



Developing, Supporting and Growing an “Education for All” Community of Practice

CODE Webinar 3

24 November 2008

3:00 - 4:00 PM





Welcome to Webinar 3



- Heather Campbell
 - Rainy River District School Board
- Sheila McWatters
 - Dufferin-Peel Catholic District School Board
- Jim Costello
 - Lambton Kent District School Board
- John Fauteux
 - Council of Ontario Directors of Education
- Peter Levesque
 - Knowledge Mobilization Works





Outline

- Recap: Systems thinking, re-culturing
- The Big Idea: Community of Practice
 - What is a CoP?
 - Who is using CoPs?
 - What are the benefits?
- Central Focus
 - Success for students with special needs
 - How to come together with the constraints we all face?
- What emerged from the Summit?



Recap: Systems Thinking



- “Systems thinking is a discipline for seeing wholes. It is a framework for seeing **interrelationships** rather than things, for seeing **patterns** of change rather than static “snapshots.”



The Fifth Discipline, The Art and Practice of the Learning Organization, Senge, (Doubleday: 1990)

Recap: Reculturing

call **education**. More recently, the notion of “**reculturing**” has emerged. This term goes beyond the idea of a new structure (although changes to the structure may certainly be involved) and refers, instead, to the challenge of “transforming mind-sets, visions, paradigms, images, metaphors, beliefs and shared meaning that sustain existing realities. . . . It is about inventing what amounts to a new way of life.”⁵ This means

Creating Emotionally Safe Schools by Jane Bluestein (2001)

How do we each reculture while systems thinking?

- Education for All
 - (framework)
- CODE projects
 - (data, information)
- Individual and collective Leadership
 - contexts
- Relationships
 - Capacities, access to resources
- Including Outside Education
 - Complex environment/ecology





Community of Practice



- Community of practice - An affinity group. An informal network or forum where tips are exchanged and ideas generated. Thomas A. Stewart




- A group of professionals, informally bound to one another through exposure to a common class of problems, common pursuit of solutions, and thereby themselves embodying a store of knowledge. McKinsey & Co







Community of practice



« the process of social learning that occurs and shared sociocultural practices that emerge and evolve when people who have common goals interact as they strive towards those goals. »



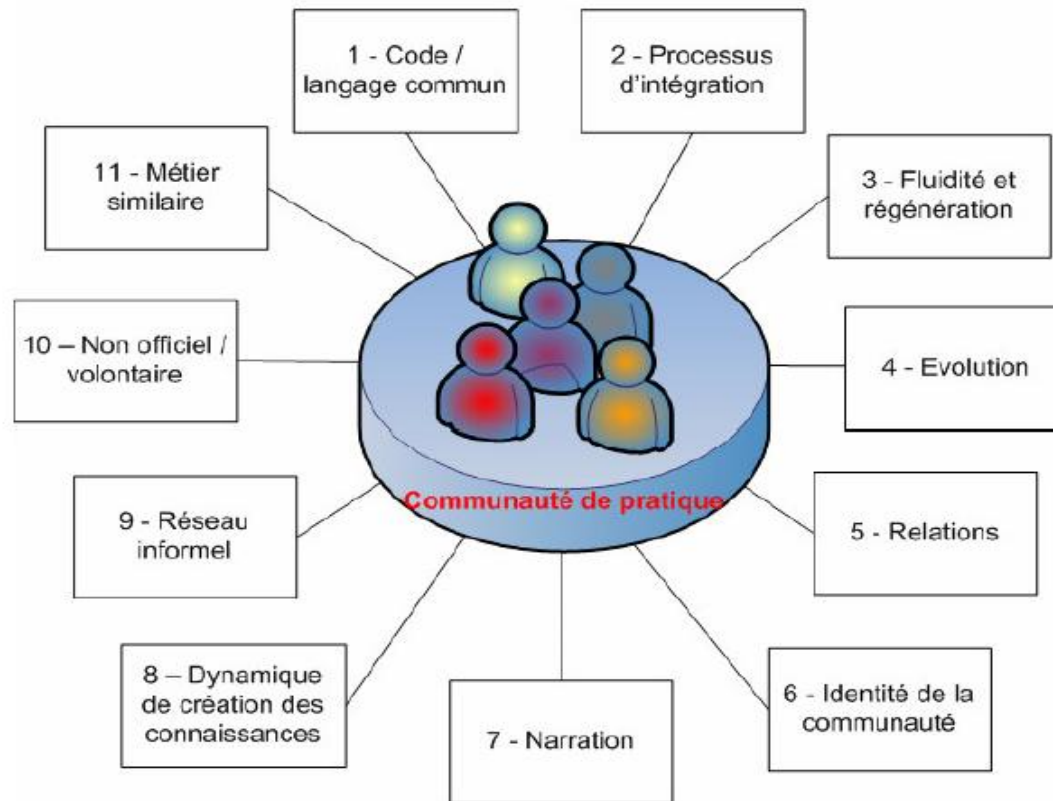
Lave, J & Wenger E, *Situated Learning: Legitimate Peripheral Participation*,
Cambridge: Cambridge University Press, 1991.



