

CO-CREATION OF A COMMUNITY OF PRACTICE:

A Community Living Ontario & PEDCC Initiative

November 13, 2020

11am to 12 pm

Facilitation: Janeen & Jen, PMB





Today's Agenda:

- See WHO is in the zoom room
- Review WHAT a 'Community of Practice' is & isn't
- Explore WHY engage in a Community of Practice
- Determine WHAT WE WANT our COP to be
- See HOW it feels to engage in a Community of Practice
- Weigh-in on Today's Session
- Closing comments & next steps

Poll#1: Who is in the Zoom Room?



- People in Leadership or Management Roles at Service Agencies = 36
- Direct Support Staff = 3
- Families = 2
- Other = 6

Poll#2: Did you attend the CLO September Co-Creation Sessions focused on Day Support Re-design?

YES = 29

No = 19

WHAT is a Community of Practice (COP)?

- A group of people informally bound together by shared expertise/experience, and common interests and concerns
- COP members share experiences, successful practices, & knowledge that foster new approaches to challenges
- Members are open-minded people who share a commitment to creating positive change

WHAT is a COP continued...

- COPs are as diverse as the people who form them
- COPs can exist within an organization or within a sector
- COPs can be creative with their structure; some have a rotating 'lead/mayor/King Pin' to share the organizing of each session

A Snapshot Comparison

Communities of practice, formal work groups, teams, and informal networks are useful in complementary ways. Below is a summary of their characteristics.

	What's the purpose?	Who belongs?	What holds it together?	How long does it last?
Community of Practice	To develop members' capabilities; to build and exchange knowledge	Members who select themselves	Passion, commitment, and identification with the group's expertise	As long as there is interest in maintaining the group
Formal Work Group	To deliver a product or service	Everyone who reports to the group's manager	Job requirements and common goals	Until the next reorganization
Project Team	To accomplish a specified task	Employees assigned by senior management	The project's milestones and goals	Until the project has been completed
Informal Network	To collect and pass on business information	Friends and business acquaintances	Mutual needs	As long as people have a reason to connect

WHY a Community of Practice (COP)?



Where are
you from in
the
Province?

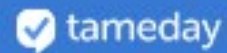


WITHwise



"None of us is as smart as all of us."

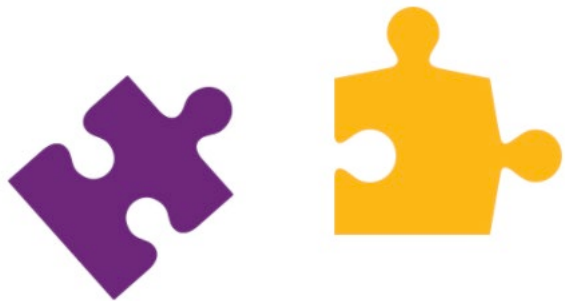
Ken Blanchard





What Do We Want Our COP To Be?

Let's Co-Create Together!



POLL: What is the focus of our COP – this will help us design sessions?

- To identify and discuss common challenges
- To generate creative solutions (2%)
- To share successful practices
- To expand connections & maybe even potential partnerships
- All the above (98%)

Given the focus of the COP, we think membership should include DS agency leaders & managers whose role it is to champion change. Intentional efforts will be made to bring the voice of all key stakeholders into the COP. What do you think about approaching membership in this way?

- Agree (49%)
- Somewhat Agree (37%)
- Disagree (8%)
- Unsure (6%)

How often do we want to meet?

- Monthly (29%)
- Every two months (43%)
- Quarterly (27%)

Depending on the topic/issue at hand, we could have roving 'Keepers of the Community' or something similar, where members take turns designing sessions. What do you think about this idea?

- Really like it (28%)
- Like it (34%)
- Don't like it (1%)
- Unsure (36%)

What are the hot topics?

Instructions: In the chat room, note topics for the Community of Practice

Here's the list:

- End to end workflow
- Closing day programs and finding alternatives
- Community connectors
- Communication
- Best practices for person-centred services
- Mergers and strategic alliances
- Planning with families for full citizenship
- Congregate residential settings
- Unpaid supports
- Community development
- Involve self-advocates in decision making
- Issues around seniors and long-term care
- Looking for more employment
- Services for life
- Supported decision making
- Flexible services
- Moving away from group living
- Aging in place
- Workforce and staffing issues
- Affordable housing
- Self awareness and self-direction
- Individualized facilitation
- Helping individuals and families find their place in the community
- People with ID in appropriate LTC
- Training and motivating staff

HOW our COP feels?

Activity

7 Breakout Groups

Topic: "How might we best support people to celebrate the Holiday Season in 2020?"

15 minutes to generate ideas to share with the group



Ideas: Holiday Season Celebration

- Connect with butcher to make sure everyone has turkey
- Work with families to see if people want to go home earlier and stay longer
- Salvation Army campaign
- Meals on wheels
- Stocking stuffers
- Zoom Christmas parties
- How a person normally celebrates and make this year as close as possible
- Cooking on zoom
- In home decorations
- Virtual paint nights
- Karaoke with Christmas tunes
- Donating
- Food, music, people want to be together
- Zoom music event with musician
- Meals catered and eat together virtually
- Virtual news cast with positive stories
- Explore traditions beyond Christmas (Year-End traditions)
- Find ways to give back (cookie exchange, neighbors, deliver packages, support local)
- Secret Santa
- Create baggies
- Support foodbank
- Help with technology to connect with families
- Virtual open houses, cooking exchanges
- Social stories
- Virtual Christmas bazaar
- Zoom dances
- Catered meals
- Dress up
- Hook up deliveries with community members
- Theme days
- Count down to Christmas
- DIY advent calendars
- Shop local
- Random acts of kindness tree
- HOW do people celebrate – ramp it up
- Virtual Christmas party with everyone in organization (keynote comedian and live entertainment)
- Hand out cards door-to-door
- Zoom ugly Christmas sweater

Poll #7: Based on today's session, are you interested in participating in our COP?

Yes

85%

Maybe

15%

No

Unsure

Next Steps

- **Mark Your Calendars** - the next Community of Practice is on Friday, December 18, from 11 am to 12 pm
- **Topic** - Time to Re-design Day Supports continued...
- **Plus Holiday Cheer** – We'll be Making Time for Some Virtual Holiday Cheer with Your Peers!

