

Professional Development Resources from Lucy West

Learning Stance Norms for Professional Learning Communities

Take A Learning Stance:

1. Be willing to make your practice public. We are in this work together and are here to learn from our successes as well as our challenges!

2. Be open and non-defensive when receiving feedback. It is not personal—it's about the work. We are about learning—not competing and “showing what we know.”

3. Notice when you are blocking your own learning by either judging others; thinking “I already know/do this”; trying to prove you are capable; attempting to hold on to an opinion or belief rather than reconsider it.

4. Be willing to wonder and stay open to new possibilities.

5. Be willing to slow down and reflect deeply about teaching and learning and to see teaching and learning as the central focus of our study together. We will be inquiring into the essence of teaching and working to tease out the substantive from the superficial trappings.

6. Question the obvious; the status quo; the mandates; the practices that are in vogue; the way we have always done things—to create space for something new and more complex to emerge. Everything we do is up for question and scrutiny. Be prepared to challenge each other as well as yourself in a non-defensive manner to dig deeper and think more rigorously about the content and the process of teaching.

7. Practice giving honest, frank, courageous comments; asking genuine, provocative questions; as well as encouragement and advice. We are learning to truly collaborate for the benefit of all. It is not personal, it is about the work.

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