

Shana Bestock

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Empowering individuals, communities, and organizations with clarity, compassion, and creative tools to effect the change they want to see in themselves and in the world

- Integrating arts, education, community development, and social justice
- Building individual and collective capacity through transformational projects and mentorship
- Facilitating and strengthening communication between individuals, teams, and organizations
- Bridge-building for relational, culturally responsible community connections
- Visioning action for equity and inclusion in organizational growth and direct programming
- Innovative curriculum and project development
- Agile, interdisciplinary strategist
- Seasoned non-profit leader
- Award-winning theater director and published writer
- Experienced K-12+ and adult educator
- Youth and Family Advocate and Mentor

"Shana Bestock is a transformational educator, quickly identifying what lies within her students and bringing it to the fore, to the sphere of interaction with others where gifts can be realized and shared. A focused listener and observer, she has a deft touch and a deeply compassionate manner rarely encountered in our hurly-burly world. Shana is a magical influence reminding us that the world is greater than the sum of its parts: she expertly identifies those ingredients, encouraging them, drawing them out and showing us what we can be."

Expertise	Education and Training
35+ years professional theater artist	Leadership Tomorrow 'Class of 21
25+ years developing, managing, and executing arts programming	
25+ years identifying and nurturing partnerships and collaborations between organizations, elected officials, legislative staffs, and community leaders	Leadership for Social Change, ArtEquity Cohort 2016
20+ years successfully managing large project portfolios	
20+ years working with literary agents, playwrights, and educators nationally and internationally to source and commission high-quality, relevant, ambitious work	BA, History: <i>University of Chicago Honors, Dean's List, Merit Scholarship</i>
20+ years published author of play guides, essays, and fiction	<i>Kinahan Prize for Most Significant Contributions to University Theater</i>
20+ years unblemished track record coming in at or under budgets ranging from \$1-\$100K.	
10+ years professional independent writing coaching/editing with youth and adults	

Fulbright Specialist– Fulbright Association

Global | January 2021 – 2025

The Fulbright Specialist Program pairs highly qualified U.S. academics and professionals with host institutions abroad to share their expertise, strengthen institutional linkages, hone their skills, gain international experience, and learn about other cultures while building capacity at their overseas host institutions. 4-year roster term. Collaborations in inter- and cross-disciplinary education about climate and environmental justice through theater; strengthening collaboration between scholars and cultural institutions concerned with interconnections between theater, literary studies, environmental humanities, and societal groups concerned with climate change.

Visiting Scholar/Resident Artist, University of Graz

Austria | Oct-Nov 2021

Environmental and Climate Justice Theater: New Forms for New Solutions

Curriculum development in arts integration in literature, ecocriticism, climate change theater, American Studies and Intermediality. Artistic Direction for the Climate Change Theater Action Festival performances and community discussions.

Visiting Scholar, University of Vienna

Vienna, Austria | Nov 2021

Guest workshop in contemporary English drama

Visiting Scholar/Guest Artist, Pädagogische Hochschule Vorarlberg

Feldkirch, Austria | Nov 2021

Curriculum Development for teachers college in arts integration and Artistic Direction for the Climate Change Theater Action Festival performances and community discussions.

Guest Artist, GIBS Bi-lingual School

Graz, Austria | Nov 2021

Curriculum design and workshop facilitation for secondary school educators and students with a focus on youth development through theater.

Producing Artistic Director – Penguin Productions

Seattle | Jan 2017 - Present

Leadership, management, and creative direction for non-profit community arts organization, co-creating possible futures through theater and youth leadership.

Penguin Productions envisions a healthy and equitable community, with empowered, confident, thoughtful youth leaders and equitable access to healthy environments. Penguin works to make theater a more diverse and equitable space through youth development and leadership, professional art and mentorship development, accessible programming, and cross-sector partnerships.

- **Youth Artist Leadership-** mentor and facilitate cohorts of teens as they apply an equity lens towards building leadership skills, with real power to guide and frame the organization. Curriculum development with BIPOC and cross-sector colleagues and mentors.
- **Finding Trails -** Innovative theater+trails festival bringing together environmental and arts professionals in collaboration with community members. Penguin commissions new scripts and partners with BIPOC theater organizations and environmental groups to communicate stories exploring our connection to public lands.
- **Theater Productions and Workshops–** a year-round season of 4-6 classic and contemporary plays for youth ensembles designed to build community and capacity, and centering youth voice in all aspects of production.
- **Creative Advantage –** partnering with Seattle Public Schools to bring arts education to all students. Teaching tools for creative expression of ideas and stories, and building creative and critical thinkers who can collaborate to solve problems and are engaged with their communities.

