



GLOBAL  
SCHOOLS  
FORUM



# Supporting the Evolving Needs of Teachers: Forming School-Based Communities of Practice

23 June, 2021



# Session Norms

- Keep your video on, if you can
- Remember to stay on mute when not speaking
- Please type your questions in the chat-box. The moderator will either read them out or ask you to say the question out loud.

# Community of Practice Norms

<b>Take care of yourself</b>	<b>Engage fully</b> (as fully as you can)
<b>Take risks</b> (be a vulnerable learner)	<b>Be mindful of other learners</b> (confidentiality, timeliness, talk time)

# Objectives

1. Discuss the potential value of school-based COPs
2. Brainstorm on how to establish school-based COPs
3. Review useful resources, tools and templates in the formation and ongoing management of COPs

# Community Builder



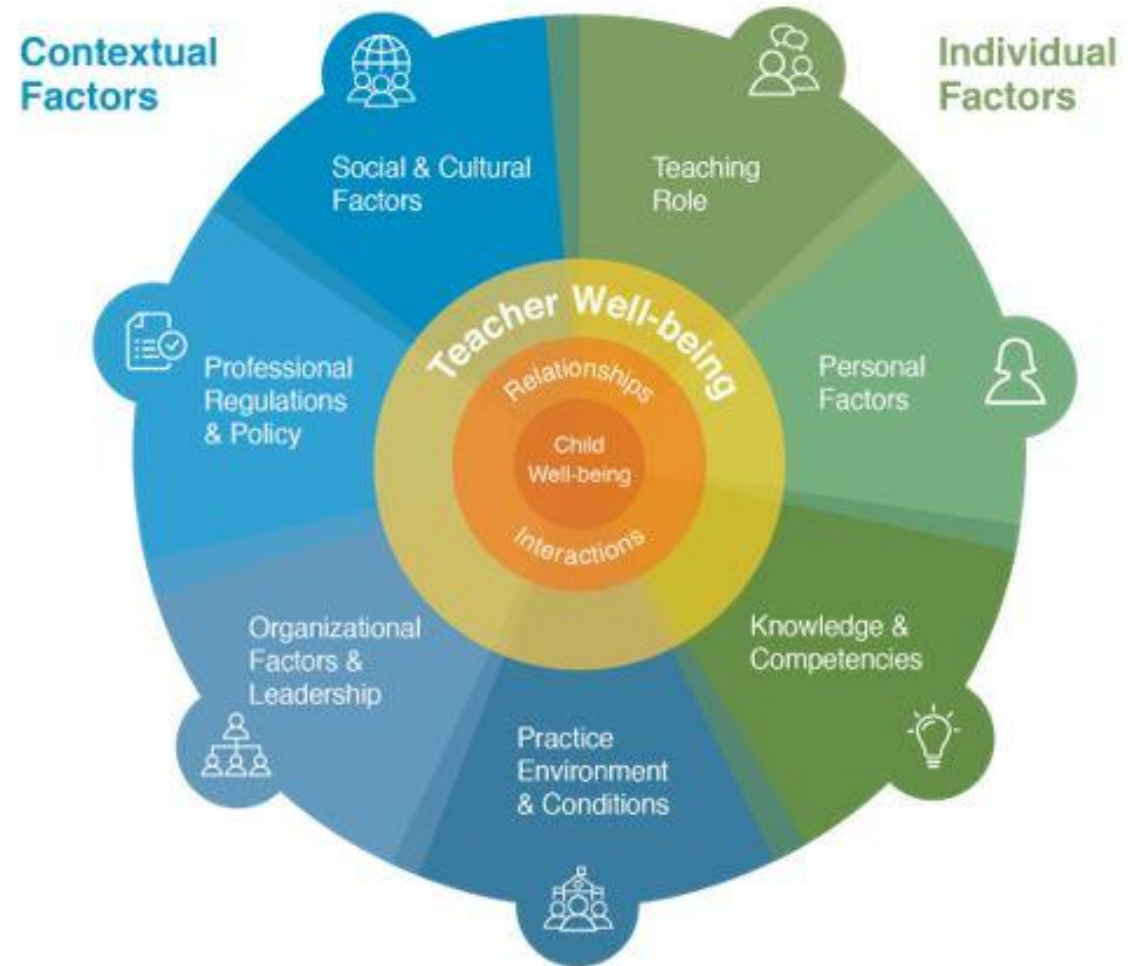




# What is Teacher Well-Being?

Each of these elements has been affected by the pandemic.

