

The Reflective Practice Cycle

A tool for developing and improving programs

Agenda

- Introduction
- What is the Reflective Practice Cycle?
- The Reflective Practice Cycle in Action
- Workshopping Goals
- Q&A, Tools and Resources



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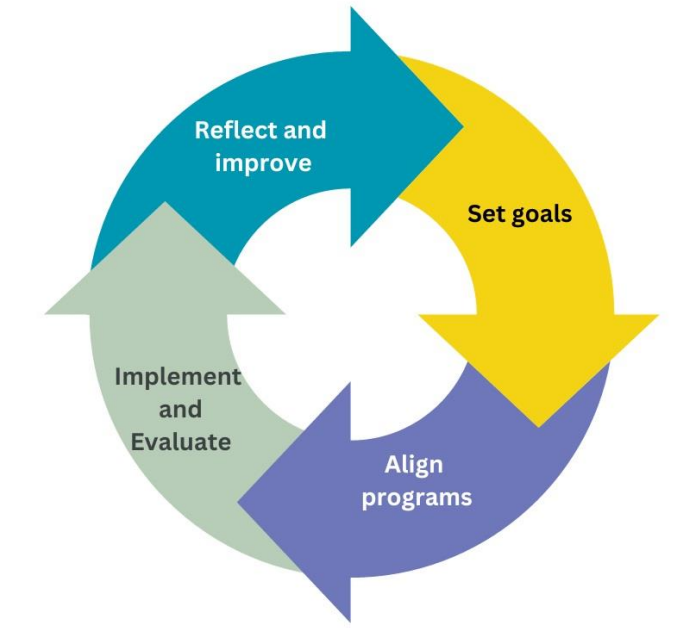
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What is the Reflective Practice Cycle?





Step 1

Articulate your goals.

Imagine



STEP 1



GOAL

Participants will feel a sense of connection with the Smith family

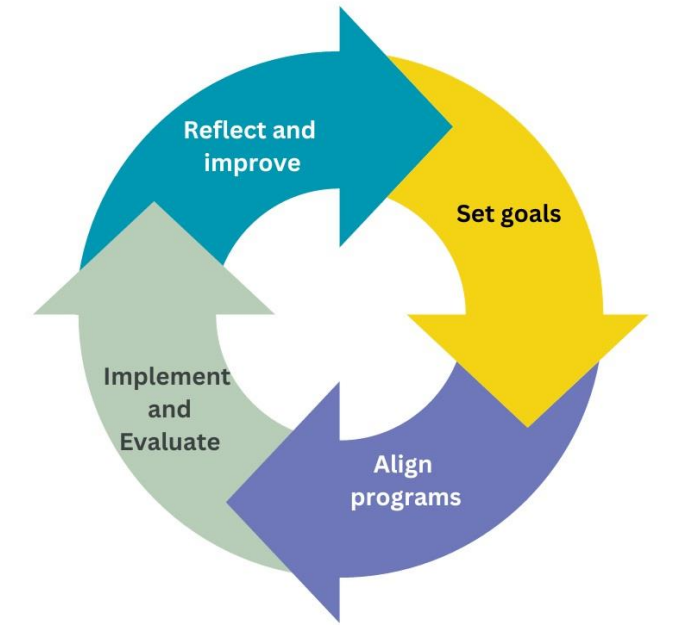
EVIDENCE

ALIGNMENT

TRY IT!

REFLECTION

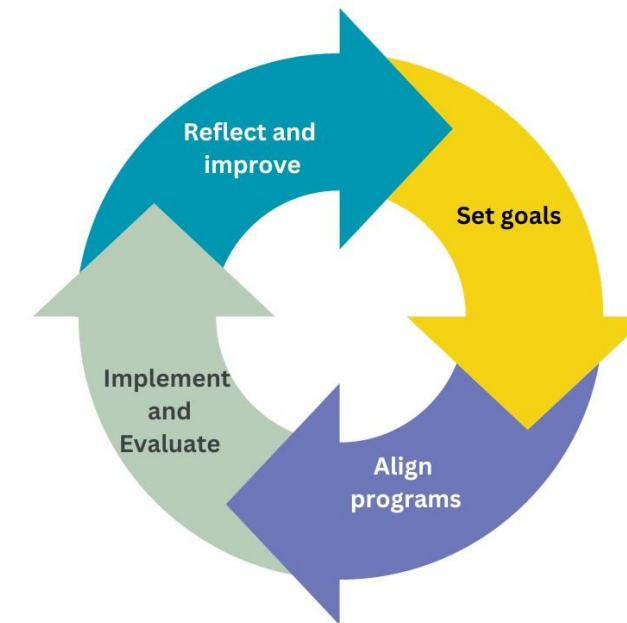
Step 2a



Think about your evidence:

How will you know whether your goals have been achieved?