Leadership Tomorrow – Class of 21

Seattle | Sep 2020 – June 2021

Joining a deep network of leaders from the private, nonprofit, and public sectors. Alumni graduate with a powerful understanding of the issues that shape the PNW region, work across differences, use their voice and position to advocate for positive systemic change, and are effectively engaged in and with the community.

- **Curriculum development** with members of LT in partnership with the Associated Recreation Council and Seattle Parks&Recreation, for a multi-tiered equity training to be used across the organization as both onboarding and continuing education for board, staff, and volunteers.

Leadership for Social Change – ArtEquity

Seattle | 2016-17

Building a base of individuals and organizations with a shared analysis in order to contribute effectively to organizational culture change, sector change, and social change

Leadership Program Facilitation, Curriculum Development, and Guest Speaking | 2020-21

Cultivating belonging, resilience, and knowledge at the intersections of arts, outdoors, personal growth, and gender identity

In My Backyard – conservation leadership development and youth outreach program based at Seattle Area National Park Sites

Statera Arts - creating pathways that bring women into full and equal participation in the arts.

The Shattered Glass Project – amplifying women's voices in the theatre by providing unique opportunities to create and grow professionally

The Service Board – development and implementation of culturally-relevant programming for youth from traditionally marginalized communities

TIPS for Teens – Health and Wellness interactive workshops for youth

Guest Director/Curriculum Specialist– Try Theatre

Croatia | 2018

Supporting the mission to spread the transformational impact of theatre by engaging, inspiring, and empowering young people through class and curriculum development, strategic planning, and direct instruction. Try Theatre has since expanded to multiple sites in 4 countries.

Faculty Member – Spoleto Study Abroad

Italy, 2020 (postponed to 2022)

Shakespeare master classes and writing mentor for cultural immersion course.

Artistic and Education Director – Seattle Public Theater

Seattle | Jan 2001- Dec 2017

Transformational growth of a scrappy community theater in to a nationally recognized non-profit arts and education organization through bold vision, galvanizing leadership, balanced risk-taking, and deep community development

- **Executive Direction:** convened Managing Director, Technical Director, Marketing and Development Staff, and Board to develop and execute artistic vision for 16 seasons. Commitment to balancing artistic risk with fiscal responsibility demonstrated by consistently balanced budgets and no debt. Leadership, management, and creative direction for professional and youth seasons. Provided strategic leadership, collaborated with management, staff, and board to establish program goals, oversaw development of annual programming in collaboration with key teaching artists, community partners, families, and youth, and utilized feedback in ongoing evaluation and advisory committee processes. Recruited and oversaw talent and staff, provided compassionate and goal-oriented leadership to resolve HR disputes. Mentorship and Intern program creator and manager.
- **Community Growth and Development:** Grew patron base by 2500%. Anchored a culture of powerful, responsible citizenship, empowering youth, families, artists, educators, and patrons with ownership and responsibility.
- **Production & Project Management:** Produced 30 shows/year, oversaw staff of 3-5FT, 50-80PT
- **Equity, Inclusion, and Outreach Direction:** Addressed systemic inequities at board and staff levels. Led community discussions of race and equity issues. Created apprenticeship positions for emerging artists. Spearheaded community bridge work, forging long-term relationships with community partners as well as unique project-specific collaborations. Consistently sought out and hired women and BIPOC playwrights and educators. Established and maintained no-audition youth production policy and made tuition assistance available for all in need.
- **Artistic Direction:** Established SPT nationally through rigorous commitment to new plays and diverse voices, strong literary management, relationships with playwrights, producers, literary managers, agents, and publishers, membership in National New Play Network. Directed 6-10 professional productions/year.
- **Education Direction:** Established SPT's youth program as a powerful space for diverse youth. Provided innovative, robust, challenging programming, equipped students with professional resources, maximized ownership and responsibility, and approached each project with a focus on inclusion and youth voice. Tailored curriculum development to diverse learning styles and experience levels. Directed 6-10 youth productions/year. Taught master classes, worked with teen leadership and youth mentors, developed and ran Youth Advisory Board with youth ages 9-18.
- **Literary Management:** Brought regional and world premieres to SPT, with a rigorous focus on women and BIPOC representation. Commissioned local playwrights and created Playwright-in-Residence programs. Worked closely with national and international award-winning playwrights, independent agents, and major publishing houses. Streamlined Shakespeare scripts for 20, 40, 60, and 90 minute productions. Edited original scripts. Researched scripts and wrote play guides.
- **Donor Relations and Grants Specialist:** identified and wrote funding proposals; cultivated government, private, and business contacts. Engaged board, volunteers, and youth in culture of fundraising, and used development activities as an opportunity to pursue learning objectives and community development.

