

Engineering Community Quarterly Review

Wikimedia Foundation - Q3 FY15

Purpose

- Promote community health: communication, outreach, partnerships, onboarding, retention.
- Maintain community workflows: collaboration tools, documentation, processes.
- Support community events: online, offline, internship programs.

Team

Joined on Jan 2015



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Technical Writer



Quim Gil
Engineering Community Manager



Andre Klapper
Phabmaster



Rachel Farrand
Events Coordinator

What we said

Objective	Measure of success	Dependency	ETA	Status
Bugzilla migration	Bug reporting moved to Phabricator	Ops, RelEng, Phabricator	30 Sep 2014	
RT migration	Operations processes moved to Phabricator	Ops, RelEng, Phabricator	30 Sep 2014	
Phabricator as Wikimedia software project management tool	The majority of WMF developer teams moved to Phabricator	WMDE (Sprint app), Trello & Mingle users	31 Dec 2014	
	Project management guidelines published	Team Practices	31 Dec 2014	
Plan for code review in Phabricator	Decision supported by a plan and a prototype	Ops, Release Engineering (CI)	31 Dec 2014	

Objective	Measure of success	Dependency	ETA	Status
MediaWiki Developer Summit	Advance on key topics requiring togetherness	Engineering management (goals, program)	27 Jan 2015	
Google Code-in 2014	Improve onboarding of new contributors. Similar results as 2013, more distributed effort.		19 Jan 2015	
FOSS OPW 9	Retention beyond the internship. Good candidates for hiring.	Engineering teams	9 Mar 2015	

What we did

Objective	Measure of success	Dependency	ETA	Status
Bugzilla migration	Bug reporting moved to Phabricator	Ops, RelEng, Phabricator	30 Sep 2014	Completed. 24 Nov but well done.
RT migration	Operations processes moved to Phabricator	Ops, RelEng, Phabricator	30 Sep 2014	Completed. 17 Dec but well done.
Phabricator as Wikimedia software project management tool	The majority of WMF developer teams moved to Phabricator	WMDE (Sprint app), Trello & Mingle users	31 Dec 2014	Basic majority. Migration from Trello taking longer.
	Project management guidelines published	Team Practices	31 Dec 2014	Completed and used as reference.
Plan for code review in Phabricator	Decision supported by a plan and a prototype	Ops, Release Engineering (CI)	31 Dec 2014	Postponed

Objective	Measure of success	Dependency	ETA	Status
MediaWiki Developer Summit	Advance on key topics requiring togetherness	Engineering management (goals)	27 Jan 2015	Logistics ready. Goals and program, a bumpy road.
Google Code-in 2014	Improve onboarding for new contributors. Similar results as 2013, more distributed effort.		19 Jan 2015	Scalable thanks to docs, easy tasks, and community involvement.
FOSS OPW 9	Retention beyond the internship. Good candidates for hiring.	Engineering teams	3 Mar 2015	Better coordination with dev teams and hiring managers is still required.

What we learned

What we learned: Wikimedia Phabricator

- Delays were fine because the reasons included community feedback, smoother transition, acceptance, attention to detail.
- Phabricator upstream is fast, efficient, responsive, and opinionated. They prefer Wontfix to slowing down. So do we.
- New features must go upstream. Local patches are onerous.
- Trello is good software, but there is also a pattern of isolation vs cross-team and community interaction.
- Code review migration will be blocked until we find time to discuss Continuous Integration.

What we learned: other lessons

- Our problems defining goals and driving topics for the MediaWiki Developer Summit reflect our own hesitations as an engineering organization.
- Putting outreach programs under the perspective of WMF recruitment is useful, but we need to plan for junior positions.