STEP 2a



GOAL

Participants will feel a sense of connection with the Smith family

EVIDENCE

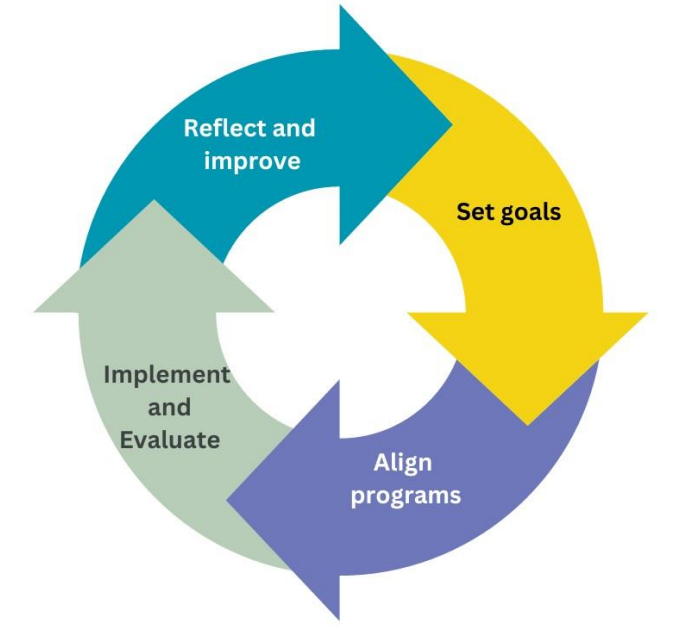
Participants will share comments that compare their own lives and experiences to those of the Smith family.

ALIGNMENT

TRY IT!

REFLECTION

Step 2b



Design and Align the Program

What does your program need to include to achieve these goals and demonstrate this achievement?

STEP 2b



GOAL

Participants will feel a sense of connection with the Smith family

EVIDENCE

Participants will share comments that compare their own lives and experiences to those of the Smith family.

ALIGNMENT

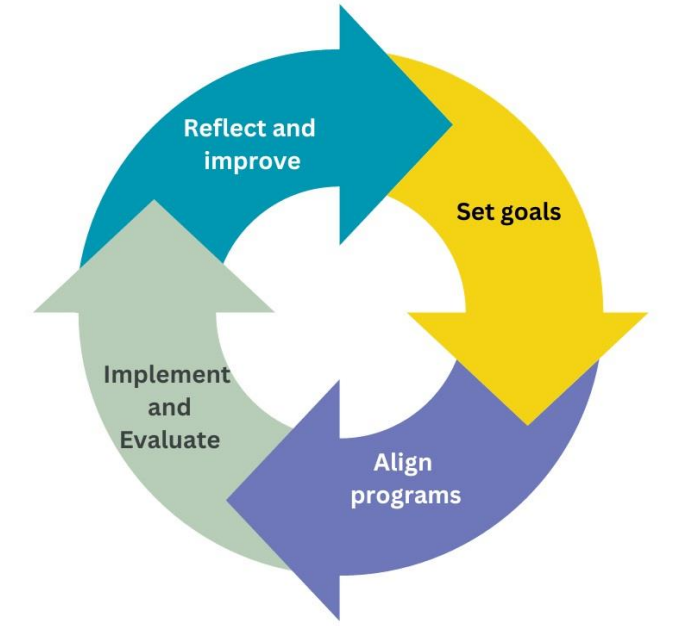
Participants need to be asked a question that explicitly asks for this comparison.

TRY IT!

REFLECTION

Step 3

Do the program and Evaluate!



STEP 3



GOAL

Participants will feel a sense of connection with the Smith family

EVIDENCE

Participants will share comments that compare their own lives and experiences to those of the Smith family.

ALIGNMENT

Participants need to be asked a question that explicitly asks for this comparison.

TRY IT!