## Early Childhood Teacher Well-being: A Conceptual Framework



*To Promote Success in Schools, Focus on Teacher Well-Being (Brookings, 2019)*



# Toolkit: Module 1



## Signs of Stress - Self Assessment

Please answer the following questions honestly. Total your score at the end. If you don't want to, you don't have to share your score with anyone. This is to help you identify how much stress you are under. This is a difficult time for all of us and it's important to take care of yourself.

	Never (1)	Once a month (2)	Often/once a week (3)	Always (4)
1. I feel tense and nervous				
2. I have physical aches and pain				
3. I am always tired, physically and mentally				
4. I cannot tolerate noises				
5. My work no longer interests me				



## Teacher Resource



## School Reopening - Teacher Survey

Mental and physical wellbeing has always been important but now more than ever. Being aware of our own feelings and concerns may help us overcome anxiety and avoid stress. This survey is a way to communicate things we need, in order to perform our duties to the best of our ability. If you do not agree with any of the statements, that's alright. It tells us what we still need to focus on and clarify.

Question	Yes	No	Unsure
<b>Organisation &amp; Responsibilities</b>			
I feel clear about my role and what is expected from me during reopening			
I am feeling confident about returning to classroom teaching			
I feel good about how teaching groups have been organized			
I feel good about the new school schedule we agreed on			



