Developing our vision of programs & learning

We need your help, support, and input!

Goals this meeting

- Share emerging 2016-2018 strategy of a newly combined team
- Gather your feedback and thoughts

After this meeting

- We will incorporate your feedback
- We will post the strategy publicly before January 2016

Part I: What have our teams been working on?
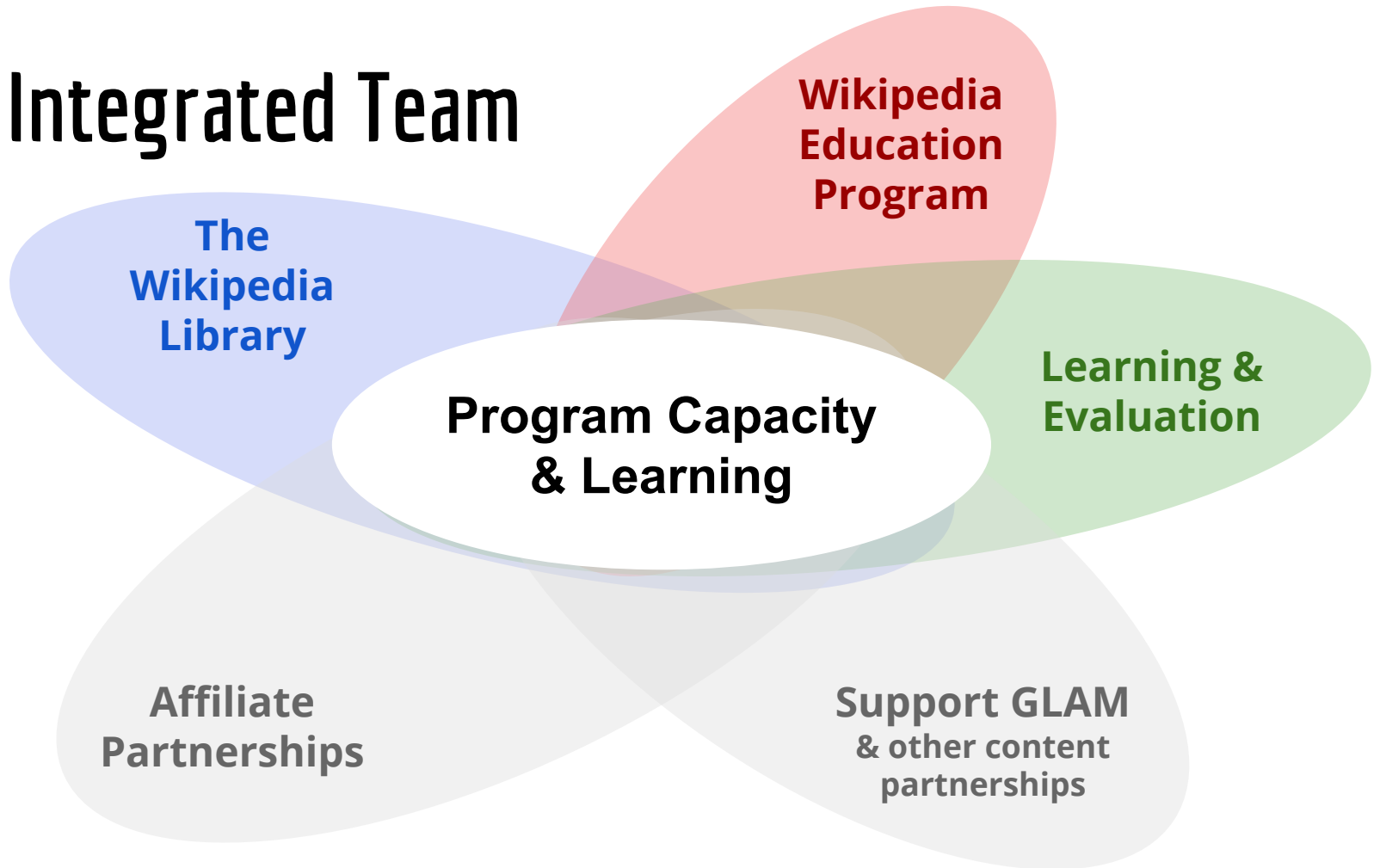
Part II: Where would we like to go, together?

Part III: What ideas do we have about specific work areas?

Part I: What have our teams been working on?

An Integrated Team

Wikipedia Education Program

The Wikipedia Library

Learning & Evaluation

Program Capacity & Learning

Affiliate Partnerships

Support GLAM & other content partnerships

What will this new team do?