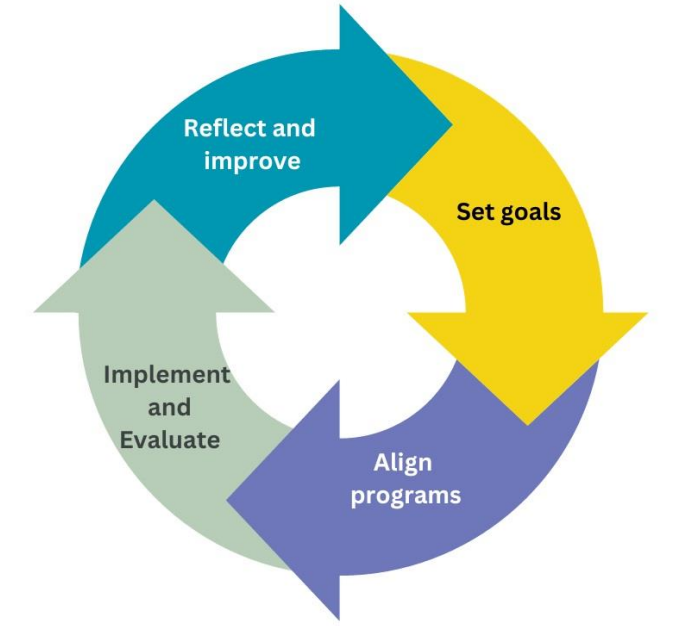
Do the program and collect your evidence.

REFLECTION

Step 4

Pause and Reflect.

What worked, and what didn't?
How could this program be even better?



STEP 4



GOAL

Participants will feel a sense of connection with the Smith family

EVIDENCE

Participants will share comments that compare their own lives and experiences to those of the Smith family.

ALIGNMENT

Participants need to be asked a question that explicitly asks for this comparison.

TRY IT!

Do the program and collect your evidence.

REFLECTION

What worked?
What didn't?
How could participants better evidence this sense of connection?

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Questions?

The Reflective Practice Cycle in Action



Lefferts Historic House



The Challenge

How can we engage children and families in the lives of enslaved people who lived in this house, but do so in a positive way that demonstrates resilience?

One Approach:

What can we do
that will engage
kids and is related
to our historical
content?

Let's play
Mancala!



The Reflective Practice Approach:

What will children and families know, feel, understand, or be able to do that is related to our historical content?

Children and their adults will:

- Know the meaning of the word “resilience”
- Understand music as a form of cultural resilience
- Identify aspects of their culture that make them feel resilient

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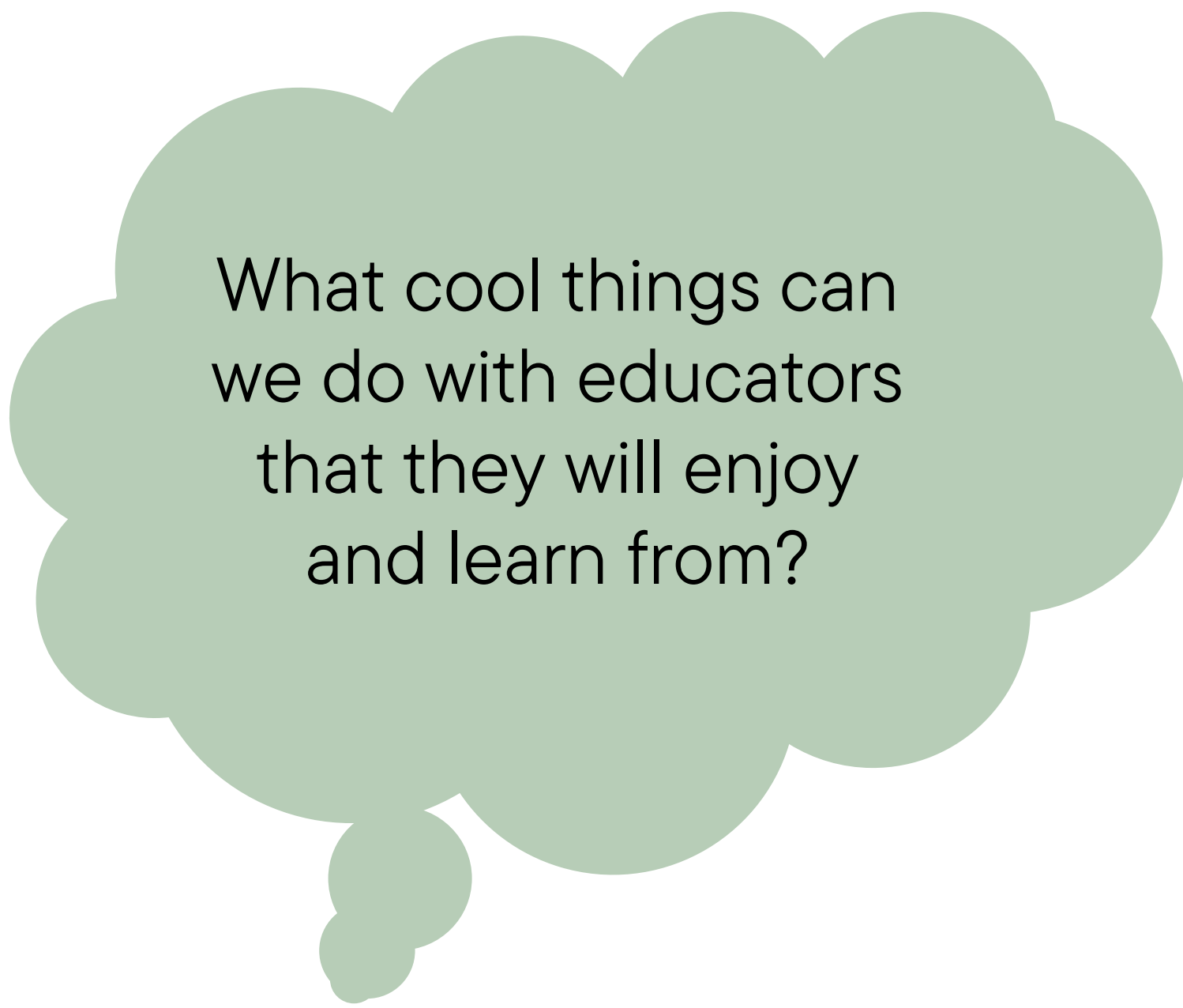
Baltimore Museum of Industry




