



HEALTH PROMOTION AND CHRONIC DISEASE PREVENTION SECTION

Communities of Practice

HPCDP Communities of Practice are a series of technical assistance and collaboration sessions offered via webinar and held over a defined window of time. They are intended to provide strategic support for advancement of local policy in alignment with community and state priorities outlined in the 2017-2025 HPCDP Strategic Plan.

What core principles guide a productive Communities of Practice?

In a Community of Practice (CoP) members have an opportunity to share ideas, develop common understanding, and build knowledge around a concern or specific policy priority. Strong Communities of Practice foster interactions between individuals focused on important elements of practice.

Communities of Practice are at their best when discussion focuses on tacit knowledge, or the know-how that tells us in any setting how things really get done. Communities of Practice will deepen participants' common understanding through dialogue; to provide a space to develop, implement, discuss, and refine policy strategies and to enable members to support each other through this learning experience and beyond. Communities of Practice provide the time and opportunity for thoughtful deliberation.

Objectives of the Communities of Practice model:

- To advance individual and shared knowledge and expertise in specific policy areas.
- To create a learning environment (for training – mentoring – sharing) for community grantees and state staff.
- To communicate with and among grantee partners in-depth related to a specific strategic priority or sub-topic area of the annual work plan.
- To discuss and share evidence-based practices related to the topic area and to support grantees, as individuals and as a group, in moving the dial on high value policy change initiatives and activities.
- To ensure that health equity, strategic partnerships are integrated into local/state policy.

Goals for every session:

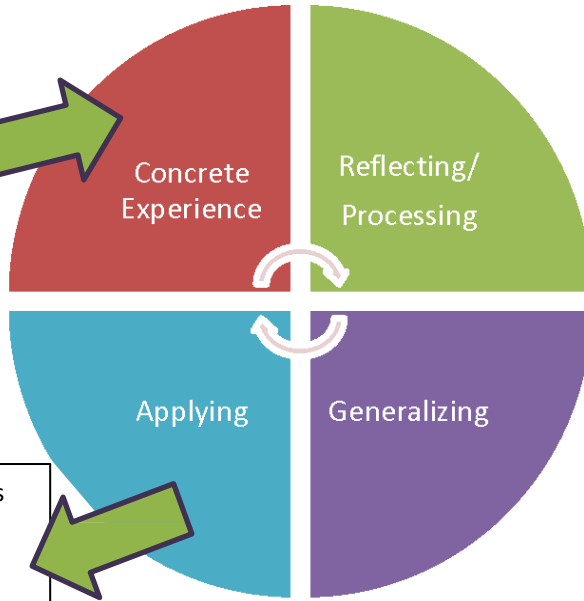
1. Lead with respect and rigor.
2. Allow everyone to participate and be heard.
3. Encourage participants to dialogue together.
4. Track accountability.
5. Leave each session with takeaway questions to spark ongoing conversations

Build Trust and Collaboration

Communities of practice support learning, invite risk taking, encourage learning from mistakes, and foster mutual trust. This may mean that not everyone will feel “comfortable.” In fact, when a community of practice invests in trust building, members may experience discomfort as they wrestle with practice and share understandings with others. They may encounter the dissonance that comes with questioning established practices and testing out the worth of new strategies.

• **The Experiential Learning Cycle** •

What? Objectively report on the facts and events of the experience or program actions as they relate to strategic goal.



So What? Presenter and participants analyze the experience/action from the lens of their own program or discipline.

Now What? Presenter leads discussion with participants to consider the impact of the experience, action, or outcome