



# **BEST: Lessons Learned**

**Committee on Underrepresented Groups and  
the Expansion of the Science and Engineering  
Workforce Pipeline**

**March 10, 2008**

# Mission and Strategy

**Mission:** Take the call to action of Land of Plenty into the field

**Strategy:** Create a comprehensive knowledge base on program effectiveness and establish a network of committed metro areas to implement design principles of best practice.

## 10 Diversity Leverage Points

1. Policy
2. Analysis
3. Programs
4. Teacher Capacity
5. Curriculum
6. Educational Reform
7. Awareness
8. Recognition
9. Networking
10. Hiring Practices
11. Promotion Criteria
12. Community Engagement

- 2001 - BEST established
- 2002-03 - National search for effective programs
- 2004 - Reports submitted to Congress
- 2005-06
  - Office of Naval Research program review
  - DoD K-12 STEM initiative
  - Army Educational Outreach Program review
  - STEM data book for Governor of Missouri
- 2007-08
  - STEM data book for Kansas legislature
  - San Diego K-12 donor guide

## Lessons Learned

1. 2<sup>nd</sup> guessing comes with the territory
2. We know what works
3. Intervention is the name of the game
4. It is much easier to start than sustain initiatives
5. The most striking barrier to progress is fragmentation
6. The most important, least asked question is “What is my scope for action?”
7. Globalization makes it easier to hedge bets against investments in diversity
8. There is no substitute for pressure