegations. Members also serve as volunteer leaders on NAEA's Equity, Diversity & Inclusion Commission, Research Commission, Professional Materials Committee, 20 Interest Groups, Distinguished Fellows, and editorial boards, including *Art Education* and *Studies in Art Education*, among others. NAEA offers its members state and national advocacy resources, academic research, and practical tools for art education implementation. Additionally, NAEA began the National Art Honor Society in 1978 and the National Junior Art Honor Society in 1989 to inspire and recognize students who have shown an outstanding ability and interest in art as they progress to high school and beyond. Today, more than 58,000 students receive national recognition, scholarships, and networking opportunities as members of these dynamic societies. Other programs include the School for Art Leaders, National and Regional Leadership Conferences, and various webinars.

NAEA's vision is that learners of all ages benefit from comprehensive, balanced, and sequential learning in the visual arts and design, led and taught by qualified professional art educators. Art educators meet ethical and rigorous standards of excellence in preservice preparation, ongoing professional development, pedagogy, and inquiry in the field. School-based visual arts instruction surpasses national, state, and local standards and is strengthened by direct, intentional learning within art museums and other community resources. The power of the visual arts and design to enrich human experience and society is recognized and celebrated throughout the world.

As the 2026-2031 strategic planning process begins, NAEA's 2021-2025 Strategic Vision identified five strategic goals and priorities as a framework to advance NAEA's mission:

- **Equity, Diversity, and Inclusion** – Ensure that NAEA's community and organizational operations are inclusive and open to all.
- **Learning** – Nimble serve learners through a variety of environments: virtual or remote, hybrid, and careful in-person instruction.
- **Research & Knowledge** – Develop a culture of supporting research throughout the association by empowering and inviting members across all divisions to participate in research as a core component of their visual arts, design, and media arts education practice.
- **Advocacy & Policy** – Engage with both traditional and nontraditional allies to build a national advocacy strategy centered on the importance, benefits, career opportunities, and contributions of visual arts, design, and media arts education to advance from information gathering and circulation to action and implementation strategies that can be utilized by and for educators.
- **Community Vibrancy** – Ensure an internally strong organization with the need to connect the organization's support and resources with the broadest community of visual arts, design, and media arts educators.

The NAEA Board of Directors serves as the governing authority to advance NAEA's mission, determine its goals and priorities, and provide strategic direction and fiduciary oversight. The 15-member board of directors is

composed of the President, President-Elect, Past President, four Regional Vice Presidents, and seven Division Directors—all elected by NAEA members. As a learning organization committed to succession planning and good governance, the NAEA Board also has 11 additional non-voting members consisting of four Regional Vice Presidents-Elect and seven Division Directors-Elect. The Executive Director is appointed by the board and serves as an ex-officio, nonvoting member.

The NAEA Executive Director leads a staff of 16 full-time employees and several independent contractors. NAEA's current operating revenue is approximately \$5.7 million. Operating revenues are comprised of 35% from grants and contributions, 25% from NAEA's annual convention, 19% from membership dues, 9% from investment income and royalties, 7% from publication sales, and 5% from special programs and miscellaneous revenues.

The National Art Education Foundation (NAEF), a sister organization to NAEA, invests in innovative initiatives to support instructional practice, research, and leadership in visual arts education. As an independent, philanthropic organization, NAEF has supported 395 individual projects for NAEA members since its inception in 1985. It helps fund a variety of visual arts education programs for NAEA and its members, providing \$630,000 since 2011, including the Research Commission Preconference and the School for Art Leaders.. NAEA's Executive Director serves as the Secretary/Treasurer of NAEF, works closely with its Chair, participates on its Executive/Finance Committee, and is a voting member of the NAEF Board of Trustees. NAEF has current assets of \$2.2 million.

