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
lauren.geiger@pretendcity.org
Mariesa Acosta, Education Manager-Special Programs
mariesa.acosta@pretendcity.org
Carly Snyder, Education Manager- Child Development and Outreach
carly.snyder@pretendcity.org

Children's Museum of Southern Minnesota
Mankato, Minnesota
Kim Kleven, Vice President of Play & Learning
kim.kleven@cmsouthernmn.org

Marbles Kids Museum
Raleigh, North Carolina
Jonathan Frederick, CEO
JFrederick@marbleskidsmuseum.org

Photo taken by: Lauren Geiger
Building a Culture of Invested Individuals
Breakout Activity
Discussion

Different Approaches to Staff Management and Mentorship
Discussion

Personalized Professional Development Opportunities
Breakout Activity
Discussion

Itinerary
What you can expect:

Photo taken by: Lauren Geiger
Speaking the Same Language

BROUGHT TO YOU BY: JASON AFLAGUE
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.

Jason's Reminder:
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.

**AS 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
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
“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
Breakout Activity No. 2

EMPLOYEE RECOGNITION
Personalized Professional Development

ONBOARDING

BUILDING THE RELATIONSHIP/SETTING GOALS

ACHIEVING GOALS
How to Stay Connected/ Resources