



EVERYONE IS AN EDUCATOR, NO  
MATTER WHAT YOUR ROLE IS IN THE  
MUSEUM

# Empowering Aspiring Educators

*in a children's museum setting*



We Want to Learn About You

Photo taken by: Lauren Geiger



# Introductions:

## Pretend City Children's Museum

Irvine, California

Lauren Geiger, Education Manager-Early Childhood Programs

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## Children's Museum of Southern Minnesota

Mankato, Minnesota

Kim Kleven, Vice President of Play & Learning

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## Marbles Kids Museum

Raleigh, North Carolina

Jonathan Frederick, CEO

[JFrederick@marbleskidsmuseum.org](mailto:JFrederick@marbleskidsmuseum.org)

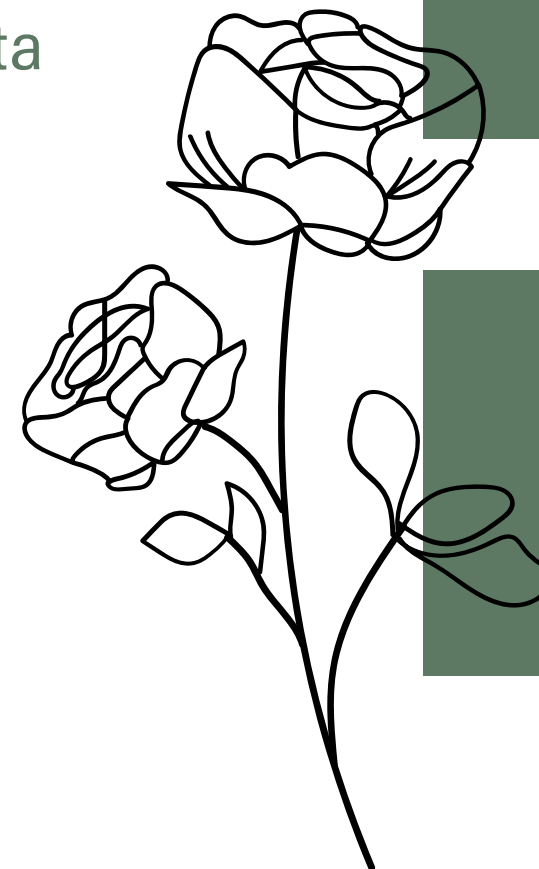


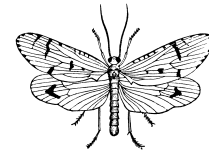
Photo taken by: Lauren Geiger

# Itinerary

What you can expect:

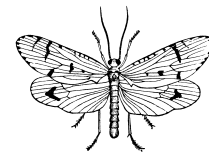


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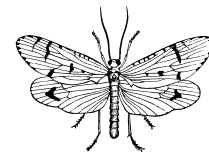
## Building a Culture of Invested Individuals

