Learning and Organisational Resources for Communities of Practice

Type of resource: Managing, supporting and evaluating (individual and collective, and informal and formal) learning
Type of scenario: Reification

WhatHow: What and how am I learning?

Summary
- Objective: to analyse one's learning processes and outcomes.
- Scenario: personal reflection on specific statements.
- Tools: paper/pen exercise, CoPe_it!

Objectives
This LOR is to be used by individual members of CoPs. It aims at supporting a member to identify his/her learning processes and outcomes through his/her participation in a CoP. It is based on the model of learning developed through the analysis of CoP members' learning accounts. For the members, this self-analysis can highlight preferred learning situations and activities or turn their attention to other learning processes that they could develop. For the coordinator, to better know the learning experience of the members can help to propose and organise specific activities.

Scenario
1. The coordinator circulates the table below asking the members to situate themselves into the different categories:

How am I learning?	What am I learning?
I learn from experts.	I acquire new information.
I learn from the other members.	I consolidate my existing knowledge/practices.
I learn thanks to my participation in the CoP activities.	I change my knowledge/practices.
We learn together thanks to our common participation in the CoP activities.	We consolidate our communal knowledge/practices.
Personal suggestion	We change our communal knowledge/practices.
Personal suggestion	We change the practices of the profession.
	Personal suggestion
	Personal suggestion

For each statement, the CoP member evaluates how far he/she is concerned; he/she finds examples; he/she evaluates how the statements he/she did not choose would be interesting for him/her.

The members may also match the statements in the first column with the statements in the second one. For example, when "I learn from experts", "I change my knowledge/practice".

2. The coordinator can collect the self-analysis of each member and situate the preferred learning processes as well as to have a view of the perceived learning outcomes at one moment.

Tools to support activity

- CoPe_it! (http://copeit.cti.gr/ - http://palette.ercim.org/content/view/156/119/) can be used for supporting the matching between the two columns. Each member can add links (red or green) between the statements of each column. The preferences of the group can then be easily displayed.

Example of use by a community of practice

Did@cTIC, a CoP of young university teachers, used this LOR jointly with the LOR "**AnalysingLearningProc**: Analysing individual learning processes" (see the page of this LOR for details).

Further resources

- This LOR is similar to the LOR "**AnalysingLearningProc**: Analysing individual learning processes" but extends the self-analysis to the outcomes of learning.