Arts Program Manager | Guest Lecturer/Director | Professional Development Specialist

K-12, Higher Education, Non-Profit, Business

WA State/Seattle/Chicago | 1994-Present

- **Program Development, Launch, and Management:** identified markets and launched sustainable, continuing programs and projects. Convened stakeholders, community members, and participants in rigorous feedback loops.
- **Curriculum Development:** Integrating literature, science, arts, engineering, social justice, team-building and presentation skills to meet education targets.
- **Education:** Integrated arts programs and theater training for corporate teams, K-12+, Teacher Training workshops for K-12+ educators
- **Production & Project Management:** Youth and Community Theater, Intern program development
- **Creative Direction:** Production and direction of in-school, after-school, and community arts programs
- **Marketing and Media Management:** wrote and designed marketing collateral, press releases, developed press and marketing contacts.
- **Partnership Building:** building capacity in underrepresented communities through authentic relationships and strategic partnerships
- **Grants Specialist:** identifying and writing funding proposals and cultivating government, private, and business contacts

Amazon, Microsoft, University of Washington, Seattle University Executive Leadership Training Program, Seattle Pacific University, Seattle Central Community College, Bastyr University, Cornish College of the Arts, Centrum Center for the Arts and Creative Education, ArtsCorps, Seattle Repertory Theater, Rainier Valley Youth Theater, Washington State, King County, and Seattle Arts Commission Rosters, Seattle Public Schools, Chicago Public Schools, ACT Theater, Court Theater (Chicago), Seattle Children's Theater, Studio East, Village Theater, Book-It Repertory Theater, Seattle Shakespeare Company, NextBook, PNW Independent Schools.

Recognition - Publications - Volunteer Work

- **Featured Panelist:** Intiman Theater, "Diversity in the Arts"; Freehold Theater, "Directing"; Seattle Times, "Women in Leadership"
- **Evergrey Leadership Lab** 2017
- **Gregory Award Nominee:** Theater of the Year ('13, '14, '16), Outstanding Director ('14)
- **Seattle Times Footlight Award:** 2003-2014
- **Lifetime Achievement Award:** Youththeatre Northwest
- **Gypsy Rose Lee Award:** Outstanding Director and Ensemble nominee ('14)
- **Parent Map, Edutopia, Encore Magazine,** Contributor
- **Site Reviewer – 4Culture**
- **Guest Director -** NextBook at Benaroya Hall - Dramaturg and director for staged reading with radio personality Susan Stamberg

Additional Leadership and Educator Positions

Founding Director, School Partnership Program, University of Chicago
1993-1996

Developed, managed, and taught drama programs for inner-city youth. Included both production-oriented residencies and summer creative drama camps. Worked in partnership with graduate student projects in culturally relevant arts programming. Used theater programs to connect University community and Southeast Chicago. Secured funding from previously untapped University budgets. Program has continue to grow, expand, and thrive and is a featured program in University recruitment.

Founding Director, "Short Shakes", Seattle Shakespeare Company.
2000-2003

Developed and directed inclusive youth Shakespeare program focusing on theater pedagogy through production. Created strong culture of community and core family involvement. Responsible for literary management. Program continues to be the mainstay of SSC's in-house education programs.

Program Director, Cultural Heroes Residency Project - Seattle Public Schools
1997-2007

Developed, managed, and taught integrated history/social studies and arts education program. Secured consistent funding from government grants. Hired and trained additional teaching artists as program grew. Worked with predominately low-income, bi-lingual populations of 3-8th graders to address curriculum goals and essential learnings in the arts and humanities.

Creative Coach – individuals and groups

Writing, presentation, and performance coaching for youth and adults. Client roster includes fiction writers, parents processing trauma, and youth developing creative voice.

