



STEPS-IMA

Benefits of Participation

Expected Commitment

As the leading authority on the museum industry in Iowa, for almost fifty years, the Iowa Museum Association (IMA) has offered a range of programs to support museums in building their organizational capacity. One such program is STEPS-IMA, a learning cohort utilizing the American Association for State and Local History (AASLH) STEPS curriculum that supports museums in meeting national museum standards.

The purpose of STEPS-IMA is to provide content, training, mentoring, and peer support to enable Iowa museums to work toward basic, good or better standards as defined in a national curriculum, and thus better serve their communities as stewards, educational partners, and community anchor organizations. STEPS-IMA is facilitated by the Iowa Museum Association and a team of qualified professionals who mentor participants.

Benefits of participation:

- **Individually impactful.** STEPS-IMA provides professional development for staff and volunteer leaders who grow in capacity to serve their organization, grow their network of colleagues and form attachments with dedicated mentors.
- **Organizationally impactful.** Each participating organization grows in six identified areas of learning, develops policies or documents based on organizational needs, and may earn AASLH STEPS certificates¹ and IMA digital badges for meeting performance indicators. Three levels of certificates acknowledge organizations have met standards in specific modules. Certificates in this honor system program do not grant or constitute a seal of approval, endorsement, certification or accreditation.

What does Recognition Mean for your Institution?

- Improved capacity to demonstrate good stewardship to donors.
- Improved capacity to demonstrate good governance to community and potential funders.
- Greater confidence in organization's ability to fulfill partnership or project requirements.
- Greater confidence in organizational sustainability with a solid foundation of core documents and policies.

¹ Enrollment in AASLH's national STEPS program provides workbook, online community, and national achievement recognition certificates.

Expected Commitment of Participating Organizations:

- The Organization will enroll two participants in the STEPS-IMA cohort, both of whom will turn in a participant application before the first meeting.
- The Organization’s participants will complete all six modules over this 24-month program and strive to attain at least the Basic level in each STEPS module.
- The Board will demonstrate their support of their participants with a Board Resolution that must be turned in to the Iowa Museum Association before first meeting
- Unless a sponsorship or scholarships are available, the Organization will pay the program fee of \$450 per person/per year for each person they enroll in STEPS-IMA. This is a two-year program, total fee \$900 per person.
- The Organization will maintain membership in IMA and AASLH for the duration of the program.
- Both participants will work in good faith with their mentor and in the program on behalf of their Organization.
- Working together, Participants will identify and complete one project per module that advances their organizational practices within that module area.
- Participants will complete module and program related evaluations as requested by the Iowa Museum Association.
- The Organization and its participants will permit IMA to use their name in publicity around the STEPS-IMA program.

Participant #1	Organization	Date
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Participant #2	Organization	Date
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