Breakout Activity  
Discussion



## Different Approaches to Staff Management and Mentorship

Discussion



## Personalized Professional Development Opportunities

Breakout Activity  
Discussion



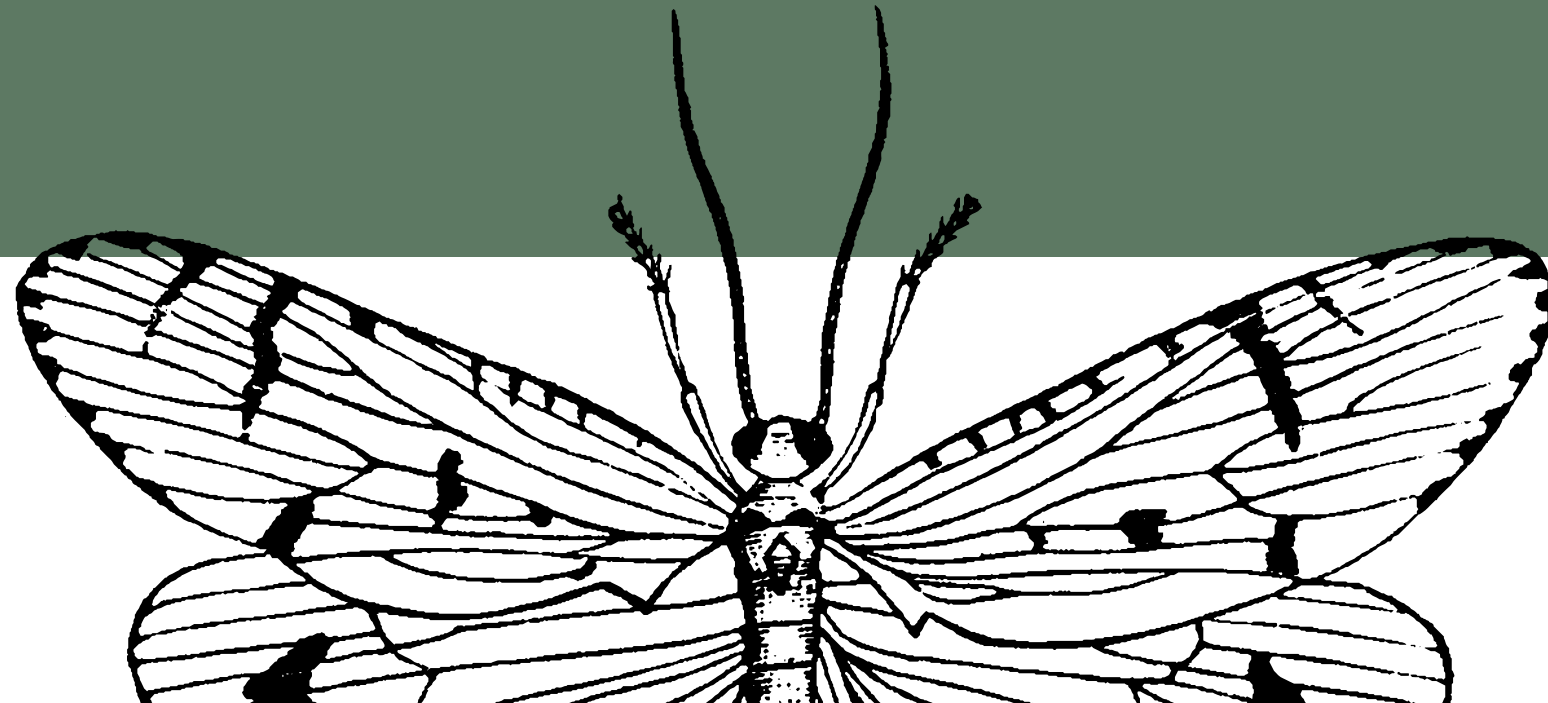
# Speaking the Same Language

BROUGHT TO YOU BY:  
JASON AFLAGUE



# Jason's Reminder:

WE COULD BE ASKING YOU QUESTIONS THAT YOU ALREADY KNOW THE ANSWERS TO, BUT THERE IS A LOT OF VALUE IN HAVING A CONVERSATION AND BEING REFLECTIVE OF WHAT WE DO AND HOW WE DO IT. ALL LEARNING IS RE-LEARNING. WE CAN ALWAYS EXPAND ON WHAT WE ALREADY KNOW.





# Marbles Kids Museum

## TRIED & TRUE

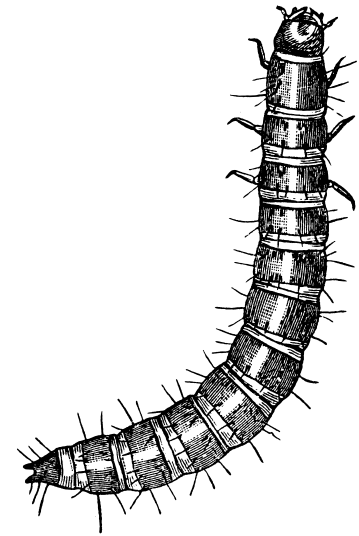
Listening and Empathy  
Energy and Innovation

## ENGAGING YOUR TEAM

Small group conversations  
Avenues for Anonymity

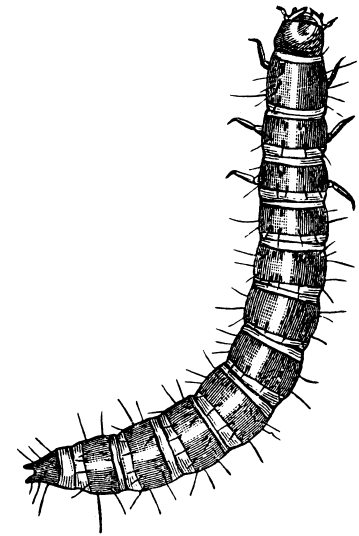
## EMPLOYEE SATISFACTION SURVEY

What we learned  
Challenges with transparency  
Check and Recheck for hidden angles  
and bias  
Follow through



