

Excerpts from the Final Performance Report Institute of Museum and Library Services 2017/18 Award

Project Summary: Professional development is critical for museum staff to effectively meet the dynamic and changing needs of their communities. This project used the Evidence-based Informal STEM Learning Professional Framework to help individuals analyze individual and institutional professional development priorities. This project tested two approaches to a dissemination workshop:

1. Across Institutions- participants were from different institutions, representing different functions within those institutions.
2. Within Institution- participants were from same institution, again representing different functions.

The project was led by Joe E. Heimlich with the Lifelong Learning Group at COSI, with Kris Morrissey from University of Washington, Dennis Schatz of the Pacific Science Center, and Nancy Staus from Oregon State University. In addition, Martin Storksdieck (OSU) and Lesley Markham and Margaret Glass from ASTC, part of the original framework development project, were advisors. The evaluation used a social radiation measure to see how the framework was considered, used, and shared with others in the different institutions after a period of several weeks. Results showed a strong intention to share the framework with colleagues across both sites. The materials from these workshops are archived on and shared with the field via the framework website: www.islframework.org.

Summary of Post-workshop Survey

Performance Measure Statement	Survey Respondent	No. of Participants	No. Total Responses	No. Responses Per Answer Option				No. Non Responses
				Strongly Disagree	Disagree	Agree	Strongly Agree	
My understanding has increased as a result of this program/training	Workshop Participants	31	20	0	1	14	5	0
My interest in this subject has increased as a result of this program/training	Workshop Participants	31	20	0	4	8	4	4 neither agreed nor disagreed
I am confident I can apply what I learned in the program/training	Workshop Participants	31	20	1	4	5	4	6 neither agreed nor disagreed

Lessons Learned

1. Professionals are hungry for professional development and they want structured, research-based ways to engage in PD. In the first pilot, the intentions going back to the five institutions by their teams was very high. Shared ideas and impressions of implementation were useful to the team, and valuable for the other participants. At Pacific Science Center, the individual use of the framework was very intense in the moment, and strong in the reflection.

2. Workshops are most effective when focused on either individual career or institutional planning. In the first workshop, the participants had less time doing individual application of the framework in order to focus time on taking ideas back to their institutions and looking for ways to implement use “at home.” This split in time made the workshop feel rushed, packed, and exhausting. The components on the radiation in the museum worked very well. So the determination was made to focus more on individual use of the framework *within one institution* to see how such a workshop might work for dissemination of the framework. Findings from the workshop evaluation reveal that the vast majority of participants agreed or strongly agreed the information was useful; 84% of the participants felt the ability to talk with others in small groups about their career paths helped them connect with the framework.

3. Workshops should start with relevance to individual use rather than background. The 15 minutes spent in the first workshop giving a high-level background to the evidence-based development of the framework was interesting, but not useful for participants (at that point). Simply referring to “evidence-based development” and putting it within the context of professionalization of a field seemed more motivating/effective? (as done at the second workshop) for the participants. Relevance is revealed that In the evaluation, it was noted that participants felt the workshops increased their understanding of the professional nature of working in a museum or science center with 95% of participants agreeing their understanding of the need for a professional learning network increased as a result of the workshop and 60% agreed their interest in the subject increased.

Appendices

Appendix 1, Final Evaluation Report

Appendix 2, Workshop Agendas

Appendix 3, Workshop Materials (COSI)

Appendix 4, Workshop Materials (Pacific Science Center)

Appendix 5, Workshop Photographs