assembled
STRATEGIC PLAN 2017 - 2020
VISION & MISSION
WE ARE

ASSEMBLE
WE ENVISION DIVERSE NEIGHBORHOODS
OF

EMPOWERED

PEOPLE
WHO
CREATE
CONNECT
AND
TRANSFORM
TOGETHER.
Assemble envisions diverse neighborhoods of empowered people who create, connect, learn, and transform together.
ASSEMBLE’S MISSION IS TO
BUILD CONFIDENCE THROUGH MAKING
BY UNITING COMMUNITIES OF
ARTISTS, TECHNOLOGISTS, MAKERS, AND LEARNERS.
Assemble’s mission is to build confidence through making by uniting communities of artists, technologists, makers and learners.
Assemble’s mission is to build confidence through making by uniting communities of artists, technologists, makers and learners.
Assemble is a PLATFORM
build confidence through making

PLACE
artists, technologists, makers and learners.
Assemble is a...

**PLATFORM**

build confidence through making

- We accomplish this with creativity through STEAM disciplines and learning opportunities to build valuable 21st century skills.
- We encourage creative problem solving and critical thinking skills through the tangible application of concepts, a hands-on participatory environment, and interdisciplinary engagement.
- Our culture of open-ended experimentation celebrates both successes and failures as opportunities to learn, grow, and try again.

**PLACE**

artists, technologists, makers and learners.

- We accomplish this with an open invitation and our consistent presence in the community.
- Our in-house and in-school programs represent a culture and environment that can be assembled in other locations.
HOW WE ADD VALUE

**INDIVIDUALS**
- I can do better in math.
- I can open my own business.

**COMMUNITY**
- We can organize a street festival.
- We can start a women’s coding collective.
- We can change our community.

**REGION**
- We can shift the mindset in educational theory and action.
- We can develop an app that helps kids with homework.
OUR PLAN
# OUR GOALS

Assemble is a...

## PLATFORM

1) Our programming is **HIGH QUALITY**
2) We are **HYPER-LOCAL**
3) We are **WELCOMING**
4) Our pedagogy is **RECOGNIZABLE & REPLICABLE**

## PLACE

1) We are **TRANSPARENT**
2) We are **EQUITABLE**, internally and externally
3) We **QUANTIFY** our impact
**PLATFORM**

1) **Our programming is HIGH QUALITY**
   Assemble offers effective programs that support our mission.

2) **We are HYPER-LOCAL**
   Connecting Garfield community members to each other and opportunities is our first priority.

3) **We are WELCOMING**
   Assemble will expand our outreach and programs.

4) **Our pedagogy is RECOGNIZABLE & REPLICABLE**
   Assemble will develop a pedagogy playbook to grow our programs.

**PLACE**

1) **We are TRANSPARENT**
   Assemble will develop an operational playbook to formalize our protocols.

2) **We are EQUITABLE, internally and externally**
   Assemble will establish new positions and revise teacher contracts.

3) **We QUANTIFY our impact**
   Assemble will measure its impact and track our progress.
1. **HIGH QUALITY**
   Assemble offers effective programs that support our mission.

   **YEARS ONE + TWO**
   - Determine what outcomes our programs should have to support our mission.
   - Evaluate which existing programs add value to the community based on Assemble’s mission. Revise and add programs as needed.
   - Measure our impact and augment programs as needed.

2. **HYPER-LOCAL**
   Connecting Garfield community members to each other and opportunities is a priority.

   **YEARS ONE + TWO**
   - Continue to develop and solidify Assemble’s model.

   **YEAR THREE**
   - Deepen engagement with hyper-local community through expanded outreach efforts and community-specific programming.

3. **WELCOMING**
   Assemble is a space where people of all ages and backgrounds are invited to participate.

   **YEARS ONE + TWO**
   - Expand outreach efforts and methods (past word of mouth).

   **YEAR THREE**
   - Expand programmatic offerings, including intergenerational learning programs (parent and child), young children, elderly, expanded hours/days, and expanded themes (dance, theater, etc.).

4. **RECOGNIZABLE & REPLICABLE**
   Assemble builds confidence through making.

   **YEARS ONE + TWO**
   - Refine (or define) Assemble’s approach and document it in a playbook.

   **YEAR THREE**
   - Hold mission-focused training sessions for new teachers to ensure the pedagogy is understood and that they can execute it.
   - Facilitate regular group continuing education sessions and debriefs with Assemble teachers.

   **MORE THAN THREE YEARS**
   - Offer regional teacher training on the Assemble pedagogy.
1. We are **transparent**

*Assemble is clear and open with all stakeholders.*

**YEARS ONE + TWO**
- Develop an operational playbook, outlining all operational policies and protocols.
- Review job descriptions for current and future Assemble Board and staff.
- Formalize and communicate clear expectations, responsibilities and consequences to all staff, board, teachers and students.
- Develop a transition plan for the Director (Nina) and Board President (Michelle).
- Develop communication protocols between teachers, the Board, the Executive Director and parents. This should include opportunities for the Board and teachers to interact, and protocols for contacting or answering questions from parents.