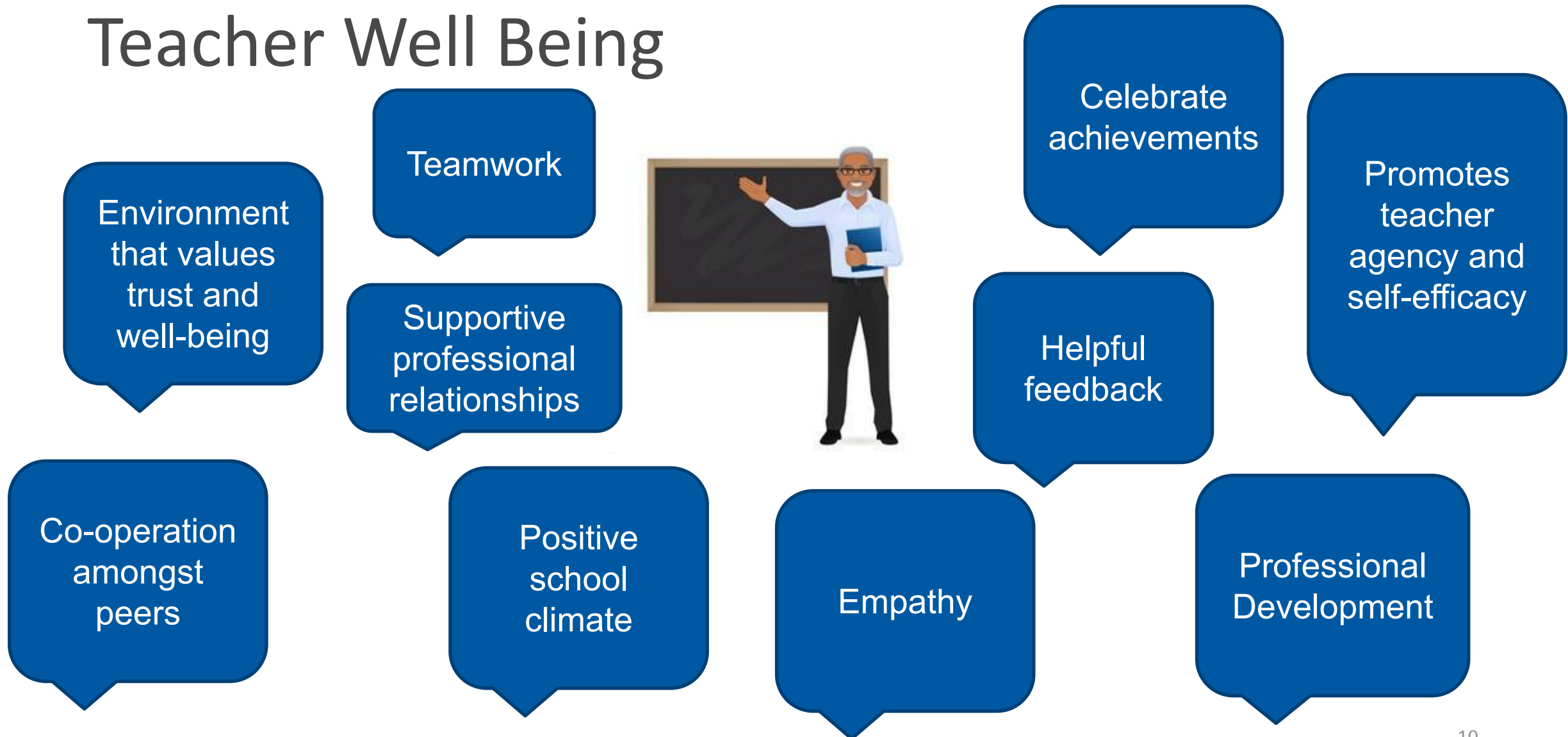
## Sample School Climate Survey

- 1/7. To what extent do you think children enjoy coming to your school?
  - Not at all
  - A little bit
  - Somewhat
  - Quite a bit
  - To a tremendous amount
- 2/7. How much does your school value the diversity of children's backgrounds?
  - Not at all
  - A little bit
  - Somewhat
  - Quite a bit
  - To a tremendous amount
- 3/7. Overall, how much respect do you think children at your school have for the teaching staff?
  - No respect
  - A little bit of respect
  - Some respect



## School Leader Resource

# Teacher Well Being



# Introduction to Communities of Practice

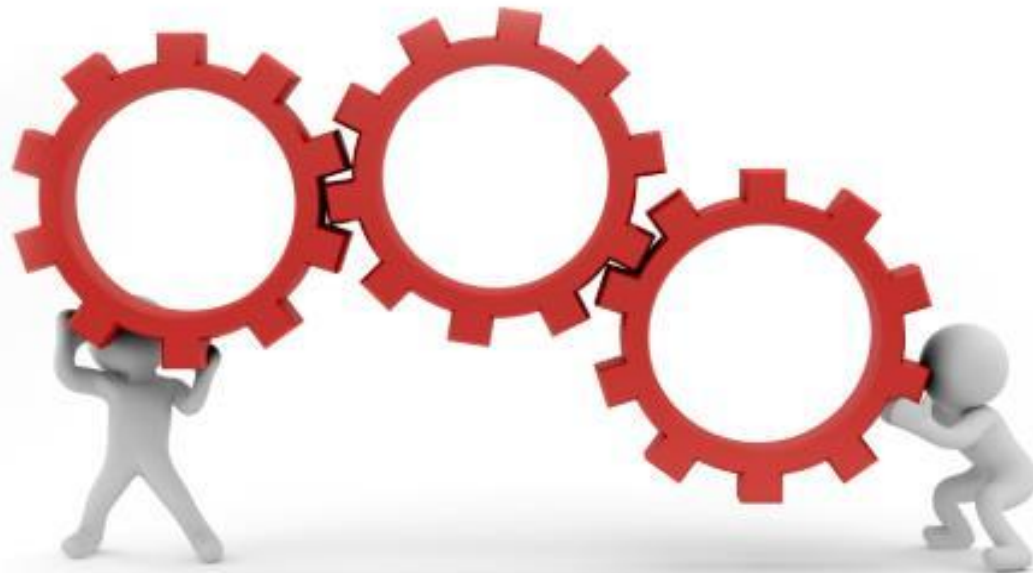
What comes to mind when you see these words?