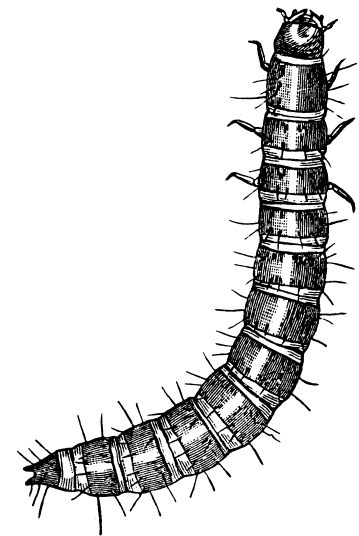
## EMERGING FROM THE CHRYSALIS

- Rescope and reset
- Transition from formal to Museum Education



## PLAY AND LEARNING

- Mission
- Pedagogy
- Audience



## BE THE SUNFLOWER

- Programs-Baby Play
- Experiences-Songs & Storytime
- Environment

BUILDING A  
CULTURE OF  
INVESTED  
INDIVIDUALS



## AS LOCAL DESTINATIONS

Children's museums are experts in designing learning spaces and elevating naturalistic and child-centered learning that incorporate the latest evidence in positive child development and encourage positive adult and child interactions.

## AS EDUCATIONAL LABORATORIES

Children's museums generally operate outside of the structures of formal education systems, allowing them to act as innovators, testing and developing child-centered and play-based pedagogies.

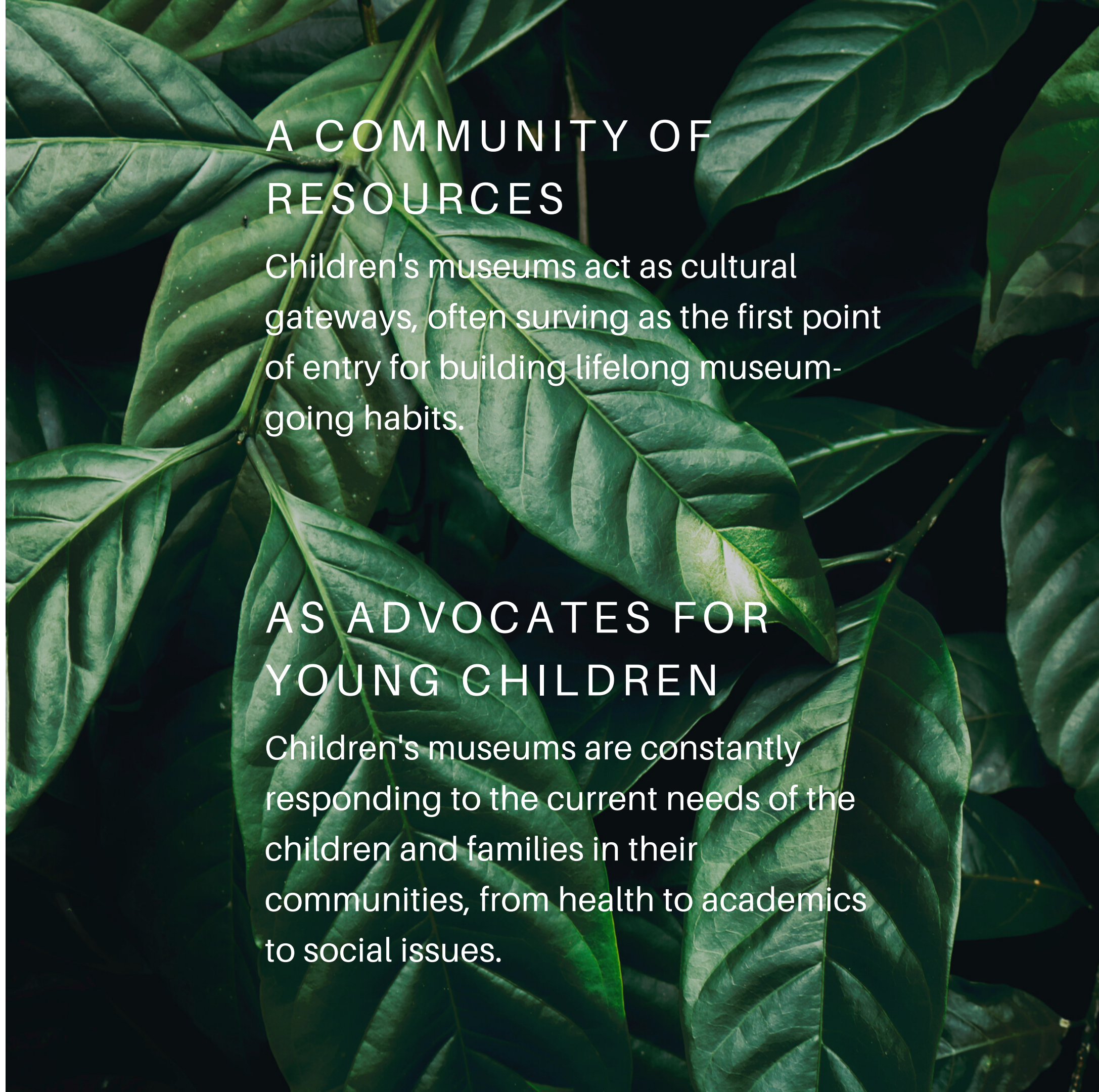
### The Four Dimensions of Children's Museums