We've started to think about it,

but this is where we need your help.
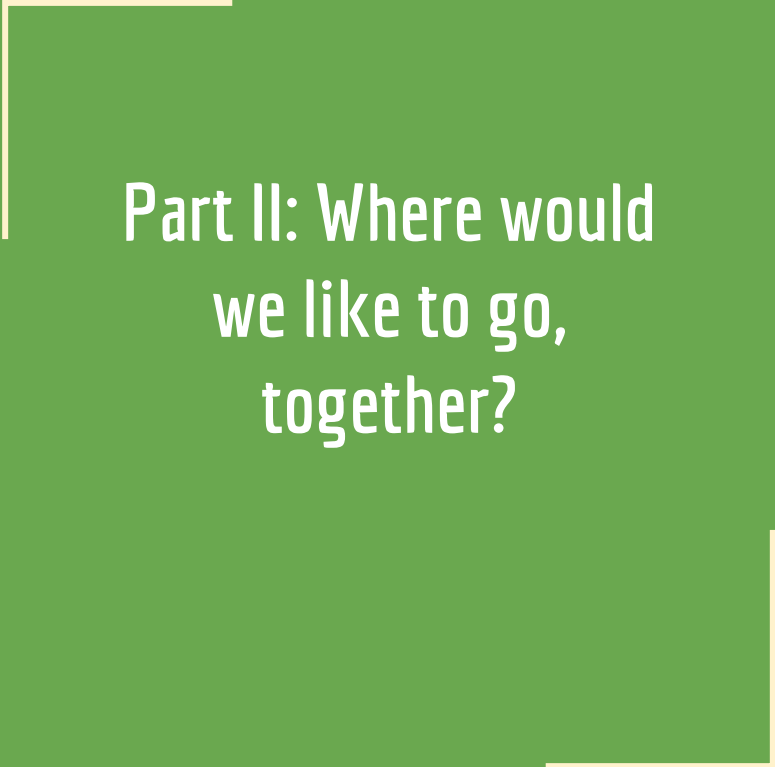
Mission: Program Capacity & Learning

Developing programs and volunteer leadership, especially in emerging communities, which build content and engage contributors, by:

- Creating and integrating shared program **resources** and infrastructure
- Developing community leadership **capacity** across the movement
- Supporting **affiliates** and movement partners
- Fostering **learning** by building shared knowledge and best practices

Your Turn: Your Wishes

Imagine that you have 3 wishes that will be granted from this new team.
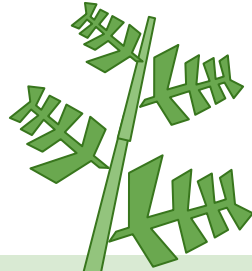
What would have us *do*? *fix*? *support*?

Part II: Where would we like to go, together?

A focus on supporting programs grow to scale

Seed	Grow	Scale
Program innovation starts from various community channels (IdeaLab, Grants, Partnerships, affiliates)	Refining the core model for change and activities for the program. Beginning to apply the program into different contexts	Systematizing the program strategy: New outreach audiences, Wikimedia communities, and volunteers recreate, adapt, and expand the activities with minimal support.
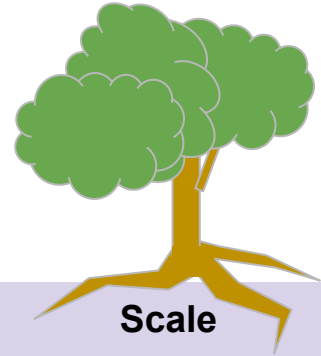
And a focus on supporting learning

How are we different?

Community Resources (Grantmaking)	Program Capacity & Learning
Individual & **affiliate grants** programs	Strengthen **affiliate partnerships**
Program innovation & experimentation	**Program** growth & scaling
Leadership support for Wikimedia *projects*	**Leadership** support for Wikimedia *programs*
Grants **knowledge sharing**	Movement-wide **knowledge sharing**
Evaluation of Grants programs	**Self-evaluation** tools & resources for programs, community engagement

Your Turn: Team Mission and Focus

1. Is the **proposed scope** for this new team clear or not clear?

2. Does the **grow-to-scale program model** resonate with you?

Your Turn: Scaling the Movement

1. What do you consider to be your **biggest obstacles** to scaling your work?

2. What **role can this team play** that would most support you and your community?

Part III: What early ideas do we have about our team's work?

4 high-potential work areas

1. **Recruit, Retain & Grow Community Mentors**

2. **Program & Learning Infrastructure**

3. **Communities of Practice**

4. **Outcome Mapping**

Recruit, Retain and Grow Community Mentors
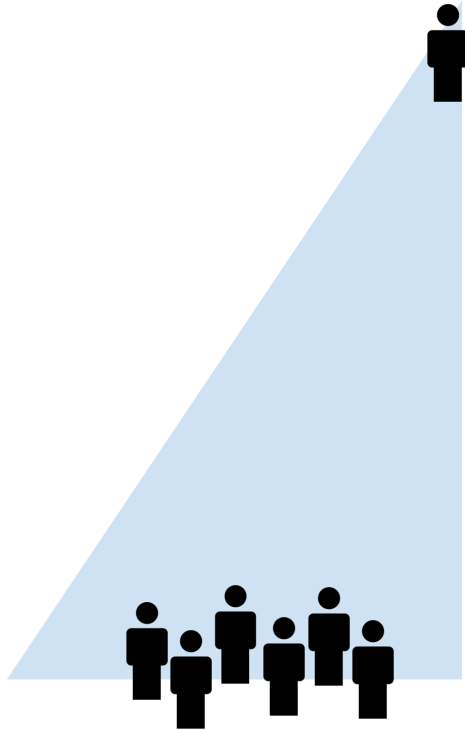
Develop **groups of empowered community leaders** to help grow and scale programs

