

## EDUCATION

EdD, Educational Psychology, University of Southern California  
MFA, Acting, American Conservatory Theatre, San Francisco  
BA, Theatre, summa cum laude, San Francisco State University

## EXPERIENCE

**Kamella Tate Associates LLC, Owner/Manager, 1999-Present** [bit.ly/KTAllc2000](http://bit.ly/KTAllc2000)

Social science research, program evaluation, training, and data analytics. Nonprofit sector expertise in learning and teaching in and through the arts, cultural policy, health care, and K-12 education.

- **Research and evaluation:** Quantitative and qualitative study design, implementation, and management; data analysis, visualization, and communication; documentation and reporting.
- **Training and professional development:** Workshops in measurement, information analytics, and evaluation for nonprofit leaders, practitioners, policymakers, and grantmakers.
- **Operations and project management:** Program and curriculum design, assessment and evaluation, budgets and financials, advancement and fundraising.
- **Advancement:** Case research, proposal planning and writing, program evaluation and reporting for project, operating, capital, and endowment grants. \$30m secured to-date.

**Representative projects** (portfolio and sample materials available on request)

- **LA Promise Fund, Present**  
**Principal Investigator:** Process and outcome evaluation of Media ArtsMatter, an arts-integration initiative for middle and high schools; AAEDD Program CFDA 84.351D
- **Library Foundation of Los Angeles, 2017-Present**  
**Principal Investigator:** Program monitoring and evaluation, evaluation capacity building
- **City of Los Angeles Department of Cultural Affairs, 2016-2018**  
**Principal Investigator:** Social impact evaluation of CURRENT:LA Water, a multi-site public art initiative funded by Bloomberg Philanthropies
- **Film Independent, 2016-2017**  
**Principal Investigator:** Mixed-methods program evaluation of Global Media Makers, an international training/mentoring program funded by the U.S. Department of State
- **Los Angeles County Arts Commission, 2011-2016**  
**Evaluation capacity building** Technical assistance workshops for grantees on evaluation, reporting, questionnaires and surveys, qualitative methods, data management/analytics, etc.
- **The Music Center, 2015**  
**Principal Investigator, Music Center Education Division:** K-12 arts education programs. Research, monitoring, evaluation, documentation, and reporting on projects funded by the NEA, CAC, LACAC, CCF, California Arts Council, JPMorgan Chase, LA Fund, and others
- **Wallis Annenberg Center for the Performing Arts, Beverly Hills, 2015-2017**  
Research, planning, and evaluation services for *GRoW*, the Wallis' arts education initiative
- **Eisner Pediatric & Family Medical Center, Los Angeles, 2004-2015**  
**Program and agency support** Research, proposal development, evaluation, and reporting. Issue areas: Primary care, women's health, pediatric dental care, behavioral health, and others
  - **Principal Investigator:** *Born Healthy: Managing Quality in Perinatal Care Delivery Systems, 2010-2012* (funded by First 5 LA); *Benefits, Barriers, and Challenges: Caring for Women in a Community Clinic Setting* (funded by The California Endowment)

- **Oregon Shakespeare Festival**, Ashland, OR, 2008-2010  
**Principal Investigator:** *O, This Learning! What A Thing It Is!:* School Visit Program
- **Ford Theatre Foundation**, Los Angeles 2005, 2006  
**Principal Investigator/Program Manager:** BIG!WORLD!FUN! Student Audience Initiative
- **East L.A. Classic Theatre**, Los Angeles 1999-2005  
Strategic planning, advancement, and educational program design and evaluation

#### Senior Staff Positions

- **Director of Research and Evaluation**, The Music Center, Los Angeles 2011-2015
- **Associate Artistic Director/Resident Actor**, Tacoma Actors Guild, Tacoma, WA 1995-1998
- **Producer/Resident Actor**, Shakespeare Orange County, Orange, CA 1992-1995

