

PROFESSIONAL DEVELOPMENT REFLECTION GUIDE

This is a tool to reflect on your own organization's work as you consider whether affiliating with the Smithsonian is right for your organization. The questions are meant to serve as prompts for internal discussion and reflection but you'll also find highlighted sections that signal information relevant for the Affiliate application process. If you choose to apply, the guide and your answers can serve as a reference for your team as you complete your application.

THE FOUNDATION

Reflect on your organization's current approach to professional development. What are the needs you see? How do you support an internal culture of learning?

Embracing What Works

How does your organization support staff growth + development? What learning opportunities has your team been most excited about? What has been most useful?

Identifying Opportunities

In what areas is your team seeking additional knowledge or training?

Acknowledging Capacity

What are the challenges your team has experienced in providing or accessing professional development opportunities? Are there ways in which constraints on capacity- financial, time, buy-in, etc- impact opportunities for professional development? Is Professional Development an explicit or implied goal within your institutional strategic plan?

THE VISION

Reflect on your vision for activating or sustaining a culture of learning in the future. In what ways could Smithsonian Affiliations align with that vision?

Celebrating a Culture of Learning

In what ways would you like to refine, improve, or expand the professional development opportunities you are able to offer your team in the future? How do you think you could activate or continue to embrace a robust culture of learning in your organization?

Activating Affiliations

Reflecting on the examples from the Professional Development Learning Excursion, what aspects of our professional development offerings align most with your vision? What would you be eager to take advantage of and engage with?