Potential Ideas

- Leadership development program for community mentors: Leadership curriculum, training in peer support, program learning resources

- Systematized Wikimedia skill-building resources: Pitches, onboarding program leaders, invitations

- Technical consultations with affiliates on best practices and support needed for their communities: Learning circles, site visits, survey support, program design and evaluation

Your Turn: Recruit, Retain and Grow Mentors

- Which idea seems **most exciting/promising** to you and **why**?
- Which idea seems **least exciting/promising** to you and **why**?

- What would encourage you to **become a regional mentor** for your community?
- What **tools, resources, or support** would you like to see the most that support community leaders or affiliates?

Program & Learning Infrastructure

Provide needed **infrastructure for "growth to scale"** programs

Potential Ideas

- Global Programs and Events Dashboard

- Question/Response forum or tool for program leaders

- Connect institutional partners with community partners for stronger and more integrated programs.

- Targeted support for stronger and more integrated Education, Libraries, GLAM and other programs

- Learning platform for connecting community leaders and for curating knowledge products (case studies, research, blogs, etc.)

Your Turn: Program & Learning Infrastructure

- Which idea seems **most exciting/promising** to you and **why**?

- Which idea seems **least exciting/promising** to you and **why**?

- What **specific support** would you like to see our team provide to **programs**?

- What **stops** you from **documenting and sharing** movement knowledge with other leaders?

- What **learning tools** would be most helpful that we currently don't have?

Communities of Practice

Facilitate **community exchange and collaborative learning** across program leaders and affiliates by connecting people to people and people to content

Potential Ideas

- Collaborative working groups for shared learning projects, focus areas, and problem-solving for growing programs and communities. *(Examples: Evaluation, Community Engagement practices, understanding impact.)*

- Components of the Communities of Practice model tested and applied to our online community building model

- Campaigns to improve documentation, knowledge sharing and identify potential new leaders in communities

Your Turn: Communities of Practice

- Which idea seems **most exciting/promising** to you and **why**?
- Which idea seems **least exciting/promising** to you and **why**?

- How might our team foster **increased collaboration** in different project areas (e.g. program-specific, data, content partnerships)?
- What is **one global problem or issue** you would most like to tackle with your movement peers?

Outcome Mapping

Mapping our shared impact through open **data dashboards** and **collaborative impact evaluation** of our work. [[Outcome mapping on wikipedia]]

Potential Ideas
- Explore metrics for program dashboards and community activities, to tell a story of the movement's impact

- Co-created definitions and understanding of impact to give communities a picture of what healthy programs and communities look like

- Support use of surveys to increase learning about community needs, strengths and opportunities for growth and impact.

Your Turn: Outcome Mapping

- Which idea seems **most exciting/promising** to you and **why**?
- Which idea seems **least exciting/promising** to you and **why**?

- How could our team best support you in **defining and measuring impact**?
- What **tools and resources** from our team would help your community most in **program design**, **evaluation** and **survey support?**

Your Turn: Help us make decisions

- Which **one work area** from the four work areas is the most important for you, if any?

- What are the **top two potential ideas** that may be critical to your success?

- On a scale of 1 to 10 (where 1 is least important and 10 is most important), how would you rate these **two potential ideas**?

- What does not belong in our **scope of work**?

Our commitments

- We will help remove barriers to growth identified by established community programs and leaders.

- We will collaborate in partnership with community members in the majority of our work.

- We will focus on communities with high potential for content and contributor growth, emerging communities and organizational partners.

- We will listen, adapt and share what we learn, as we learn together.

Anything else?

Please share with us any other thoughts or ideas
that came up during the conversation

Thank you!

Next steps

- We consolidate notes from many meetings & incorporate

- Come up with a strategy that will be posted on meta before the end of the month

- If you have any follow up questions, please reach out

WMF Team-Specific Conversations

Community Resources
- Review of work not in scope under this model. (Grants Analysis)
- Partnership with Grants Officers (Affiliate Partnerships including site visits, Affcom, other workflows).
- Seed to Scale model (Criteria--for programs moving to grow)

Partnerships
- In what ways can we support potential knowledge and content partnerships?
- Map out a clear workflow of intersections.
- Connection with community development framework.

Advancement
- What opportunities do you see for new or innovative funding sources?
- What opportunities might exist specific to capacity building