## Community

Alexandria, Virginia is located on the Potomac River within eyesight of Washington, DC and is nationally recognized for its rich history and beautifully preserved 18th- and 19th-century architecture. Voted one of *Travel + Leisure's* Best Cities in the U.S. 2024, and a *Condé Nast Traveler* Top 3 Best Small City in the U.S. 2024, Alexandria is a welcoming community to live, work, and enjoy the region. Founded in 1749 and boasting the nation's third oldest historic district, Alexandria hums with a cosmopolitan feel. Stroll Old Town Alexandria's King Street mile to find more than 200 independent restaurants and boutiques plus intimate historic museums and new happenings at the waterfront.

Sources: [visitalalexandriava.com](http://visitalalexandriava.com)

## Position Summary

The Executive Director will champion visual arts educators and the value of visual arts and design education nationally. They will lead a strategic vision that further strengthens NAEA, support its members, and assure the long-term growth and impacts of a diverse professional association. Advancing strategic partnerships and collaborations with other arts and education associations, the Executive Director will serve as an ambassador who heightens NAEA's national and international visibility and influence while cultivating relationships and support for NAEF. Reporting to the NAEA Board of Directors, the Executive Director will mobilize human, financial, and technological resources to effectively achieve NAEA goals, increase its membership, support NAEF philanthropic funding, and enhance interorganizational capacity building and performance.

## Roles and Responsibilities

### Visibility, Advocacy, and Strategy

- Identify and articulate critical issues in the art and design education field, serve as a champion, and proactively advocate for the value of art education with public policymakers, funders, the media, and other stakeholders.
- Transform NAEA's strategic goals into specific, measurable, attainable, reviewable, and timely action plans to enrich visual arts education and related fields.
- Develop strong policy and advocacy collaborations with the Arts Education Alliance, Arts Education Partnership, Americans for the Arts, National Association for Music Education, National Coalition for Core Arts Standards, State Education Agency Directors of Arts Education, and many other national, state, and provincial chapters and associations that advocate for the value of art education.
- Foster alliances with other organizations in the arts, education, art education, and related areas that fortify the NAEA and the states, districts, provinces, and regions that it serves.
- Fulfill other visibility, advocacy, and strategy roles and responsibilities as needed.

### Resource Identification, Cultivation, and Activation

- Nurture collaborative relationships with government agencies and advocacy organizations that support arts education funding, particularly those whose purpose are in alignment with NAEA's mission.

- Increase philanthropic resources that enhance NAEA's strategic vision and support its growth and sustainability.
- Oversee efforts to increase memberships and emerging leadership from diverse individual, educational, institutional, and business constituencies.
- Promote the advantages of the investment in and value of NAEA as well as the planned giving legacy opportunities for NAEF.
- Develop strategies that enhance funding opportunities and options that broaden and deepen the impacts of NAEA members in the communities they serve.
- Assume other resource identification, cultivation, and activation roles and responsibilities as needed.

#### **Member Learning, Knowledge, and Support**

- Oversee integrated, insightful, and relevant multiyear convention programming and planning.
- Provide orientation, education, and engagement of board members to maximize their leadership abilities and overall effectiveness.
- Communicate with NAEA members and foster high levels of collaborative participation, satisfaction, retention, and the recruitment of new members and early professional art educators.
- Energize, engage, and support volunteer leaders in addressing goals and priorities.
- Stay abreast of issues and trends impacting the arts and education sectors and serve as a thought leader, more specifically as it relates to visual arts education.
- Encourage innovative membership services and growth in publications, research, and emerging technologies.
- Invite, support, and seek ways to effectively communicate research that promotes quality in, adds knowledge to, and information about the value of art education and related fields.
- Welcome and engage culturally diverse perspectives and communities as part of NAEA's mission.
- Accept other member learning, knowledge, and support roles and responsibilities as needed.

#### **Organizational Planning, Development, and Vibrancy**

- Effectively plan with and facilitate the policy and governance roles of the NAEA and NAEF boards.
- Identify and enhance organizational resources that are needed to ensure short-term effectiveness and long-term sustainability.
- Maintain an organization with the highest ethical standards and ensure compliance with regulatory requirements for the smooth operation of NAEA.
- Oversee NAEA's organizational operations, personnel, financial planning, and reporting.
- Serve as an effective steward of public and private resources, exemplify accountability and transparency, and comply with federal, state, and local regulations.
- Guide, mentor, and supervise a senior leadership team that demonstrates a diverse, inclusive, productive, and collaborative work environment.
- Ensure that NAEA's personnel policies, procedures, and performance standards support employee empowerment and retention.
- Undertake other organizational planning, development, and vibrancy roles and responsibilities as needed.