### TEACHING

**Artist-Scholar Residency**, University of Utah, 2016-2017

**Adjunct Professor**, Claremont Graduate University, Arts Management Program, 2012-2013

**Visiting Artist-Scholar**, Lewis-Clark State College, 2011

**Adjunct Associate Professor**, Rossier School of Education, USC, 2007-2008

**Director, Guild Conservatory**, Tacoma Actors Guild, Tacoma, WA 1995-1998

**Adjunct Professor**, Department of Theatre Chapman University, Orange, CA, 1993-1995

### SELECTED PRESENTATIONS, TRAININGS, & WEBINARS

2020, Arts Education Partnership Annual Convening

- *Media Arts Education in K-12 Schools*

2020, National Socio-Environmental Synthesis Center

- *Environmental Public Art Evaluation*

2017, Americans for the Arts National Conference

- *Evalu+ation: We Will Contain Multitudes*

2015, National Guild for Community Arts Education Conference

- *How We Know: Evaluation for Learning, Improving, and Managing*

2015, Pew Center for Arts and Heritage

- *What's at Stake Here? Evaluating the Impact of Your Programs*

2014, National Guild for Community Arts Education Conference

- *Do, Assess, Improve: Using Evaluation to Measure, Monitor, and Manage Your Programs*

2014, Americans for the Arts Animating Democracy Evaluation Circle

- *Free and Low-Cost Resources for Data Management and Analysis*
- *Building Capacity in Small and Start-Up Organizations*

2012-Present, Southern California Grantmakers

- *Evaluation for Learning: How We Know*

2012, Grantmakers in the Arts National Conference

- *Improved Final Reports: Collecting Grantee Stories While Developing Evaluation Capacity*

2011-2016, Los Angeles County Arts Commission

- *Evaluation 101; Evaluation Made Eas[ier]-Applying for an OGP Grant; Assessing, Reflecting, Learning: Reporting Boot Camp for OGP Grantees; Asked and Answered: Tools, Tips, and Resources for Using Surveys; Story Finding/Story Telling: Using Qualitative Methods to Measure What, How, and Why*

## SELECTED REPORTS & DRAMATURGY

- Tate, K., & Yates, K. (2017). *CURRENT:LA Water Public Art Biennial Social Impact Evaluation*. Final Report.
- Tate, K. (2017). *OK, We're Going For It: Public Art As Collective Practice*. White Paper.
- Tate, K., & Yates, K. (2016). *Global Media Makers 2016: Los Angeles Residency Evaluation*. Final Report.
- Tate, K. (2015) *Integrating the Arts for Student Success Program Evaluation*. Final Report, Year 2.
- Tate, K. (2014) *Integrating the Arts for Student Success Program Evaluation*. Final Report, Year 1.
- Tate, K., & Grande, D. (2013). *The Morrison School Project: Music Learning Leadership*. Final Report.
- Tate, K. (2013). *Born Healthy: Managing Quality in Perinatal Care Delivery Systems, 2010-2012*. Final Report.
- Tate, K. (2013). *The World Comes to The Music Center*. Final Report.
- Tate, K. (2012). *Spotlight at 25: 2012 Program Overview and Survey Study Report*. Final Report.
- Tate, K. (2012). *Grand Avenue Project/Pacific Standard Time: Learn, Make, Connect*. Final Report.
- Tate, K. (2011). *Benefits, Barriers, and Challenges: Caring for Women in a Community Clinic Setting*. Final Report.
- Tate, K. (2010). *O, This Learning! What A Thing It Is!: The OSF School Visit Program*. Final Report.

### Blog posts and web pages

- *A Culture of Evidence*
- *Do, Measure, Improve*
- *Building the Future of Arts Education*
- *What's an Anchor Work, You Ask?*
- *The LA Fund Project: What, Why, and How*
- *Lift Off! The Music Center Launches the LA Fund Project*
- *Basically Speaking: Words, Words, Words Part 1 and Part 2*
- *The Mime of Joy at El Rincon*
- *Everybody's Jammin' at El Rincon Elementary!*

### Playbills and Educator Resources

- Over 50 *Encore* and *Performing Arts Magazine* articles and study guides for productions such as *A Doll's House*, *Other People's Money*, *Twelfth Night*, *To Kill a Mockingbird*, *Miss Julie*, *The Glass Menagerie*, *Quilters*, and others.