2. We are **equitable**, internally and externally

*Assemble treats its staff and the community respectfully and fairly.*

**YEARS ONE + TWO**
- Continue offering free or reduced fee programming for community members and those who need it.
- Hire staff for pedagogical and operational, part and full time positions.
- Establish part and full time teacher positions (instead of all being contracts). Include adequate pay, adequate reimbursements, fixed schedule, and appropriate lesson planning and clean-up compensation.

**YEAR THREE**
- Refine hiring practices to ensure teachers and board reflect the students’ identities.
- Formalize board recruitment guidelines and preferences.

3. We are **quantify** our impact

*Assemble measures its impact and tracks its progress.*

**YEARS ONE + TWO**
- Identify important metrics related to the mission and Assemble’s success and develop tracking methods to quantify over time.

**YEAR THREE**
- Publish data annually and use it as evidence for report writing.
OUR INITIATIVES
ORGANIZATIONAL MODEL
CORE MODEL
ORGANIZATIONAL MODEL
REPLICATION MODEL
NEW POSITIONS

PLATFORM

PLATFORM DIRECTOR

PEDAGOGY & PROTOCOLS

1. YEAR 1 & 2
   PLAYBOOK CREATION
   Fellowship or
   Part-time position

2. YEAR 2 & 3
   PLAYBOOK MAINTENANCE
   & EVALUATION OF
   REPLICATION MODEL
   Teachers

EXECUTIVE DIRECTOR
[nina barbuto]

BOARD PRESIDENT

PLACE

MANAGING DIRECTOR

OPERATIONAL & FACILITIES PROTOCOL

1. YEAR 1
   MANUAL CREATION
   & OPERATIONS
   MANAGEMENT
   Part or full-time position

2. YEAR 2 & 3
   MANUAL MAINTENANCE
   Part-time position
MORE ABOUT US
OUR VALUES

Build Agency
Respect
Learning Through Making
Failures as Opportunities
Collaboration
Open Invitation
WHAT DID WE LEARN?
ASSEMBLE IS...

LOCAL!

For our 2015-2016 programs, 88% of reported students were residents of Garfield or an adjacent neighborhood.
ASSEMBLE IS...
DIVERSE!

- 57% African-American & Black
- 21% Caucasian & White
- 16% Multiracial
- 5% Asian-American
- 5% Hispanic or Latino

Reported demographics for 2015-2016 programs
ASSEMBLE IS...
GROWING!
ASSEMBLE HAS...
A GOOD REPUTATION!

n = 189
ASSEMBLE IS... WELL LOVED!

- My child's school or a parent/guardian decided they should participate
- My child is interested in STEAM Education
- Assemble is a safe, pleasant and accessible place
- Assemble offers fun and enjoyable programs
- To hang out with and/or make new friends
- To learn something that Assemble has expertise in

n = 22
ASSEMBLE IS...
UNIQUE!

- Carnegie Museum of Art
- Carnegie Museum of Natural History
- Manchester Craftsmans Guild
- Union Project
- Irma Freeman Gallery
- Pittsburgh Center for the Arts
- Sweetwater Art Center
- Hack Pittsburgh
- Children's Museum
- Public School
- Mattress Factory
- CommuniTeach
- Pittsburgh Craft Collective
- Luminari
- project 53
- ArtWorks Connellsville
- Carnegie Mellon Universities
- University of Pittsburgh
- Earthen Vessel
- The Waldorf School
- The Sprout Fund
- Saxifrage School
- Sewickley Academy
- The Bloomfield-Garfield Corporation
- Garfield Community Action Team
- TechShop
- Penn Avenue Arts District
- The LABS at Carnegie Library of Pittsburgh
- Gwen's Girls
- PRYSE Academy
- Lawrenceville United
- Remake Learning
- Environmental Charter School
- Repair the World
- Brothers and Sisters Emerging
- Propel Schools
- Community Day School
- Consortium for Public Education
- Oasis Project
- BOOM
- Pittsburgh Glass Center
- Kelly Strayhorn Theater
- Earthen Vessel
- The Waldorf School
- Maker Education Initiative
ASSEMBLE’S PLATFORMS OF ENGAGEMENT!

After School Crafternoons
Spring/Summer Camp
Girls’ Maker Night
Learning Parties

Youth Maker Night
M3 (Materials, Media & Me)
Grown-Up Programs
Unblurred + Gallery Shows
In-School Programs
WE BELIEVE IN...

OUR MODEL
OUR PEOPLE
OUR RELATIONSHIPS
OUR TRACK RECORD
ASSEMBLE HAS SOME CHALLENGES...

RESOURCES
ORGANIZATIONAL STABILITY
ALIGNMENT WITH MISSION
METRICS
STRATEGIC PLAN 2017 - 2020

Thank you!
Questions? Comments?

September 2016