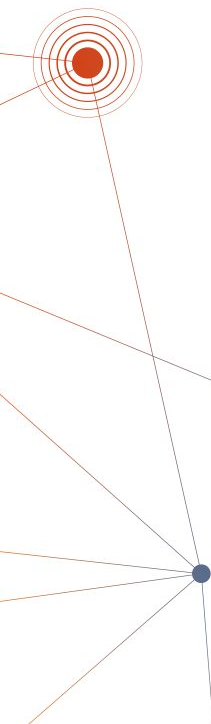


Designing meetings to ensure equity of voice: Using tools and processes to ensure inclusive meetings

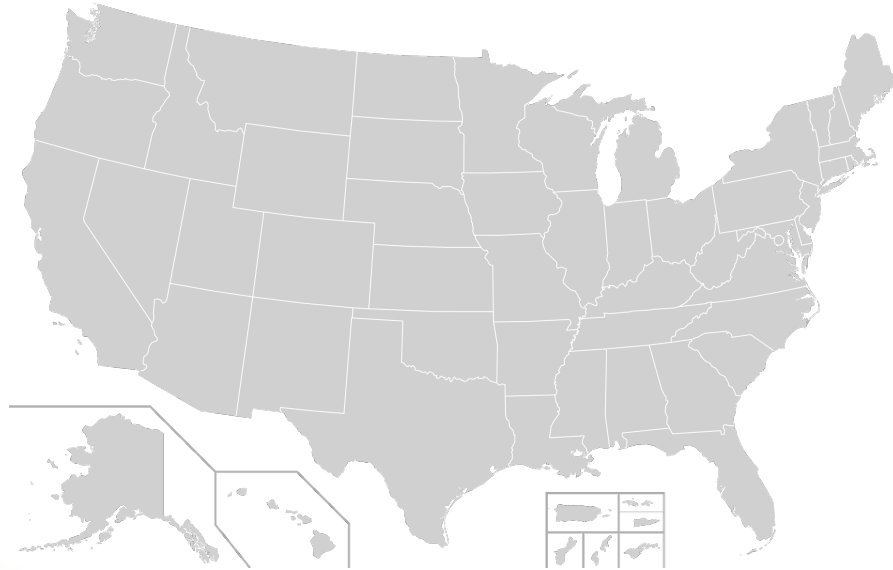
BUILD, 2022



Session Objectives

- 
- Explore adult learning principles
 - Examine the key elements of the UF CoP Cookie Framework: content, process, structure, and conditions
 - Brainstorm the use of collaborative structures to engage adults in their respective workplace
 - Unpack the role of the facilitator in ensuring productive, collaborative meetings

Where are you from? What brought you to this session?



Mission

The UF Lastinger Center's mission is to **create equitable educational systems where every child and educator, regardless of circumstances, experiences high quality learning every day to support the achievement of critical milestones in children's trajectory through school that are predictive of success in life.**



WHO WE *REALLY* ARE?

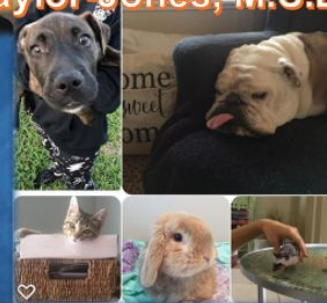
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Raquel Munarriz Diaz, Ed.D.



Tiffany Taylor-Jones, M.S.Ed.



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Agenda

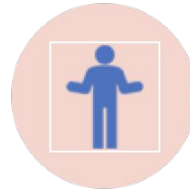
- Welcome
- Opening
- Adult Learning Principles
- The Community of Practice Framework
- The Role of the Facilitator: humble credibility
- Closing

Invitations to learning

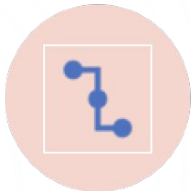
We invite you to....



COLLABORATE:
Leverage the wisdom in
the “room.”



BE VULNERABLE:
Lean into your own
discomfort. Ask
questions.



APPLY: Connect what
you learn to your own
context.



GIVE GRACE: Extend
goodwill to yourself and
others.



