

DISABILITY
JUSTICE
PROJECT



training, resources and support

Communities of Practice

March 2016



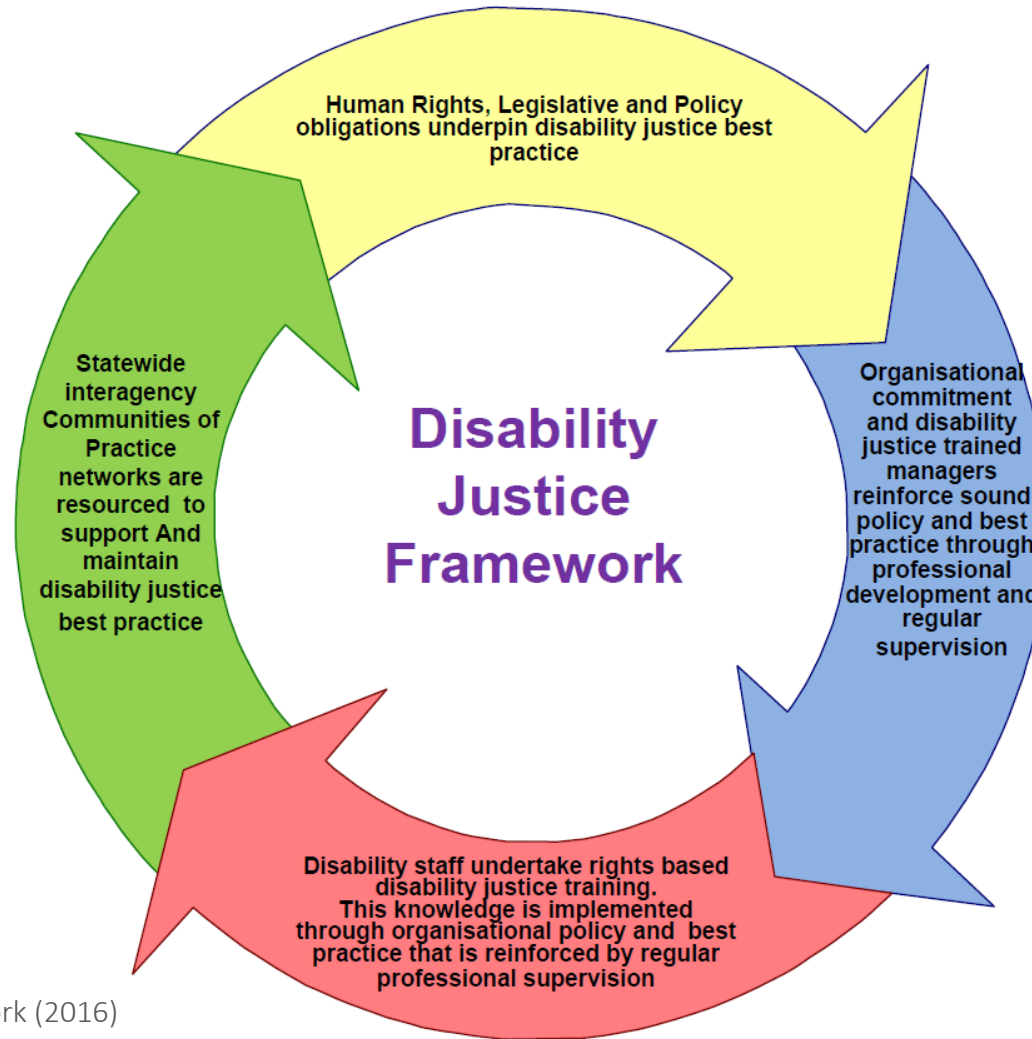
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Why Community of Practice?

‘Collaborative peer learning is a means of preparing learners to become independent and actively involved in constructing knowledge for themselves and understanding how to use it’

