Communities of Practice – Imagining, Implementing and Valuing Social Learning

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Google + Community Co-researching the facilitation of social learning

Three Key elements of communities of practice

- A community of people who care about the domain and create the social fabric of learning (grow a learning community)
- A domain of knowledge that creates a common ground and sense of common identity (builds member capacity)
- A shared practice developed to become effective in the domain (innovations noted and this saves reinventing the wheel)

Community of Practice Agenda Template
Welcome and Community time
Food & fellowship (30 minutes)
Introductory activities: (Title) (5-15 minutes)
Sharing our practice: (Title & presenter) (30-40 minutes)
Building our domain knowledge: (Title & presenter) (30-40 minutes)
Next meeting: ______ (Date & time) ______ (Venue)

I’ll share you with a quote from one of our 2006 founding members, who is still a very active CoP advocate. When I was first invited as a fairly cynical, jaded and tired cores course leader, the idea of another two hour meeting was not one that I was enamoured with” (McDonald et al. 2008), then then bounced into the CoP a year later saying – “I love Communities of Practice – I know I’m not alone.”
Phases and Key Issues of a Nurtured Higher Education CoP

<table>
<thead>
<tr>
<th>Initiation</th>
<th>Creation</th>
<th>Infancy</th>
<th>Maturity/Sustaining</th>
<th>Re-creating</th>
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</thead>
<tbody>
<tr>
<td>Topic or cohort focus</td>
<td>Getting buy-in</td>
<td>Nurturing membership</td>
<td>Avoiding institutional takeover/leveraging</td>
<td>Re-assess the critical issues or new trigger</td>
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<tr>
<td>Scope CoP context</td>
<td>Selling it</td>
<td>Ensuring value</td>
<td>Membership change</td>
<td>Evolution of membership</td>
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<td>Champions</td>
<td>7 design principles</td>
<td>Back-channelling</td>
<td>Inducting new members</td>
<td>Re-building critical mass</td>
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<td>Resources</td>
<td>Nurturing &quot;the spark”</td>
<td>Building trust</td>
<td>Reinvigoration</td>
<td>Re-negotiating institutional relationship</td>
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<tr>
<td>Seizing the institutional moment</td>
<td>Getting critical mass</td>
<td>Building profile</td>
<td>Protecting &quot;space&quot;</td>
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<td>Finding &quot;the spark&quot;</td>
<td>Leveraging local knowledge and contacts</td>
<td>Credibility of core members and convenors</td>
<td>Keeping role focussed</td>
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<td>Identify members</td>
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</tbody>
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References

- McDonald, J. (2014). ALTC Teaching Fellowship Community of Practice Facilitator Resources, University of Southern Queensland, Australia.