CoP Characteristics



Caractéristiques structurantes d'une communauté de pratique

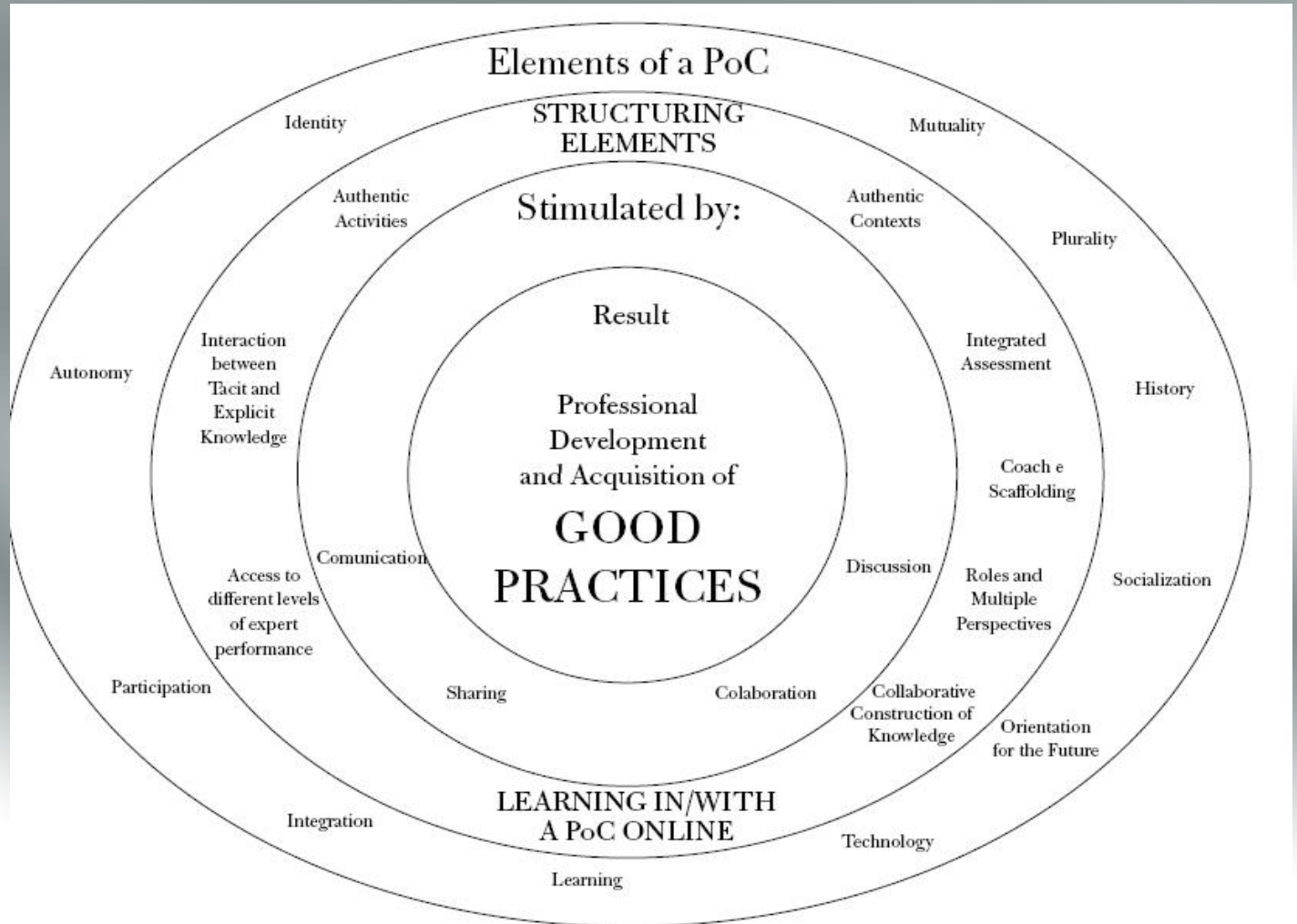


<http://www.stefdem.com/maxdorane/CaracteristiquesCOP.pdf>





Elements in a CoP



Scheme 2. Succinct view of the *Webheads in Action*.



Who is using CoPs

- Learning Software Engineering
 - University of North London
- Learning about special education
 - Canadian Journal of Education
- Business Planning
 - University of Southampton
- UK Government
 - <http://www.idea.gov.uk>
- Green Building Technologies
 - New Brunswick





Benefits of CoPs

- Problem solving
- Developing new capabilities
- Leveraging best practices
- Standardizing practices
- Time savings
- Increase in talent
- Avoiding mistakes



Remember - Understanding the Change Process

- The goal is not to innovate the most
- It is not enough to have the best ideas
- Implementation dip
- Redefine Resistance
- Reculturing is the name of the game
- Never a checklist, always complexity



Discussion:

- Success for students with special needs is the collective goal
 - People are the best conduits of information
 - How best to bring people together?
 - What is working/not working now?



Discussion:

- What kind of Community of Practice?
 - Communities of Action
 - Communities of Circumstance
 - Communities of Inquiry
 - Communities of Interest
 - Communities of Position
 - Communities of Purpose
- Moderated How?
 - Face to face?
 - Video?
 - Virtual Forum online?



Discussion:

- Who to include?
 - Parents, Teachers, Students, Business, Government, NGOs?
- What are the contributions of each?
- How is this sustained?
- How does the idea grow?

Discussion: One or many?

- Where to start?
 - Should there be one SpecEd CoP or many looking at focused aspects?
- Is this voluntary or required?
- Constraints?
 - Reactions from Summit?
 - Reactions from local perspective?
 - Reactions from experience?



Discussion: Next?

- Regional Meetings
- Webinars
- Summit
- NEXT?





Remember

- "Every child is gifted. They just unwrap their packages at different times." -- unknown
- "Happiness is like a butterfly which, when pursued, is always beyond our grasp, but, if you will sit down quietly, may alight upon you." -- Nathaniel Hawthorne



Contacts

- CODE:
<http://www.ontariodirectors.ca/>
- Michelle Forge
 - michelleforge@yahoo.ca
- John Fauteux
 - tjfauteux@gmail.com
- Peter Levesque
 - pnlevesque@gmail.com