**Think of a *highly* productive
meeting you have experienced.
What made it so?**

Lastinger Homecoming



All Associates' Meeting
November 2021
Day 1



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Principles of Adult Learning

**ADULTS
MUST FEEL
SAFE TO LEARN**

**ADULTS COME
TO LEARNING
EXPERIENCES
WITH HISTORIES**

**ADULTS NEED
TO KNOW WHY
WE HAVE TO
LEARN
SOMETHING**

**ADULTS
WANT TO
LEARN**

**ADULTS WANT
AGENCY IN OUR
LEARNING**

**ADULTS NEED
PRACTICE TO
INTERNALIZE
LEARNING**

**ADULTS HAVE
A PROBLEM-
CENTERED
ORIENTATION
TO LEARNING**

EFFECTIVE PROFESSIONAL DEVELOPMENT



Content Focus

Activities focus on subject matter and increase teacher knowledge and skills that lead to improved practice.

Active Learning

Teachers apply new knowledge, engage in interactive feedback, and reflect on learning.

Coherence

Learning is aligned with existing knowledge and beliefs in addition to state standards and competencies.

Duration

Learning is built upon and extended over a period of time.

Collective Participation

Teacher interaction and discussion leads to powerful learning.

PD and Adult Learning Principles

- Active Learning
- Coherence
- Content Focused
- Collective Participation
- Duration



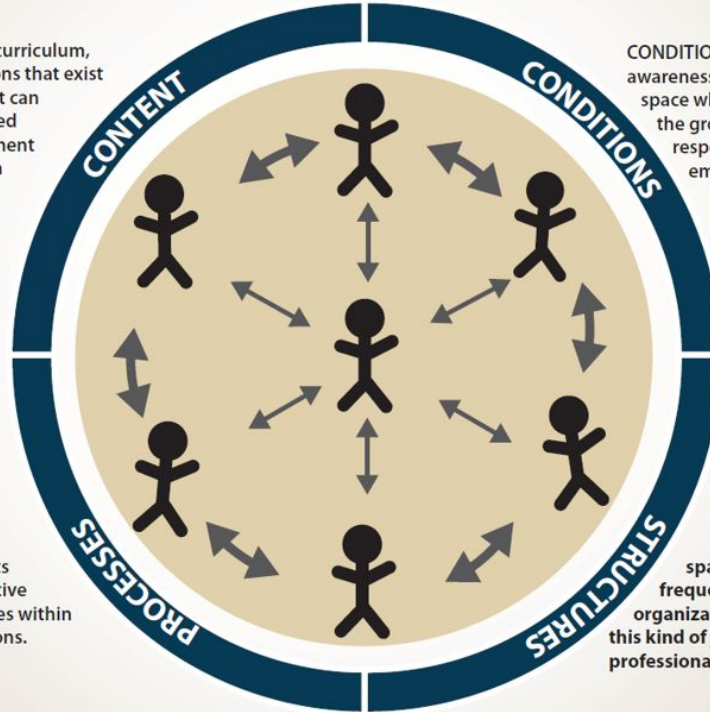
Desimone (2009)

1. In your own experience, which of the five big ideas were more central to your engagement in meetings? Why do you think so?
2. In your own experience, which of the five big ideas have been most difficult to factor/design as you plan for meetings?

CoP Framework: The Cookie

CONTENT: programs, curriculum, pedagogy, interventions that exist in an organization that can leverage job-embedded professional development specifically focused on improving child outcomes.

CONDITIONS: intentional awareness to creating a safe space where the members of the group feel trust, respect, and empowerment.



PROCESSES: protocols and supports that sustain collaborative work among colleagues within and across organizations.

STRUCTURES: spaces, times, groups, frequency in an organization that support this kind of job-embedded professional development.