Metrics and callouts

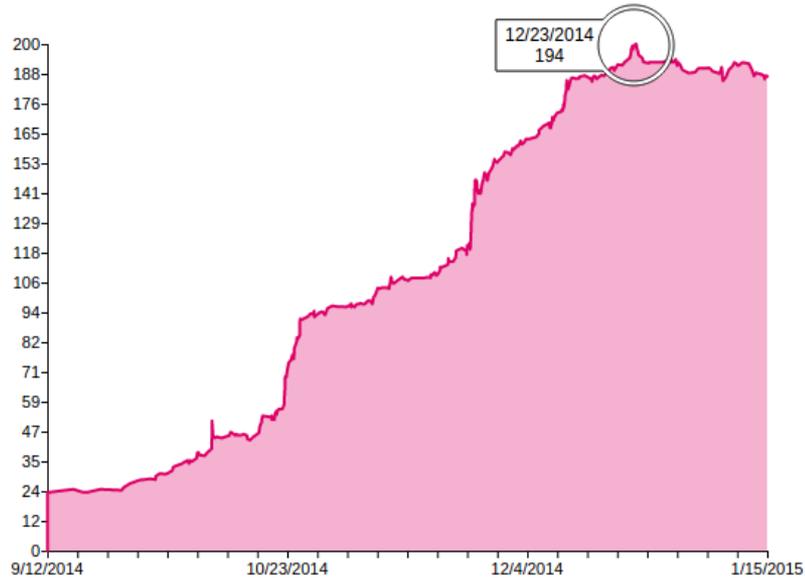
Metrics and other key accomplishments: Phabricator

Initial increase of participation in Phabricator compared to Bugzilla

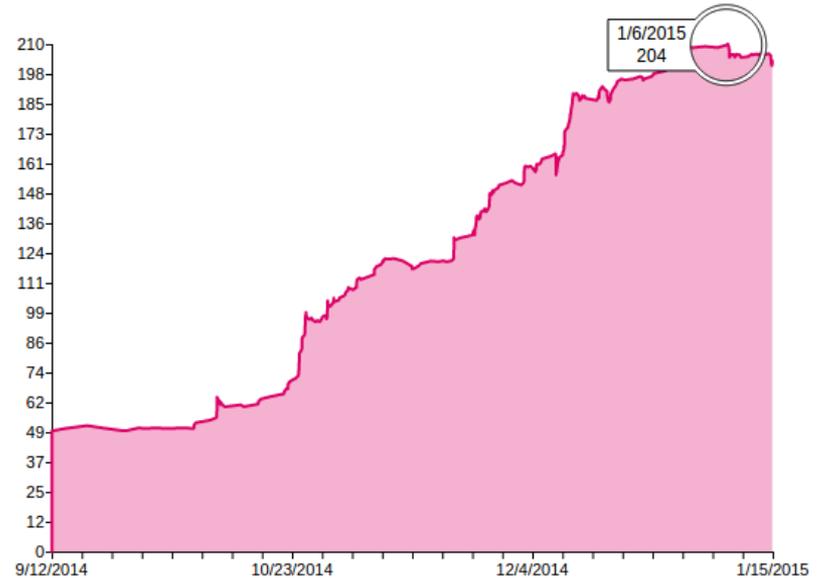
	17 Nov 2014	31 Dec 2014
Monthly active users	495 in Bugzilla	619 (+124) in Phabricator
Phabricator accounts	851	1426 (+575)
Open & Stalled tickets	15,906	18,125 (+2219) → ~800 from RT → Team migrations → New activity

Metrics and other key accomplishments: Phabricator

Number of open tasks indicates beginning of maintenance phase



Task Burn Rate for Project Phabricator



Task Burn Rate for Project Phabricator.org

Metrics and other key accomplishments: Phabricator

Migration from Trello still needs attention

		Nov	Dec	Jan (ongoing)			Nov	Dec	Jan (ongoing)
Services	Bugzilla	1	1	1	Collaboration	Trello	0.5	0.75	0.75
Editing	Bugzilla	1	1	1	Design	Trello	0.25	0.25	0.25
Release Engineering	Bugzilla	1	1	1	Mobile Web	Trello	0.25	0.25	0.25
MediaWiki Core	Bugzilla	1	1	1	Mobile Apps	Trello	0	0	0
Parsoid	Bugzilla	1	1	1	Research and Data	Trello	0	0	0
Analytics Engineering	Scrumbugz	1	1	1	Zero	Trello	0	0	0
Multimedia	Mingle	0.5	1	1					
Fundraising Tech	Mingle	0	0.25	1					
Language Engineering	Mingle	0.5	0.75	0.75					
Operations	RT	0	0.75	0.75					
0 Not started					Total	50%	63%	67%	
0.25 Organized workboard, project management elsewhere					Trello	17%	21%	21%	
0.5 First sprint on Phabricator, syncing cards					Mingle	33%	67%	92%	
0.75 Project management in Phabricator, legacy still elsewhere					RT	0%	75%	75%	
1 100% Phabricator					Bugzilla	100%	100%	100%	