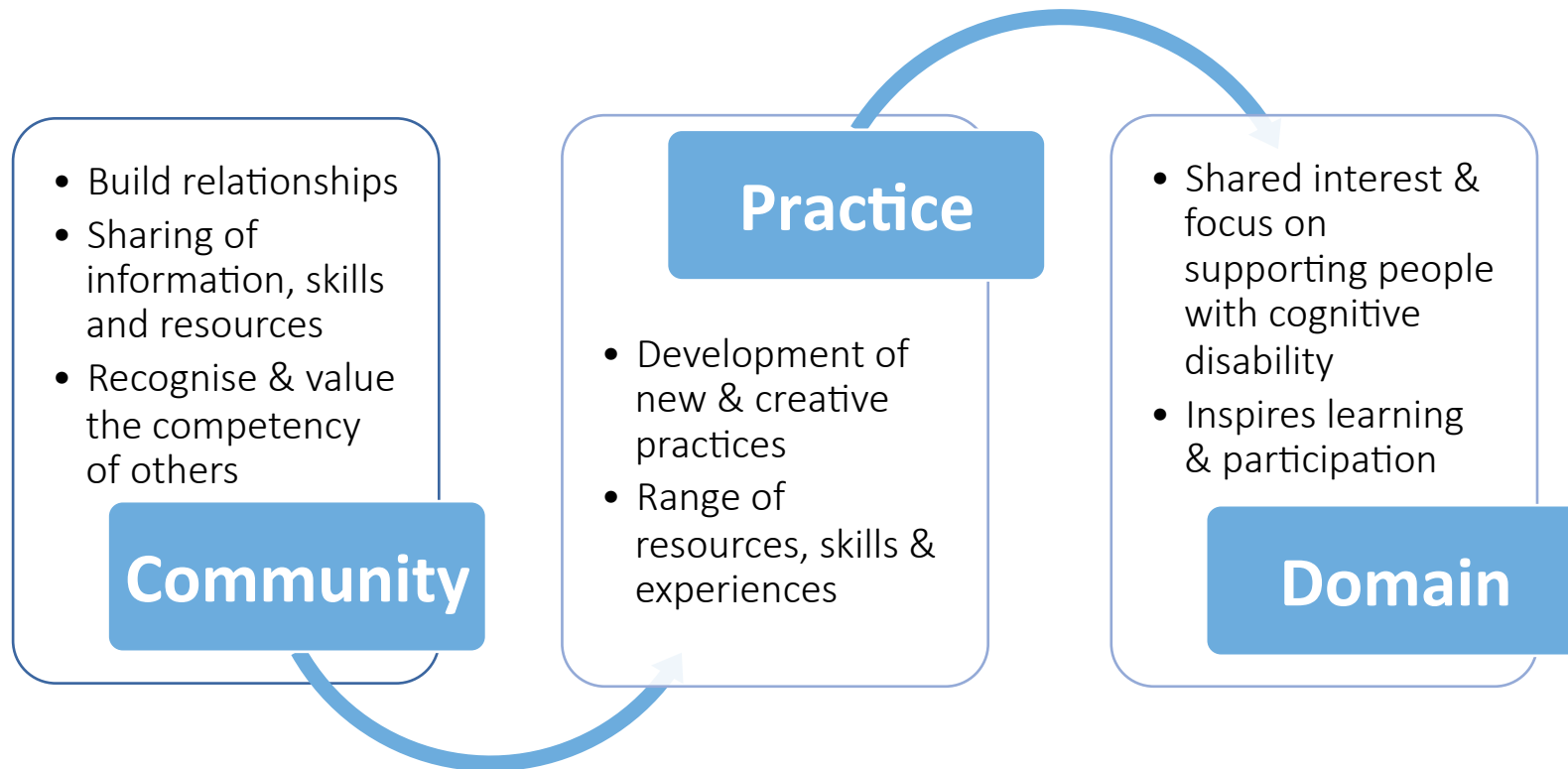
(Arendale, 1993).

Disability Justice Framework



Disability Justice Framework (2016)

What is a Community of Practice?



Barriers to Keeping Abreast of Research

- Dynamic Environment
- Time constraints
- Volume of literature
- Access to library services
- Skill/knowledge in systematic searches
- Readability and relevance
- Motivation/ organisational culture

REF: Mayfield, B (2011)

Locations and Sessions



- Communities of Practice will be established in FACS Districts across NSW
- In some instances, one or two Districts may be combined, dependent on participant numbers and interest
- The same venues, locations that the DJP training sessions are completed in will be booked
- Scheduled every three months - or how the group determines
- Session information and resources will be uploaded onto DJP site
- Group discussion via the website is to be developed
- Facilitator – local sector person
- Lead Facilitator – Anika Heaton LWB

Disability Justice Communities of Practice – Aim?

The aim of the COP is to give workers in the disability justice area an opportunity to:

- Reflect on key messages from DJP training, research and discuss implications for practice and programs
- Present practice initiatives
- Share practice resources
- Identify and discuss common practice issues and jointly problem solving solutions
- Celebrate good practice and good ideas

What's Involved?

