DEVELOPING A FRAMEWORK FOR A COMMUNITY OF PRACTICE



A framework is a written outline of agreed-upon characteristics of how members of a Community of Practice (CoP) will safely and effectively function together. While a CoP is built around a shared interest, it involves a diverse set of individuals with a range of backgrounds and experiences, making it highly beneficial to formally set out expectations about member behaviour and participation.

RECOMMENDED STEPS FOR AN INCLUSIVE AND COLLABORATIVE PROCESS

STEP

Facilitate initial discussions about framework conceptualization, such as what a framework is, the importance of it, and key components to include.

Coordinate small group activities recording levels of agreement concerning suggested components and the extent to which existing resources are relied on, compared with creating from scratch.

STEP 2 3

Compile all examples and suggestions into a working draft and disseminate it along with a survey to seek further feedback and suggestions.

Host a voluntary small group meeting for more in-depth reflection with opportunities for more explicit co-writing.

> STEP 4

SUGGESTED COMPONENTS FOR A FRAMEWORK



TIPS FOR CREATING A FRAMEWORK

Consider using a trauma-informed approach, emphasizing principles such as trust, safety, empowerment, and cooperation, to ensure the content and process for developing the framework is inclusive, collaborative, and ongoing.

Treat the framework as a **living document** to ensure its contents continue to effectively meet the needs of members throughout the duration of the community of practice.

9

3

Aim to produce a framework that is a **single, concise document** and acknowledge that members may consider different sections of it requiring different levels of personalizing and co-creation, compared with relying on existing resources.