

Skills

- Basic Communication Skills
- Public Speaking and Presentation Skills
- Time Management
- Collaboration Skills
- Project Management Skills
- Job Specific Skills
 - Artistic, technical, scientific, data analysis, safety, CPR/First Aid, Education/etc.

Knowledge:

- Basic understanding of the institution (mission, vision, facility, programs, etc.)
- Basic technical competency
- Understanding of institution
- Institution's role in the community
- Cultural competency of demographic
- Knowledge of interpersonal relations

Characteristics of the initial stage museum professional:

- Speaks eloquently
- Embodies vision of the institution
- Maintains composure
- Is determined
- Treats others with respect
- Works independently
- Adapts to circumstances
- Is accountable for job performance
- Thinks creatively
- Is welcoming
- Reflects on practice

DACUM Panelists:

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Crystal Byler
American Museum of Natural History

Jessica Egan
Long Island Children's Museum

Hilda Estevez
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Competency Profile: Early-stage Science Museum Professional

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Competency Profile of Early Career Science Museum Professional

Produce Visitor Experiences	A-1 Identify Audience and Institution Needs	A-2 Determine Feasibility of Projects	A-3 Acquire Approval to Proceed with Projects	A-4 Develop Experience Content	A-5 Refine Experience Content	A-6 Implement Visitor Experiences	A-7 Evaluate Experience Effectiveness	A-8 Maintain Experience Integrity
Manage Staff and Volunteers	B-1 Contribute to a Positive Work Environment	B-2 Foster Productive Work Relationships	B-3 Coordinate Schedules Among Relevant Individuals	B-4 Balance Staff Workload	B-5 Facilitate Training for Job Function	B-6 Evaluate Subordinates' Job Performance		
Cultivate Visitor Relationships	C-1 Connect with Non-Members	C-2 Personalize Existing Member Experiences	C-3 Supplement STEM Learning for Schools and Community Orgs.	C-4 Foster Ongoing Youth Involvement with the Institution				
Participate in Professional Learning	D-1 Evaluate Professional Development Needs	D-2 Engage with the Professional Field	D-3 Invest in Personal Growth	D-4 Contribute in Mentor Relationships	D-5 Promote Professional Learning Opportunities for Others			
Facilitate Institution Operations	E-1 Abide by Established Policies	E-2 Contribute to Financial Operations	E-3 Contribute to Departmental Personnel and Hiring Discussions	E-4 Enforce Codes of Conduct				
Represent the Institution	F-1 Uphold Institution's Mission	F-2 Act as a Steward on Behalf of the Institution	F-3 Promote the Value of the Institution	F-4 Advocate Positive Institutional Image				

Additional info

The goal of the competency profile is to understand what job responsibilities science museum professionals need to be able to perform in order to be successful in informal science learning (ISL) institutions across three career stages. The profile was developed using the well-tested DACUM process, then verified and reviewed by science center and museum professionals across the United States. The chart above shows overarching job duties with necessary supporting tasks. On the second page are lists of skills, knowledge, and characteristics required of a professional at each career stage. For more information about this project, visit <http://www.astc.org/professional-development/building-an-evidence-based-isl-professional-framework/>.