



KID Museum Director of Programs & Learning Innovation

About KID Museum

KID Museum is the region's pioneering experiential museum and educational makerspace. We empower the next generation with the skills to invent the future. Through hands-on programming for kids and youth (ages 4-14), we challenge young people to be active makers, who harness their creativity, curiosity and compassion to build a better world. We design and deliver programs across the full continuum of learning for kids in pre-k through middle school in partnership with educators and schools. Our onsite programs, community events, and live, virtual sessions encourage families to learn and explore together, engage kids in driving their own learning, and support educators in the classroom. We are deeply committed to diversity, equity, accessibility and inclusion, and consistently prioritize reaching underserved students of color with these transformative learning experiences that unlock opportunity for personal and economic growth.

Through deep, embedded learning partnerships with local schools and school systems, we support students and teachers in developing new skills and the "mind of a maker." This philosophy embodies the mindset that we believe will be necessary for the next generation to successfully compete in an increasingly diverse, interconnected, and rapidly changing workforce, driven by technology.

We empower the next generation with the skills to invent the future, and the mindsets, habits, and skill-sets we teach are practical and powerful in everyday life. We are part of a growing movement to remake education for every young person, putting them in the driver's seat and trusting them to be agents of change. For more information, please visit www.kid-museum.org

Position Overview

The **Director, Programs & Learning Innovation** at KID Museum develops the strategy, vision and pedagogical grounding for all educational programming including K-8 student programs, out of school time programming (camp, afterschool, weekend programming) and teacher

professional development. Reporting to the Chief Program Officer, this position also works closely with the Senior Director of Exhibits and Experience Innovation and the Director of Teaching and Program Experience to ensure that exhibits and program delivery reflect the Museum's mission and are in alignment with the Museum's pedagogical approach. Managing the Senior Program Managers and Program Managers, this position ensures that all programs embody the museum's commitment to educational innovation, culturally responsive approaches that foster an inquiry-based, self-directed learning environment and encourage creativity, empathy, and agency.

The successful candidate will have a Master's degree in teaching, education, or a related field and a minimum of eight years of experience in curriculum design, program development, and program management in the informal education sector. This position requires a keen understanding of maker education, culturally responsive approaches, learning pedagogies, and the maker movement. Incumbent must have proven experience in successful program design and execution. Prior experience working with programs that support youth development, education reform, STEM, and cultural exploration is needed. Demonstrated ability to lead a team of program designers and program managers to manage a diverse portfolio of educational programs is required. The incumbent must have experience in creating and managing project plans, identifying the most important priorities in a plan, and providing clear status updates to stakeholders. This role is essential to the quality and delivery of Museum programs and requires product management, instructional design, and people leadership skills.

Essential Job Functions

- **Development and Management of Education Programs**
 - Lead curriculum development and management of program portfolio to ensure alignment with KID Museum's strategic vision and community commitments.
 - Oversee the project planning and execution of major programmatic initiatives, including creating project plans, team management, adhering to deadlines, and ensuring the success of deliverables.
 - Ensure the successful design and delivery of all programs and curriculum by establishing and maintaining quality measures and standards in KID Museum "branded" pedagogical approach.
 - Oversee program development life cycle with a focus on user experience and continuous improvement.
 - Manage a team of Program Managers and consultant/contract Curriculum Designer(s) to oversee the development of the full suite of KID Museum programs and curricula delivered directly to students, families, and through teacher professional development.
 - Collaborate with Program Managers to develop program concepts, refinement of strategies, and serve as content lead for new and developing initiatives.

- Lead onboarding, coaching, and professional development for Program Managers to ensure the highest quality of program experiences and support innovation.
- **Thought Leadership**
 - Track new developments, trends, and research in maker education and develop strategies for incorporating them into KID Museum's approach.
 - Contribute to KID Museum's program evaluation and research initiatives with focus on formative evaluation, program improvement, alignment of outcomes across program and curricula, and dissemination of findings to professional communities.
 - Serve as a thought partner to the Senior Leadership Team in developing and implementing educational program strategic priorities to ensure KID is working towards the goal of being a national catalyst for remaking learning.
 - Represent KID Museum through presentations at conferences, written communications and publications, and other opportunities to share our work and approach within the field.
- **Stewardship of KID Museum's pedagogical approach**
 - Alongside other education leadership team members, develop, advance and codify KID Museum's pedagogical approach and learning philosophy through the creation and refinement of core materials and documents (i.e. Mind of a Maker, Program Design Principles).
 - Ensure alignment with KID Museum's pedagogical approach in program design and delivery for all programs through the development, maintenance and implementation of materials and resources such as templates, exemplars, and observation and reflection tools to be used across programs.
 - In collaboration with the Director of Teaching and Program Experience, contribute to the training of KID Museum Educators, Facilitators, and volunteers to ensure a high quality program experience for all audiences.
 - Work with Sr. Director of Exhibits and Experience Innovation to ensure that physical experiences are in alignment with KID's pedagogy.
 - Serve as a leader, modeling the core values of KID - curiosity, creativity, collaboration, and compassion.
 - Successfully complete other duties as assigned.

Minimum Qualifications

- Excellent leadership skills; able to mentor, develop, and motivate internal development team and consultants.
- Demonstrated ability to communicate effectively in writing and orally, whether online, in-person, or in front of large audiences of educators.
- Strong analytical, strategic thinking, and problem solving skills.

- Strong project management skills; ability to manage multiple and varied project timelines.
- Demonstrated ability to synthesize, evaluate and present information and data with an equity lens.
- Excellent time management, organizational, and follow-up skills.
- Adaptable, flexible, patient, and able to work with little outside direction.
- Demonstrated ability to collaborate and communicate cross-functionally, internally among teams and externally.
- Able to lead the work of student learning, creating a culture and system of strong teaching and support that ensures all students are engaged in meaningful, stimulating learning.
- Comfort working in a fast-paced, entrepreneurial environment – a strong team player with exceptional interpersonal skills will thrive in this environment.
- Demonstrated success in driving solutions in a rapidly-evolving environment.
- Takes ownership and accountability for actions and sees projects through to completion.
- Be a self-starter with strong attention to detail, and proven experience managing multiple priorities.
- Willingness to iterate, get things done, play with tools and materials, and model the maker mindset.
- Able to perform with a high degree of professionalism.
- Excellent verbal and written communication skills.
- Available to attend occasional evening and weekend events and programs.

The successful candidate must be able to perform the above tasks independently, accurately, reliably, and in a timely manner. Compensation will be commensurate with experience. A comprehensive benefits package will also be included. Please send a cover letter and resume to careers@kid-museum.org for consideration.

Diversity, equity, accessibility and inclusion are important, interdependent components of everyday life at KID Museum and are critical to our pursuit of excellence. KID Museum is an equal opportunity employer and does not discriminate against any employee or applicant for employment based on race, color, religion, national origin, age, gender, sex, ancestry, citizenship status, mental or physical disability, genetic information, sexual orientation, veteran status, or military status.