Teaching Artist
1986-2013

Workshops and classes for grades K-12: Seattle Public Schools, Chicago Public Schools, ACT Theater, Court Theater (Chicago), Seattle Children's Theater, Rainier Valley Youth Theater, Studio East, Village Theater, Book-It Repertory Theater, Seattle Shakespeare Company

Substitute Teacher
1996-present

Lakeside School, Bush School, University Preparatory, Puget Sound Community School, Meridian School, Holy Names Academy, St. Joseph Academy, and Evergreen School. Various subjects, including history, language arts, English, music, and drama

Dance/Choreography – various

1984-present

International folk dance performer and teacher. *Allegro* and *Folklife* Festivals; Northwest Girlchoir, intergenerational community groups.

PROFESIONAL THEATER DIRECTION

My Name is Asher Lev	Aaron Posner	Penguin Productions
Amadeus	Peter Shaffer	Seattle Public Theater
Bad Jews	Joshua Harmon	Seattle Public Theater
Talley's Folly	Lanford Wilson	Seattle Public Theater
Gidion's Knot	Johnna Adams	Seattle Public Theater
The Language Archive	Julia Cho	Seattle Public Theater
Rosencrantz and Guildenstern are Dead	Tom Stoppard	Seattle Public Theater
Arms and the Man	George Bernard Shaw	Seattle Public Theater
The 13th of Paris	Mat Smart	Seattle Public Theater
3 Tall Women	Edward Albee	Seattle Public Theater
Master Harold...and the boys	Athol Fugard	Seattle Public Theater
A Wedding Story	Bryony Lavery	Seattle Public Theater
The Sweetest Swing in Baseball	Rebecca Gilman	Seattle Public Theater
Romeo and Juliet	William Shakespeare	Seattle Public Theater
The Best Christmas Pageant Ever	Barbara Robinson	Seattle Public Theater

Artistic Direction for 60+ plays over 17 seasons, including West Coast and World Premieres of plays by playwrights such as Heidi Schreck, Julia Cho, Nathan Louis Jackson, Christopher Chen, Martyna Majok, Rebecca Gilman, Bryony Lavery, Christopher Shinn, A. Rey Pamatmat, Johnna Adams, Itamar Moses, Lisa Dillman, Deborah Zoe Laufer, Rolin Jones, Richard Greenberg, Josh Harmon, Alan Ayckbourn, Tracy Letts, David Mamet, and Theresa Rebeck, and revivals of Albee, Pinter, Wilson, Fugard, Shaw, and Stoppard through contemporary lenses. Founded the Emerald Prize for new plays, fostering an intellectually curious community that meaningfully engages with ideas and with people and contributing to the national theater landscape.

PROFESSIONAL ACTING EXPERIENCE

Dying City	Kelly	Seattle Public Theater (<i>John Vreeke</i>)
House of Mirth	Gertie Farish	Book-It Repertory (<i>Jane Jones</i>)
Proof	Catherine	Seattle Public Theater (<i>Carol Roscoe</i>)
Love That Dog	Jack	SPT/Touring (<i>Carol Roscoe</i>)
Merry Wives of Windsor	Ann Page	Seattle Shakespeare (<i>Rita Giomi</i>)
Ghetto	The Dummy	Seattle Public Theater
Woman in Mind	Muriel	Northwest Actor's Studio
Tom Sawyer	Becky/ Aunt Polly	Book-It Repertory (<i>Laura Ferri</i>)
Alice in Wonderland	Alice	Book-It Repertory
Julius Caesar	Calpurnia	Montana Shakespeare in the Parks
You Never Can Tell	Dolly	Montana Shakespeare in the Parks
Mad Forest (<i>staged reading</i>)	Florina	Court Theater, Chicago (<i>Charlie Newell</i>)
The Good Times are Killing Me	Edna/Lucy(<i>u.s.</i>)	Seattle Repertory Theater (<i>Mark Brokaw</i>)
The Diary of Anne Frank	Anne Frank	Centerstage
The Secret Garden	Mary	Seattle Children's Theater (<i>Linda Hartzell</i>)
Our Town	Rebecca Gibbs	Seattle Repertory Theater (<i>Daniel Sullivan</i>)
Brighton Beach Memoirs	Laurie	A Contemporary Theater (<i>Gregory Falls</i>)
Step on a Crack	Ellie	A Contemporary Theater
Linda Herr	Hillary	New City Theater (<i>John Kazanjian</i>)
A Christmas Carol	Martha Cratchit	ACT Theatre (<i>Jeff Steitzer, Greg Falls</i>)
The Best Christmas Pageant Ever	Gladys	Seattle Children's Theater (<i>Jeff Steitzer</i>)
Macbeth	Witch/Lady Macduff	University Theater, Chicago
Medea	Medea	University Theater
Dangerous Liasons	Mme de Merteuil	University Theater
Agnes of God	Agnes	University Theater