## PROFESSIONAL AFFILIATIONS & SERVICE

- 2019 Research: Art Works Grants Panelist, National Endowment for the Arts
- 2014-Present, Americans for the Arts: Animating Democracy Evaluators Circle
- 2009 Music Education Grants Panelist and Presenter, Los Angeles County Arts Commission
- 2008 Arts Education I Grants Panelist and Presenter, Los Angeles County Arts Commission
- 2007-Present, Member, Phi Kappa Phi
- 1999-2002, Literary Managers and Dramaturgs of the Americas; Arts Education Panelist, 2001
- 1994 Orange County Arts Council Organizing Board; Arts Education, Small Theatres Committees
- 1992-1996, Shakespeare Theatre Association of America; Arts Education Panelist, 1993
- 1989-Present, Member, Screen Actors Guild
- 1986-Present, Member, Actors' Equity Association

**Established in 2000, KTA/LLC** works with community-based nonprofits in the arts, education, and health care sectors.

- **Research and evaluation**  
Quantitative and qualitative study design, implementation, and management; data analysis and visualization (R, EZAnalyze, Excel, OpenRefine); and reporting and documentation.
- **Training and professional development**  
Workshops in measurement, information analytics, and evaluation for nonprofit leaders, practitioners, and grantmakers.
- **Operations and project management**  
Program and curriculum design, progress monitoring and assessment, and budgeting and financial tracking.
- **Fund development**  
Case research, proposal writing/management, and formative/summative evaluations for project, operating, and capital grants (\$30 million to-date).



## Arts & Culture Education Health care

- ◆ Research
- ◆ Evaluation
- ◆ Program Design
- ◆ Advancement

### Selected Clients

- LA Promise Fund Media ArtsMatter
- Library Foundation of Los Angeles
- Center for Cultural Innovation
- SCI-Arc
- City of Los Angeles Department of Cultural Affairs
- Performance Works
- Film Independent
- Wallis Center for the Performing Arts
- Arts For LA
- A Noise Within
- Southern California Grantmakers
- Los Angeles County Arts Commission
- Pew Center for Arts and Heritage
- The Music Center
- Americans for the Arts
- National Guild for Community Arts Education
- T.H.E. Health & Wellness Centers
- Eisner Health
- USC Rossier School of Education
- Emerging Arts Leaders
- Troubadour Theater Company
- East L.A. Classic Theatre
- Luckman Fine Arts Complex
- Oregon Shakespeare Festival
- Montebello Unified School District
- Voices in Harmony





## DIVERSITY, EQUITY, AND INCLUSION

Inclusiveness across race and ethnicity, gender, age, religion, and socioeconomic circumstances is essential in the social sciences: Research and evaluation are not culturally neutral or culture free. At **KTA**, we strive to encourage, support, and celebrate the diverse voices of both our clients and the communities they serve throughout the foundational components of evaluation research.

- **Evaluation design:** We consider alternative paradigms and methods and look for guidance in open, participatory settings and convenings. We acknowledge the complexity of cultural identity and work to respond to and reconcile different definitions of key constructs and purposes.
- **Methods and data:** We seek participation from marginalized populations to increase validity and reliability, with representation in the evaluation reflecting representation in the program. Our data collection methods factor in cultural and linguistic distinctions, and we adapt our data collection processes to stakeholder contexts.
- **Interpretation and reporting:** We engage issues of diversity and inclusion/exclusion respectfully and fairly, drawing upon theory that is relevant to and compatible with the cultural context of our projects. We apply universal design principles to oral and written presentations and reports, using community, expert, and/or stakeholder member checks to ensure representation and culturally appropriate documentation.

**More knowledge from more voices.**