What's next

Objective	Expected impact	Dependency	ETA	Status
Consolidate Phabricator as project management tool	Fluent development process across teams and with volunteers <i>One development platform</i>	Ops (Chase), RelEng (Mukunda)	31 Mar 2015	Ongoing
Developer documentation portal plan agreed	All developer doc activities integrated in one common strategy <i>A sane developer experience</i>	MW Core (Brad)	31 Mar 2015	Rebooting
Collaboration with partners in events and outreach programs	Identification of top communities we want to partner with <i>Engage established communities</i>		30 June 2015	Not started
Consolidate MediaWiki Stakeholders Group	MediaWiki 3rd party agenda contributing to Wikimedia's plans <i>Engage established communities</i>		31 Mar 2015	Not started

Success measures: Consolidate Phabricator

- Overall participation keeps growing (active users, projects).
- WMF Engineering processes use Phabricator for cross-team coordination.
- WMF teams still using Trello have identified actionable blockers.
- The Wikimedia Phabricator team maintains the project, dealing with upstream bugs and high priority tasks.
- Our instance is upgraded regularly following a deployment plan that includes continuous integration of local patches.
- Plan agreed on local patches and relationship with upstream.

Success measures: Documentation portal

- Needs of WMF teams, Wikimedia contributors, and 3rd party developers gathered and documented.
- Plan agreed including goals, features, technology selections, and documentation workflows.
- Proposal for resourcing and progressive deployment agreed with the teams involved.
- Documentation task force including volunteer editors.
- Documentation backlog properly maintained.

Success measures: Collaboration with partners

- Active participation of [upstream projects](#) and established developer groups at the Wikimedia Hackathon in Lyon.
- At least a third of our Tech Talks include non-Wikimedia speakers.
- Survey to all WMF teams (non-tech as well), Wikimedia community, and MediaWiki Stakeholders Group to identify organizations we should partner with.
- Identification of top 5 technical partners and first conversations established.

Success measures: [MediaWiki Stakeholders' Group](#)

- The group grows and registers regular activity.
- They maintain a wishlist of MediaWiki features interesting for third parties.
- Their requests to the Foundation are documented.
- They benefit from the Wikimedia infrastructure, activities, and support.
- They investigate alternative sources to develop MediaWiki features.

Asks

RelEng, Ops, management: WMF maintenance resources

We still need a percentage of time from Ops and RelEng.

- Backlog: ECT manages expectations and upstreams requests, but we must keep up a stream of activity.
- WMF teams must be on the same page when asking features.
- Upstream moves fast and is “unstable for 2-3 years”.
- With upgrades every few weeks, upgrading and deploying local patches is not a trivial task.
- Well-defined, justified cases are handled as projects: Wikimedia SUL, Security, Sprint, and soon Code Review.

Release Engineering: Unblocking code review migration

If we want to start Code Review migration to Phabricator in April...

- We need to work on a plan for Continuous Integration...
- ... which should be driven or assisted by Antoine & Timo
- And we will need to plan for Mukunda's involvement

Analytics: Ownership of tech community metrics

ECT has been working on tech community metrics for 1,5 years now, and we still haven't got satisfactory results. We need help.

- We agreed that Analytics would start taking responsibility by the end of 2013, but we are still in the same place.
- Analytics is busy, but maybe a bit of consultancy would make wonders. A point of contact?
- Also, "Data about usage of the Wikimedia API" is an ECT goal today, because we think it's important. We can't do it alone.