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Structure

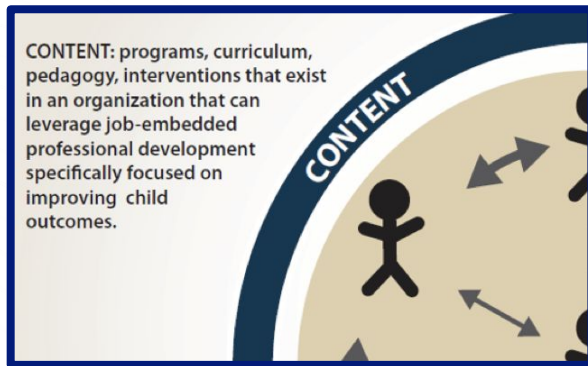


Guiding Questions:

- *When and for how long are you meeting?*
- *What is the size of the group?*
- *How do the participants need to be grouped during the session?*
- *Where are you meeting?*
- *How often are you meeting?*



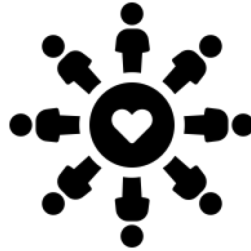
Content



Guiding Questions:

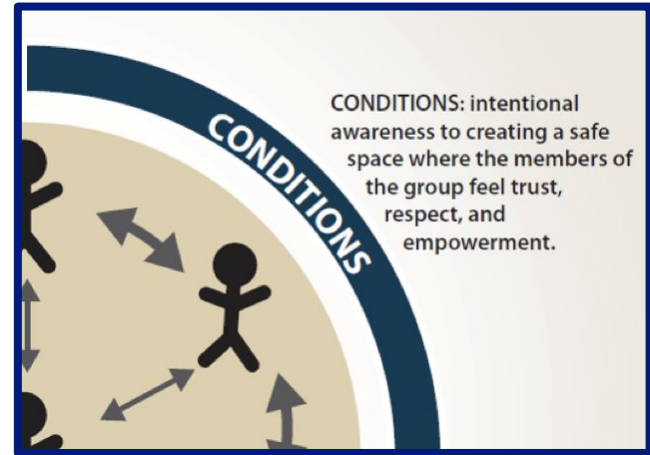
- *What are those topics and issues that keep you up at night?*
- *What are the questions you have around these topics?*
- *How might you go about exploring these questions with colleagues?*

Conditions

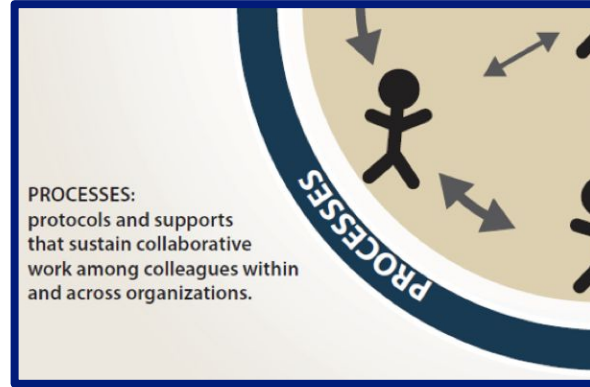
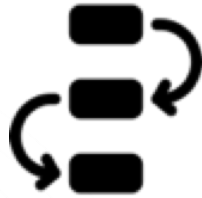


Guiding Questions:

- *What do I need to do to create a holding environment where each member feels trust, respect, and empowerment in their work?*
- *What must I do to build and maintain that brave space as we do our work collaboratively?*
- *What explicit norms will be required to support the conditions in our work?*