- Communities
- Learning



# COPs Defined

A Community of Learning is a **group of teachers** that **meets regularly**, **shares expertise**, and **works collaboratively** to improve teaching skills and the academic performance of students.



# Why COPs?

How do you think meeting to share expertise and collaborate with others can help your teams with well-being, particularly in the context of COVID?

- Commitment towards school vision and mission
- Continuous professional development for teachers
- Better communication and collaboration between teachers
- Positive change and accountability
- Improved teaching methods and strategies
- Improved student outcomes
- Help teams refocus after long school closures
- Help teams to be agile, and responsive to emerging challenges





“Effective school wide change and enhanced student learning require a structure or a process for greater collaboration among teachers.”  
— Murphy and Lick

# School-based COPs as a Teacher Support Strategy



# Components of a Successful COP Meeting

Objectives/Agenda

Delegate  
Responsibilities

Protocols/Expectations

Create Solutions

Closure

Follow-up and  
Feedback

# Sample COP Topics

## For Teachers

- Identifying learning loss/formative assessment
- Differentiation
- Learners' attendance
- Home work
- Re-engaging learners
- Classroom support after a workshop
- Using digital teaching tools
- COVID protocols in the classroom

## For Coaches

- Virtual coaching challenges and their potential solutions
- Share coaching experiences and come up with improved approaches
- Coaching reluctant teachers
- Best coaching practices

## For School Admins

- Health and safety in school
- Staff motivation and retention
- Child Protection Systems
- Parent engagement in learning
- Blended learning models for learning continuity
- Planning for future closures

# Sample COP Meeting Document

## Teachers COP Meeting

10<sup>th</sup> April 2021

**Objective:** How support children and parents at home for continuous learning

**Materials to bring to meeting:** Small ball, note book, pen.

**Members Present:** Mr. Bakari, Mr. Oloo, Miss Wanjiku, Madam Judith, Mrs. Hamisi

Agenda	Activities	Who?	Time
Overview to today's objective	The group leader explains the purpose of the day's meeting. For example "Last two weeks, we found that we have a big number of our students who have not reported back to school. Today we will discuss how we can engage them through their parents to continue learning at home. But before starting this discussion let us allocate yourself different assignments.	Mrs. Hamisi	5 minutes
Delegation of responsibilities and	<ol style="list-style-type: none"> <li>1. Leader of today's COP</li> <li>2. Assign note taker – leads the next meeting</li> <li>3. Assign time keeper</li> </ol>	All Miss. Wanjiku Mr. Oloo	2 minutes
Protocol/Expectations	Agree on the group norms. <ol style="list-style-type: none"> <li>1. Only objective will be discussed.</li> <li>2. Raise hand before talking</li> <li>3. Every opinion or suggestion matters.</li> <li>4. Participate actively</li> <li>5. Each participant will be give 1-2 minutes to talk</li> </ol>		
Create solutions	<b>Today's discussion notes</b>	all	25 minutes



# COP Tools and Resources – Overview of how they will be applied

- 1. The COP Learning Log*
- 2. The Six S's Checklist*

*Breakout Room (10 mins)*

*Review the tool together and discuss its use. Would you add or amend any of the detail?*

# Breakout Rooms

1. How can you leverage existing structures at your school as COP platforms to support teachers?
2. What is one success and one challenge you envision in using COPs as teacher support platforms in the current season?

## 3-2-1 Exit Ticket

What are your top **3** next steps from this session?

What **2** new ideas did you learn on COPs?

What is **1** lingering question you still have?



## Remember to...

- Fill out the survey
- Check your inbox for the tools
- Put the next session in your calendar (15 July)
- Reach out with your feedback

# Thank you!