## A COMMUNITY OF RESOURCES

Children's museums act as cultural gateways, often serving as the first point of entry for building lifelong museum-going habits.

## AS ADVOCATES FOR YOUNG CHILDREN

Children's museums are constantly responding to the current needs of the children and families in their communities, from health to academics to social issues.





## APPROACHES TO STAFF MANAGEMENT

## SUPPORTING EMPLOYEES WHERE THEY STAND

People-first management approach vs.  
Role-first management

## HEALTHY WORK/LIFE BALANCE AND THE IMPORTANCE OF SELF-CARE

Prioritizing approving time off to allow staff  
to be their best self both in and out of the  
work space

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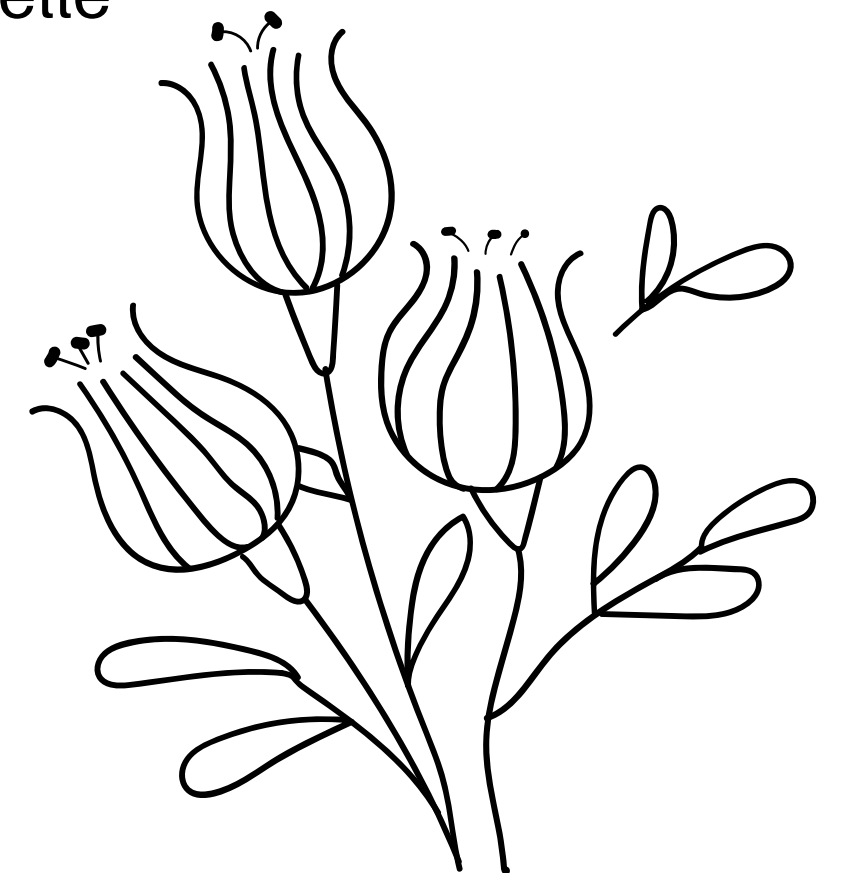




## *Staff Testimonial*

"I do feel that I have grown more in self-confidence which is something I've always lacked growing up. Just being on the floor as well as story times (and I'm going to perform at Kidstock) has helped me feel better about my abilities, capabilities and talents that I can bring on the floor and with my co-workers"

-Danielle





## *Staff Testimonial*

“My managers help me focus on one thing, instead of everything, and complete it then move on to the next thing. If [my manager] trusts that I know what I'm doing, it makes my job easier.”

- Kevin



photo taken by: Lauren Geiger

# Breakout Activity No. 2

EMPLOYEE RECOGNITION

# Personalized Professional Development

ONBOARDING

BUILDING THE  
RELATIONSHIP/SETTING  
GOALS

ACHIEVING GOALS



*Staff Testimonial*

# How to Stay Connected/ Resources