### **Traits and Characteristics**

The Executive Director will be a knowledgeable and passionate advocate for art education. As a persuasive and dynamic leader, the Executive Director will be driven by new ideas and opportunities to set and achieve collective goals. With a focus on NAEA's role in service to its members, the Executive Director will demonstrate a collaborative and inclusive leadership approach in advancing strategic initiatives that achieve positive impacts for the multi-faceted art education field. Driven by altruism and deeply appreciative of multiple viewpoints, the Executive Director will recognize, respect, and promote diversity and inclusion in all its forms. An experienced leader with a record of commitment to public policy and advocacy, the Executive Director will exhibit exceptional team building capabilities, adapt to various situations with consideration of both people and context, and interact frequently with an array of stakeholders.

Other key competencies include:

- **Diplomacy and Interpersonal Skills** – The flexibility to anticipate, understand, and meet the needs of many parties while listening actively and respectfully, building rapport, communicating transparently, and relating well to an array of unique internal and external stakeholders while facilitating mutually beneficial outcomes.
- **Leadership and Teamwork** – The ability to communicate persuasively and effectively in public presentations, small group discussions, and written and verbal communications while motivating others with knowledge, advance preparation, enthusiasm, direction, and active participation.
- **Member and Donor Focus** – The capacity to exemplify best practices in promoting member satisfaction with a high value on identifying and satisfying multiple stakeholder needs, the tenacity to building authentic rapport, and the dexterity to relating well to a variety of people and experiential perspectives regardless of cultural background.
- **Time and Priority Management** – The dexterity to manage, prioritize, and complete multiple complex tasks, mobilize wide-ranging resources, and deliver desired outcomes within allotted time frames.
- **Professional and Personal Accountability** – The integrity to be answerable for personal and professional actions while readily modifying and adapting to change with resilience, flexibility, and humility.

## Qualifications

A master's degree or equivalent experience in education, the arts, business, or a related field and a minimum of eight years of senior management experience at a cultural organization, cultural association, educational institution, nonprofit organization, government agency, or similar entity are required. Possession of the Certified Association Executive credential, or other licenses and certifications, is appreciated but not required. Experience in advocacy, public relations, fundraising, and media with extraordinary interpersonal and written skills is needed. Leading candidates will have a proven track record in working with a diverse group of individuals and strategic partner organizations who come from a range of cultural backgrounds, ideological approaches, professional experiences, and geographic areas. Due to the nature of the role in advocacy, national fundraising activities, and hybrid office work schedule, the Executive Director must live in the Metropolitan Washington Area.

## Compensation and Benefits

NAEA offers an equitable and competitive compensation package with a base salary estimated to be in the range of \$225,000 to \$275,000. NAEA employees receive a number of employer provided and subsidized benefits, including healthcare and dental insurances; short- and long-term disability and life insurances; flexible spending account; matching 403(b) after one year of employment; accrued vacation and sick leave; and reimbursement of parking or Washington Metropolitan Area Transportation Authority expenses.

## Applications and Inquiries

To submit a cover letter and resume with a summary of demonstrable accomplishments (electronic submissions preferred), please click [here](#) or visit [artsconsulting.com/opensearches](https://artsconsulting.com/opensearches). For questions or general inquiries about this job opportunity, please contact:

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**NAEA follows an equal opportunity employment policy and employs personnel without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, age, physical or mental ability, veteran status, military obligations, and marital status. It is the policy of NAEA to select, place, train, and promote the best qualified individuals based upon relevant factors such as work quality, attitude, and experience so as to provide equal employment opportunity for all of its employees in compliance with applicable local, state, and federal laws.**