ENCOURAGE PEOPLE OF ALL AGES TO \textbf{DO SCIENCE}
IN ENGAGING, EDUCATIONAL AND
ENTERTAINING WAYS TO INSPIRE A LIFETIME OF
LEARNING.
CULTIVATING PROFESSIONAL EXCELLENCE

A STRATEGIC PLAN THAT FOCUSES ON TRANSPARENCY, LISTENING, AND THE POWER OF COLLABORATION
A PILLAR OF OUR FIVE YEAR STRATEGIC PLAN

KENTUCKY SCIENCE CENTER DECIDED TO CONCENTRATE ON FOSTERING AN ENVIED AND EXCELLENT WORKPLACE CULTURE AND TEAM MEMBERS HAVE RECIPIROCATED WITH COMMITMENT, FOCUS, PERFORMANCE AND CAREER LONGEVITY
TRANSPARENCY

TO GUIDE AND ENCOURAGE PRODUCTIVE CONVERSATIONS ABOUT PROFESSIONAL GROWTH AND CAREER ASPIRATIONS, A COMPREHENSIVE “LEVEL GUIDE” WAS CREATED AND DISTRIBUTED TO FOSTER TRANSPARENCY IN THE PROMOTIONS PIPELINE.
## PART-TIME LEVEL GUIDE

<table>
<thead>
<tr>
<th>Level</th>
<th>Education Apprentice</th>
<th>Educator</th>
<th>Master Educator PT</th>
<th>Full Time Master Educator</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>Less than 1 year of college or at least 2 years of high school, demonstrated experience in customer or community service.</td>
<td>2 or more years of college working towards a degree in education, the sciences, the arts or technology and/or 2 or more years of demonstrated experience in customer or community service preferably in an informal education arena.</td>
<td>College degree in Education, the sciences, the arts or technology and/or 3 or more years of demonstrated experience in customer or community service in an informal education arena.</td>
<td>College degree in Education, the sciences, the arts or technology and/or 3 or more years of demonstrated experience in customer or community service in an informal education arena.</td>
</tr>
<tr>
<td><strong>Thumbnail Sketch of Job</strong></td>
<td>Responsible for onsite facilitation support on the exhibit floors including but not limited to way-finding, exhibit restaging, assisting with preparation of shows, programs and demos.</td>
<td>Responsible for presenting educational programs, classes and activities to KSC visitors with emphasis on engaging floor facilitation, MakerPlace experiences, demonstrations, classes, offsite offerings and outreach ranging in a wide array of ages and topics.</td>
<td>Responsible for program design support, and implementation of a variety of high-level programs and experiences. Both in the flagship facility and throughout the commonwealth. Demonstrates a strong ability to work effectively under pressure and assist with new staff training and onboarding processes. The Master Educator will strive to ensure the overall quality and mission of the KSC is upheld in all programmatic offerings.</td>
<td>Responsible for program design support, and implementation of a variety of high-level programs and experiences. Both in the flagship facility and throughout the commonwealth. Demonstrates a strong ability to work effectively under pressure and assist with new staff training and onboarding processes. The Master Educator will strive to ensure the overall quality and mission of the KSC is upheld in all programmatic offerings.</td>
</tr>
</tbody>
</table>
PIPELINE STATISTICS

* 52% OF STAFF HOLDING FULL TIME POSITIONS STARTED AS PART-TIME EMPLOYEES AND OR VOLUNTEERS

* 20% OF STAFF HOLDING FULL TIME POSITIONS RECEIVED AN INTERNAL PROMOTION
<table>
<thead>
<tr>
<th>Level</th>
<th>Coordinator</th>
<th>Manager</th>
<th>Senior Manager</th>
<th>Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thumbnail Sketch of Job</td>
<td>Coordinates the day-to-day activities of a group of professional and / or non-exempt employees</td>
<td>Team leader, project leader or supervisor of a team of professional and / or non-exempt workers</td>
<td>Manages a team of professionals &amp; non-exempts or leads a professional discipline within a major staff function</td>
<td>Provides strategic vision for KSC, and supports the actions taken to achieve it</td>
</tr>
<tr>
<td></td>
<td>Most of work time is spent performing the same duties as the work group</td>
<td>Up to 80% of work time may be spent performing work of the type supervised</td>
<td>Directs a major functional area with full budget responsibility</td>
<td>Grade assignment varies based on market value and overall size and input of function</td>
</tr>
</tbody>
</table>
THE CORRECT PATH FOR THE CORRECT PERSON

* HOW DO YOU ENSURE THE PATH YOUR EMPLOYEE IS ON IS THE CORRECT PATH?
* IS A PROMOTION ALWAYS THE RIGHT THING?
* WHAT PRESSURE DOES A FULL-TIME POSITION HAVE ON A PART-TIME WORKFORCE?
LISTENING

LISTENING TO YOUR TEAM CONTRIBUTES TO THEIR ONGOING SUCCESSES AND IS AN ESSENTIAL TOOL FOR BUILDING THE FOUNDATION OF OUR DAY-TO-DAY OPERATIONS

* CULTURE SURVEY
* PERFORMANCE REVIEWS
* JAVA WITH JO……..
* OPEN DOOR POLICIES
CULTURE SURVEY FEEDBACK

* 100% of culture survey respondents, every year for five years, say their work supports our mission.

* 100% agree that we are flexible with respect to family responsibilities.

* 100% are motivated to see the strategic plan succeed.

* 84% of Part-Time staff responded yes to “would you advise a friend to apply for a job here?”

* 94% among FT team.

* 85% of Part-Time staff understand the data/metrics used to measure the success of their work.

* 91% of Part-Time staff feel that “The training opportunities available to me support my professional development plan and goals.”
COLLABORATION

PROJECT MANAGEMENT FROM EVERY LEVEL

* CROSS DEPARTMENTAL COLLABORATION
* TEMPORARY EXHIBIT DESIGN
* PERMANENT GALLERIES COMMITTEE
* LARGE SCALE ANNUAL EVENTS
From Temporary Exhibits on a Shoe-String Budget……..

To Million Dollar Permanent Gallery Spaces
ThunderBlast – 3,000 visitors served annually
COLLABORATION CAN ELEVATE YOUR LEADERS

TAKE RISKS TO BOLSTER YOUR RANKS AND BUILD YOUR BEST TEAM
Mellisa Blankenship - Director of Programs and Partnerships

Mellisa.blankenship@louisvilleky.gov