

## THE JOURNEY TO CREATE A MEANINGFUL COMMUNITY OF PRACTICE

### Step 1

#### DETERMINE THE WHY

- Define your purpose and vision
- Determine the impact the group hopes to achieve
  - Impact examples:
    - To positively impact home visitor staff well-being and job satisfaction
    - To support the integration of the participants' new learning

### Step 2

#### CHOOSE THE FORMAT AND PLAN THE CONTENT

##### Format

- Options include:
  - In person, virtual or hybrid
  - Synchronous or asynchronous
- Ensure accessibility and equitable inclusion for participants
- Establish ground rules/working agreements to support a space that welcomes diversity in perspective and experience, offers psychological safety and promotes sense of belongingness

##### Content

- Content should answer who, where, and when
- Survey participants to ensure content aligns with participants' needs

### Step 3

#### CREATE A SYSTEM FOR KNOWLEDGE MANAGEMENT

- Choose platform and/or tools for storing and sharing resources
- Questions to consider:
  - Is the system accessible for all participants?
  - What are participants familiar with and comfortable using?
  - What features would the group find helpful? E.g., tagging posts to quickly highlight or retrieve shared information.

### Step 4

#### PLAN THE EVALUATION

- Start by determining the desired impact and then work backwards to identify outcomes, goals and activities that will achieve the intended results.
- Choose quantitative metrics to track such as participant attendance and meeting frequency
- Choose qualitative metrics to track such as participant interviews and self-reports
- Create value stories using a standardized reflective process with consistent questions

#### Real Life Examples

- Bilingual Spanish
- American Indian/Alaska Native
- Rural
- Asynchronous
- Role Specific (home visitor, supervisor)
- Book Study
- Professional Development Integration Into Practice

#### Workforce Well-Being

- Incorporate strategies into support wellness:
- Mitigating "Zoom fatigue"
  - Creating opportunities for reflection
  - Integrating mindfulness practices

#### Benefits of CoP

- Connection
- Belongingness
- Shared knowledge and resources
- Peer mentoring and support
- Opportunities for reflection
- Solution generation
- Support workforce well-being

#### Resource List

- [World Bank](#)
- [Value Creation](#)
- [Mindfulness Activities](#)

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