ENGAGEMENT VS. PROFESSIONAL DEVELOPMENT

GROWING AND RETAINING PART TIME AND ENTRY LEVEL STAFF
PANELISTS

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WHAT IS PROFESSIONAL DEVELOPMENT OR TRAINING?

http://www.businessdictionary.com/definition/professional-development.html

- Process of improving and increasing capabilities of staff through access to education and training opportunities.
WHAT IS ENGAGEMENT?


- **Employee engagement is the emotional commitment the employee has to the organization and its goals.** This emotional commitment means engaged employees actually care about their work and their company. They don't work just for a paycheck, or just for the next promotion, but work on behalf of the organization's goals.
EFFICIENCY VS VALUE

• We can teach staff how to clean, reset, work the register through efficient, replicable training units.
• Value cannot always be transmitted as easily.
• How do we focus on what’s important with front line or part time staff (and in life)? Which is more important, cleaning and resetting or modeling playful learning?
Kentucky Science Center: Encourage people of all ages to do science in engaging, educational and entertaining ways to inspire a lifetime of learning.

The New Children’s Museum is a new model of children’s museum whose mission is to stimulate imagination, creativity and critical thinking in children and families through inventive and engaging experiences with contemporary art.

The Peoria PlayHouse Children's Museum provides children with the tools and inspiration they need to be explorers and creators of the world.
SOME QUESTIONS WE ARE PONDERING...

• In a participatory museum, who gets to participate? Whose voices are valued?
• What types of work are valued? How do we identify and train or engage for the work we truly value?
• How can children’s museums think in new ways about staff and hierarchy?

Warning: No definitive answers provided!
What is our mission? Does the way we approach staffing our programs and exhibits match our mission?

Is the way we train our floor staff efficiency-based or value-based?

If I am a member of the floor staff and would like to move up in the museum, how would I go about doing that?

How can we apply the idea of museums as genuinely participatory cultures to include the participation of front-line staff?
THANK YOU, AND DON'T FORGET YOUR EVALUATION!

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