The Challenge

Offering an extended training to staff educators, including new educators, that helps them do a better job teaching in the galleries.

One Approach:



What cool things can we do with educators that they will enjoy and learn from?



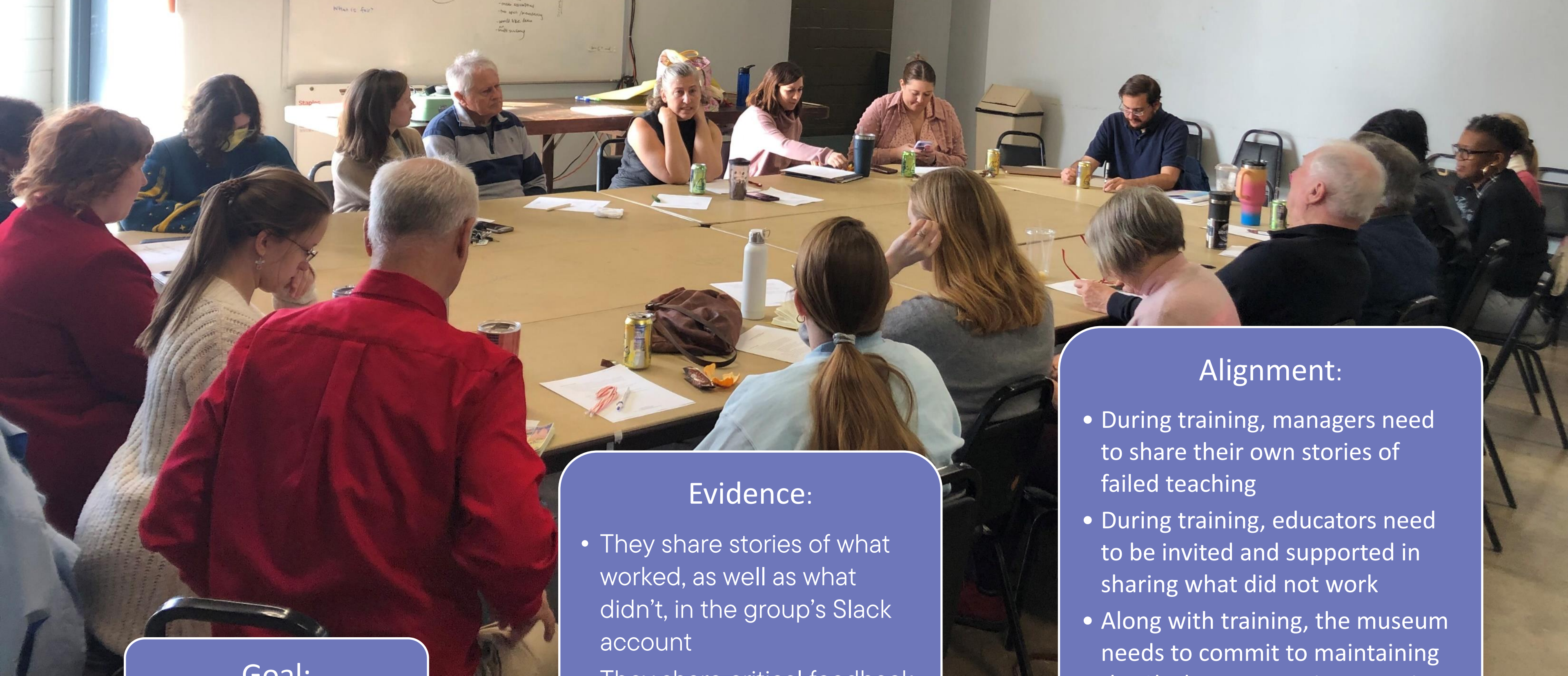
Let's visit some other museums!
And maybe do some improv!