YOUTH/STUDENT/COMMUNITY DIRECTION (highlights)

SHAKESPEARE - numerous full productions - original cuts 80-90 minutes (advanced students), 30-80 minutes (beginning students)

King Lear The Tempest MacBeth Hamlet Romeo and Juliet Twelfth Night As You Like It	Much Ado About Nothing A Midsummer Night's Dream Merchant of Venice Merry Wives of Windsor Richard III Julius Caesar
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CONTEMPORARY/CLASSIC THEATER

Metamorphoses , Mary Zimmerman The Arabian Nights , Mary Zimmerman The Secret in the Wings , Mary Zimmerman On the Razzle , Tom Stoppard The Real Inspector Hound , Tom Stoppard Arcadia , Tom Stoppard Love and Information , Caryl Churchill Halcyon Days , Steven Dietz Our Town , Thornton Wilder Doubt , John Patrick Shanley The Book of Days , Lanford Wilson A Wrinkle in Time , adapted from Madeline L'Engle The Good Times are Killing Me , Lynda Barry Elephant's Graveyard , George Brant The Best Man , Gore Vidal Fuddy Meers , David Lindsay-Abaire Anon(ymous) , Naomi Iuzuka Woman in Mind , Alan Ayckbourn Who's Afraid of Virginia Woolf? , Edward Albee The Importance of Being Earnest , Oscar Wilde Arsenic and Old Lace , Joseph Kesselring Enchanted April , Matthew Barber	The Front Page , Ben Hecht and Charles MacArthur Hay Fever , Noel Coward You Can't Take it With You , Kaufman and Hart Room Service , Boretz and Murray All in the Timing , David Ives 12 Angry Jurors , Reginald Rose The Imaginary Invalid , Moliere Inherit the Wind , Lawrence and Lee Waiting For Godot , Samuel Beckett His Dark Materials , Philip Pullman The Hitchhiker's Guide to the Galaxy , Douglas Adams The Hobbit , J.R.R. Tolkein Dracula , Steven Dietz Haroun and the Sea of Stories , Salman Rushdie The Princess Bride , William Golding The Miser , Moliere The 13 Clocks , James Thurber Charlie and the Chocolate Factory , Roald Dahl The Phantom Tollbooth , Norman Juster. The King and I , Rogers and Hammerstein Orpheus! Brennan and Hartley Fiddler on the Roof , Stein, Bock, Harnick
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COMMISSIONS – DIRECTION AND DRAMATURGY

Have A Great Summer , Keiko Green Writer 1272 , Vince Delaney * Attack of the Killer Murder....of Death! Wayne Rawley* The Kid Who Could Fly , Wayne Rawley Frankenstein , Rachel Atkins Ba-al Zebub (Lord of the Flies) , Rachel Atkins	Parlour Tricks , Kelleen Conway Blanchard Salesgirls of Nowhere , Wayne Rawley Boathouse , Frank Garland Another Dead Caesar , Frank Garland Maggie's Diner , Frank Garland Young Baboons , Scot Augustson
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*subsequent professional productions

Short Play Festivals and other Commissions- Sara Porkalob, Maggie Lee, Sofia Raquel Sanchez, Julieta Vitulo, Anuthea Brown, Frank Garland, Pamela Hobart Carter, Keiko Green, Aaron Norman, Jennifer Dice, Gillian Jorgenson

CURRICULUM DEVELOPMENT AND INSTRUCTION

Exploring Shakespeare, K-12+ Advanced Shakespeare, 6-12+ Cultural Interact Plays for Living Writing for Life Storytelling	Adapting Literature for the Stage Devised Performance Scene Study and Analysis Improvisation Creative Dramatics Life and Leadership Skills Theater Through an Equity Lens
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