DJP Communities of Practice

9 June 2016
What is a Community of Practice?

- Build relationships
- Sharing of information, skills and resources
- Recognise & value the competency of others

Community

Practice

- Development of new & creative practices
- Range of resources, skills & experiences

Domain

- Shared interest & focus on supporting people with cognitive disability
- Inspires participation & learning
CoPs – building capacity

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).
The aim of Disability Justice Communities of Practice

The aim is to build sector capacity in the disability justice area by providing an opportunity to:

- Promote and foster professional working relationships and networks
- Reflect on key messages from DJP training, research and discuss implications for practice and programs
- Present and share practice initiatives and resources
- Identify and discuss common practice issues and jointly problem solving solutions
- Celebrate good practice and good ideas
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
CoPs – relevancy and value

CoPs members can keep the broader group abreast of Emerging Research and Best Practice, which can often be limited by:

- The 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

- CoPs established in FACS Districts across NSW
- CoP meeting locations - same as training venues when possible
- Scheduled monthly - or how group determines
- Resources uploaded onto DJP site
- Group discussion via website to be developed
- Group leads – local sector person
# Communities of Practice in Action

<table>
<thead>
<tr>
<th>COP's dates</th>
<th>Time</th>
<th>Area</th>
<th>Combining the following areas</th>
<th>Venue Name</th>
<th>Venue - Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fri 29 April 2016</td>
<td>10:00 - 13:00</td>
<td>Penrith</td>
<td></td>
<td>Penrith RSL</td>
<td>8 Tindale Street, Penrith</td>
</tr>
<tr>
<td>Fri 13 May 2016</td>
<td>10:00 - 13:00</td>
<td>Central Sydney</td>
<td></td>
<td>Teachers Federation</td>
<td>Level 1, 23-33 Mary Street, Surry Hills</td>
</tr>
<tr>
<td>Thurs 19 May 2016</td>
<td>10:00 - 13:00</td>
<td>Campbelltown</td>
<td></td>
<td>Campbelltown Arts Centre</td>
<td>Cnr. Camden &amp; Appin Road, Campbelltown</td>
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<tr>
<td>Mon 30 May 2016</td>
<td>10:00 - 13:00</td>
<td>Wollongong</td>
<td>Nowra</td>
<td>Family Relationships Centre, Uniting Care</td>
<td>336 Keira Street, Wollongong</td>
</tr>
<tr>
<td>Thurs 2 June 2016</td>
<td>10:00 - 13:00</td>
<td>Parramatta</td>
<td>Chatswood</td>
<td>Northcott</td>
<td>1 Fennell Street, North Parramatta</td>
</tr>
<tr>
<td>Tues 7 June 2016</td>
<td>10:00 - 13:00</td>
<td>Coffs Harbour</td>
<td>Grafton/Armidale/Lismore</td>
<td>RSL Club</td>
<td>1 Vernon Street, Coffs Harbour</td>
</tr>
<tr>
<td>Wed 8 June 2016</td>
<td>10:00 - 13:00</td>
<td>Port Macquarie</td>
<td>Taree/Tamworth/Kempsey</td>
<td>Panthers Port Macquarie</td>
<td>1 Bay Street, Port Macquarie</td>
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<tr>
<td>Fri 17 June 2016</td>
<td>10:00 - 13:00</td>
<td>Newcastle</td>
<td>Gosford/Hamilton</td>
<td>Oasis Hunter</td>
<td>67 Cleary Street, Hamilton</td>
</tr>
<tr>
<td>Thurs 7 July 2016</td>
<td>10:00 - 13:00</td>
<td>Orange</td>
<td>Dubbo</td>
<td>Orange Ex-Services Club</td>
<td>231-243 Anson Street, Orange</td>
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<tr>
<td>Fri 15 July 2016</td>
<td>10:00 - 13:00</td>
<td>Bankstown</td>
<td>Kogarah</td>
<td>Bankstown Sports</td>
<td>8 Greenfield Parade, Bankstown</td>
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<tr>
<td>Fri 22 July 2016</td>
<td>10:00 - 13:00</td>
<td>Wagga Wagga</td>
<td>Albury/Griffith</td>
<td>Commercial Club</td>
<td>77 Gurwood Street, Wagga Wagga</td>
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<tr>
<td>Tues 2 August 2016</td>
<td>10:00 - 13:00</td>
<td>Bega</td>
<td>Queanbeyan/Bateman's Bay</td>
<td>Club Bega</td>
<td>82 Gipps Street, Bega</td>
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<tr>
<td>Thurs 11 August 2016</td>
<td>10:00 - 13:00</td>
<td>Broken Hill</td>
<td></td>
<td>Musician's Club</td>
<td>276 Crystal Street, Broken Hill</td>
</tr>
</tbody>
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Communities of Practice in Action

Completed to date:

• Penrith - 29 April: 15 attendees
• Surry Hills – 13 May: 13 attendees
• Campbelltown – 19 May: 9 attendees
• Wollongong (incl. Nowra) 30 May: 9 attendees
• Parramatta (incl. Chatswood) 2 June: 13 attendees
• Coffs Harbour (incl. Lismore/Grafton/Armidale) – 7 June:
• Port Macquarie (incl. Taree/Tamworth/Kempsey) - 8 June:
Profile of CoP members

Members have come from diverse professional backgrounds and have included representatives from

- NGOs
- Justice Health & Forensic Mental Health Network
- Ability Links
- Legal Aid
- Juvenile Justice
- FACS/ADHC

In all CoP meetings we have asked the groups to also consider ‘who else could be here?’. Responses have ranged from other NGOs, NSW Housing, NSW Police, Corrections, NDIA, LACs, IDRS, Drug & Alcohol services, youth services, Aboriginal organisations and services, frontline workers/support workers.
Objectives - Purpose Work

Within the DJP CoP scope –

‘ensuring our DJP CoP retains a focus on improving outcomes for people with disabilities in contact, or at risk of contact, with the justice system’

Three focus questions were asked to identify objectives:

1. How can the CoP help me in my role now?
2. What are the local issues the CoP could work on?
3. What can I contribute to our CoP?
CoP Objectives

Emerging group themes across CoPs

• Building networks, partnerships and collaborations
• Informing practice - building knowledge and skills
• NDIS - understanding and working in the ‘new world’
• Focusing on systemic issues
Meeting CoP Objectives

To date, CoPs have identified strategies to meet their local objectives, including:

- Sharing resources
- Guest speakers/content specialists in focus areas
- DJP training – putting it into practice
- Local CoP groups – expanding and targeting membership
- Use of case studies; ‘what’s working/not working’; shared problem solving
- Developing projects & research
Monitoring Success

Key Measurable

- Active and ongoing participation
- Connections & network development
  - Statewide connections
- Collaborative projects
  - Research work
- Information shared & Advocacy
- Skills building
- Feedback from members
Ensuring Sustainability

Local CoPs - active participation from members is encouraged for all CoPs in determining:

- Group Leads
- Meeting structure
- Agenda development
- Meeting roles

LWB’s role:

- Monitoring success measures; and feedback to Steering Committee
- Ongoing support, resources & mentoring
- Connecting the broader DJP CoPs network across NSW
Thank you