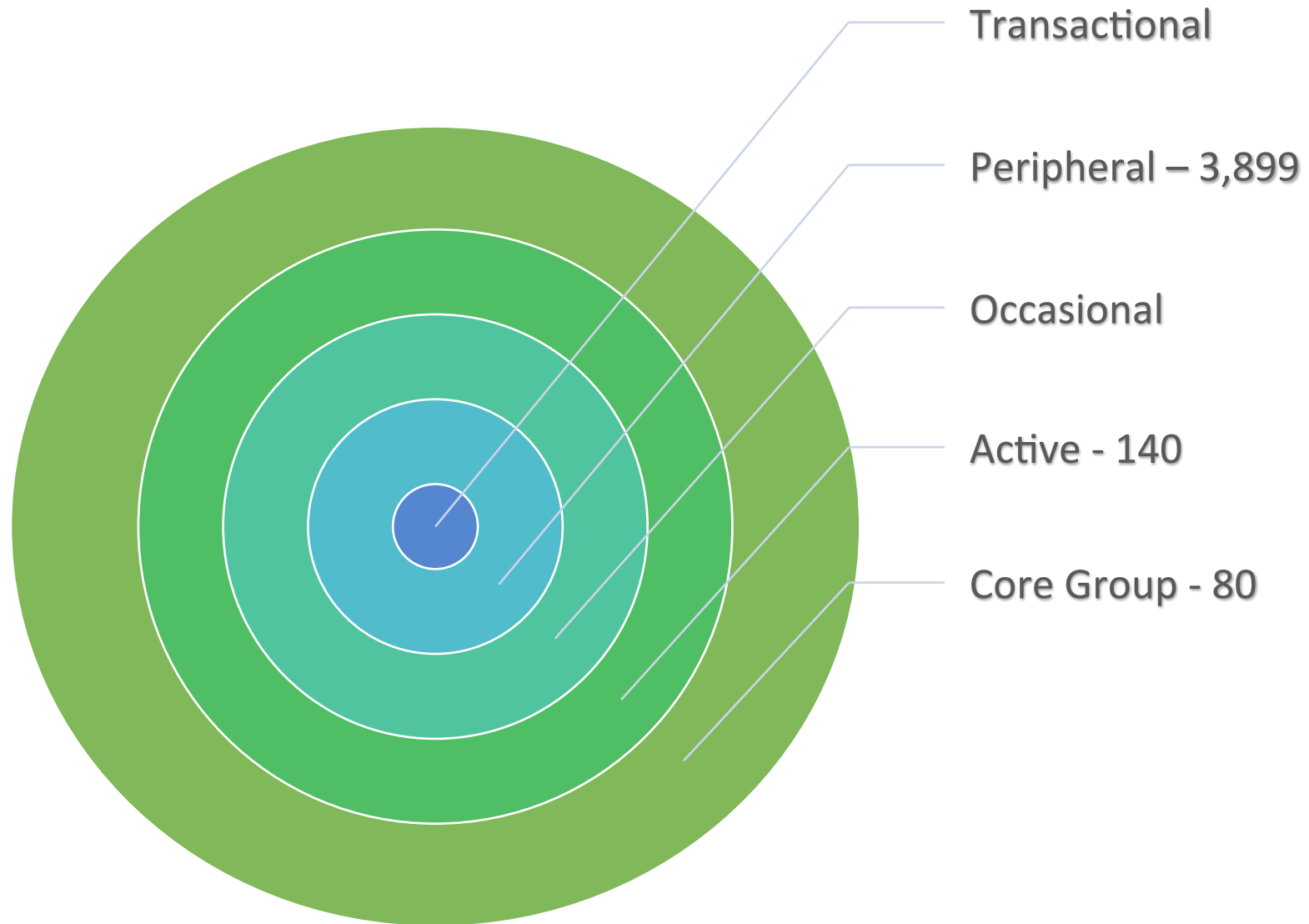
- Regular scheduled meetings – the group to determine;
- 2-hour session (time constraints on sector staff and technology creates limits) – the group to determine;
- PowerPoint / reading material / resources are disseminated before and uploaded to DJP website after each session, where applicable;
- Agendas are determined by the group.
 - This could be a research presentation, for example for first hour and then a case presentation for second hour.
 - Or session could be based on recent learnings from DJP training attended – the group determines; and,
 - Expert COP facilitation.

What will Help it Work? - Enablers

- Disability Justice Framework
- Sector context & culture
- Evidence based practice approach
- Available technology
- Participant enthusiasm
- Communication of COPs
- Structured coordination

Levels of participation

Levels of participation (Wenger, McDermott & Snyder, 2002)



Technology

- Interactive capability with intranet;
- Shared intranet access to learning material;
- Opportunities for multiple presentations from multiple sites;
- Yammer or similar technology linked to DJP website are just some options.

Benefits for Sector Staff

- Supports reflective practice
- Supports sector staff to manage change - NDIS
- Provide access to new knowledge
- Foster trust and a sense of common purpose
- Adds value to professional lives
- Promotes a culture of shared learning and continuous improvement in sector

Benefits for Organisational Practice

- Generate knowledge and encourage skill development
- Use knowledge management to drive local organisational strategy
- Disseminate valuable information and transfer best practice
- Initiate new practice activities

Benefits for Sector Productivity

- Promotes a shared evidence based across sector
- Facilitate rapid responses to customer needs and problems in the field
- Decrease the learning curve for new employees in the Disability Justice network
- Helps recruit and retain talent within organisations

Lessons

- Scope to increase awareness & levels of participation between sector staff
- Potential to strengthen partnerships with researchers/universities other agencies
- To be inclusive with each other across NGOs
- Evaluation

Supporting Change

Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

Margaret Mead

Contact Details

Contact details for questions/ more information/or to volunteer to present at one of the Communities of Practice:

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References

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