The Reflective Practice Approach:

What will participants know, feel, understand, or be able to do?

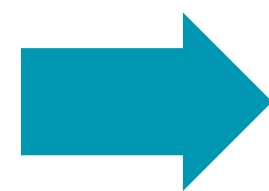
Educators will:

- Know the history related to the galleries we highlight in the History Alive tour
- Be able to effectively use storytelling and inquiry facilitation strategies for engaging students
- Feel safe and able to critically analyze their tours and how they went
- Understand the Baltimore Museum of Industry as a place where they can grow their teaching and professional selves



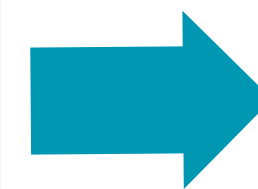
Goal:

- Feel safe and able to critically analyze their own tours



Evidence:

- They share stories of what worked, as well as what didn't, in the group's Slack account
- They share critical feedback about their own tours in post-tour reflection with the program manager



Alignment:

- During training, managers need to share their own stories of failed teaching
- During training, educators need to be invited and supported in sharing what did not work
- Along with training, the museum needs to commit to maintaining the Slack group, posing questions that solicit self-critique, and also conducting observations and post-tour reflections

Challenges

- This takes **accountability**. Someone that you work with to make sure this is happening.
- This takes **consistency**. Remember your goals, keep working toward them, and keep evaluating (you can change goals, but not mid-way through a program!)

What are some of your program goals?

Children and their adults will identify aspects of their culture that make them feel resilient

Educators will know the history related to the galleries we highlight in the History Alive tour

Participants will feel a sense of connection with the Smith family

Children and their adults will understand music as a form of cultural resilience

Educators will be able to effectively use inquiry facilitation strategies for engaging students

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What questions
do you still have?

Tools and Resources





museumquestions.com/reflective-practice-cycle

SET GOALS		ALIGN PROGRAMS	
Big idea	Goals	How will you know goals are reached?	Program alignment
<i>Why are you offering this program? What impact do you want it to have?</i>	<i>What do you want participants to know, feel, understand, or be able to do? (Limit to 3 goals total)</i>	<i>What evidence can you see or easily collect that will demonstrate how well your goals are reached?</i>	<i>What elements does your program need to include to achieve your goals and demonstrate this evidence?</i>

IMPLEMENT AND EVALUATE		REFLECT AND IMPROVE	
Evaluation Mechanism	Evaluation Findings	Reflection Team	Plan for improvement
<i>Who is responsible for evaluating the program? How will this be done? (Post-program reflection by evaluator? Observation?)</i>	<i>To what extent were your goals achieved? What worked, and what could have been better?</i>	<i>Who will be part of a post-program brainstorm?</i>	<i>What might you do differently next time?</i>

Evaluation:

Improving Programs and Demonstrating Impact

We all know we need to evaluate our programs, but sometimes we don't have the time or experience to do this right without help. Museum Questions has created four different options to help organizations large and small make evaluation both manageable and useful.

Option 1: Coaching - *Starting at \$500*

New to evaluation but game to try, and want a little support? Museum Questions will coach you through the process. This package includes help clarifying goals and objectives, brainstorming around the creation of your tool, a review of your draft evaluation, and tips for data collection and analysis.

Option 2: Evaluation Development - *Starting at \$1500*

If you need a little more support developing your evaluation before you implement it, Museum Questions will develop a survey or observation form that staff and stakeholders can use to gather data or share program feedback. This package includes help clarifying goals and objectives, the development of a survey or observation form to capture the data you need, staff training in data collection, and tips for data collection and analysis.

Option 3: Tool Development and Data Analysis - *Starting at \$4,000*

With this affordable, not-quite-full-service evaluation option, Museum Questions will develop an on-line survey that staff and stakeholders can use to gather data, and will analyze the data and share findings. This package includes help clarifying goals and objectives, the development of a survey to capture the data you need, and a report with analysis of the data gathered.

Option 4: Full Program Evaluation - *Starting at \$10,000*

Sometimes you know you need an outside evaluator to do a full program evaluation, collecting data from multiple stakeholders in multiple ways. This evaluation may include surveys, observations, and/or interviews, and includes support in clarifying goals and objectives, the development of evaluation tools, data collection, and a report with analysis of the data gathered.

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