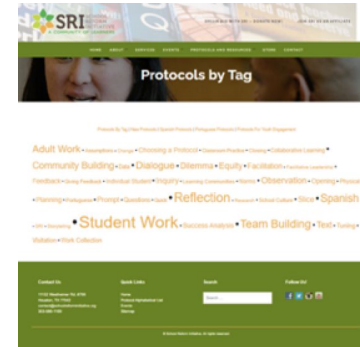


Process

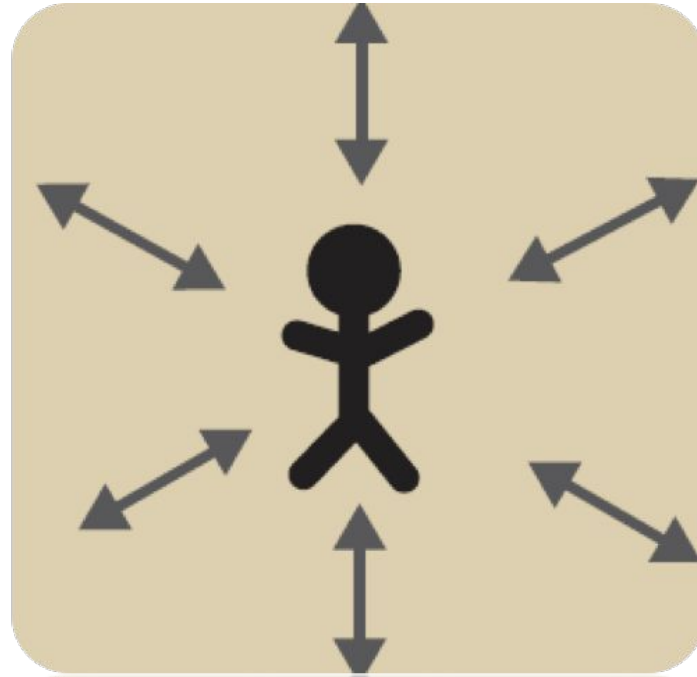


Guiding Questions:

- *What process can I use to ensure our group can work together collaboratively?*
- *How can I ensure equity and parity in our conversations?*
- *How can I create space for listening to build perspective within the group?*



The Role of the **FACILITATOR**



humble credibility-

noun

- a disposition that balances expertise and credentials in an area with authentic humility;
- a way of being that influences the outcomes of learning by inspiring curiosity, cultivating openness to listening and new practice, leading to collaboration and flexibility in the learning partnership.

Benefits of Humble Credibility

Equity of Voice



Protocols
Step Up, Step Back
Brave Space

Increased Engagement

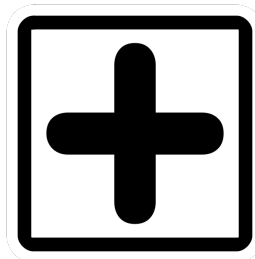


Collaboration
Desimone's 5
Buy-in!

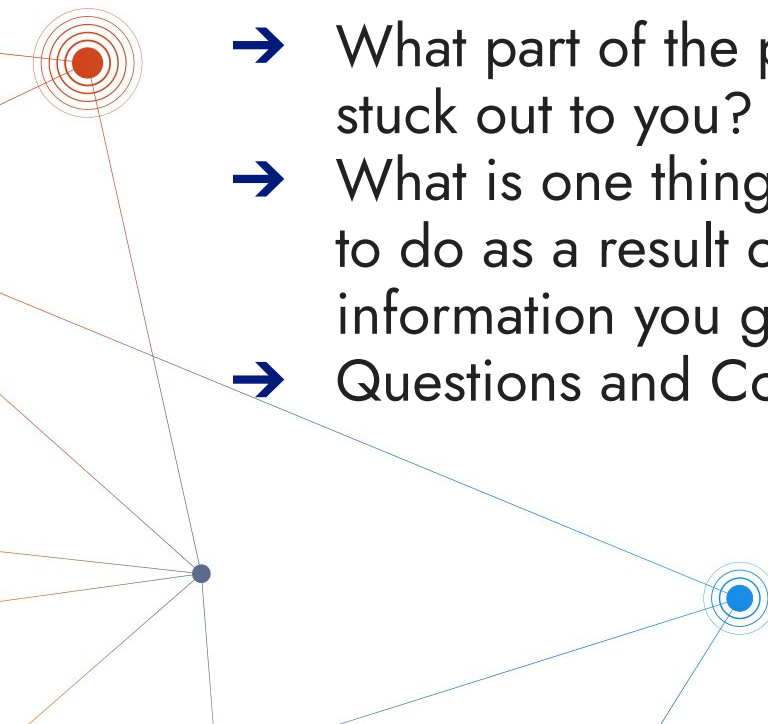
Professional Growth



Growth Mindset
Job-embedded PD
Wisdom



Padlet

- 
- What part of the presentation stuck out to you? Why?
 - What is one thing you are going to do as a result of the information you gained today?
 - Questions and Comments



Thank you!

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