Code.org's Professional Learning Norms

The purpose of these norms

In order to align our Professional Learning expectations for participants, we have developed a set of norms that can be used in any K-12 PL experience. These norms are designed to support a respectful, supportive, and productive learning community, and are intended to be used for all types of experiences and conversations in workshops, no matter the topic. This means that sessions that range from "How to use Code.org's website" to "The role implicit bias has in CS" will all use these norms to help set expectations for participants.

Suggested framing

In order to introduce these norms to participants, we suggest framing them with the context of "this is how we will work together to learn during this event". This "framing" may sound something like this:

> *"We all are here for likely different reasons. Some of you have never taught CS before, and maybe others of you are looking to learn about more tools to bring to your classroom to teach CS. However, we are all here as a community of people who are looking to learn. To support that learning, we want to propose the following norms for our community."*

Our norms

Our common norms for PL experiences are:

- Be present.
- Make space and take space.
- Seek to understand.
- Take risks.
- Expect and accept non-closure.

We understand that these norms may mean different things to different people so we have compiled a description of each of these norms in this document.

As you share these norms with your group, you may pull key phrases from these descriptions to help provide participants with color or context for this norm. We do not expect, or recommend, that facilitators read out loud every item in the description, but rather use this information to help you in setting these expectations for participants. The descriptions of these norms can be found on the next page.

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Describing our norms

Norm	What does this mean?
Be present.	• We ask you to be here both physically and cognitively. We recognize that something urgent may come up and you may need to step away from the space to handle it. If needed, please do that. Otherwise please do what you need to do to stay engaged in the conversations. • As facilitators, we will respect your time too. We will start and end on time.

Make space and take space.	• We learn with and from one another in this space. In order to do this, we provide space to discuss and reflect with one another. To make the most of this time, we ask that you engage in the discussions and activities in this workshop. This means:
	  ○ Contributing and actively listening
	  ○ Watching your own air time
	  ○ Inviting others to participate in conversations
	  ○ Speaking from your own experiences, using “I” language

Seek to understand.	• You are an expert in your own experiences. Likewise, everyone else brings their own unique experiences into this space.
	• As we work together, we:
	  ○ **Seek to understand ourselves.** We are ok with sitting in discomfort at times because productive discomfort supports growth.
	  ○ **Seek to understand one another.** Ask probing questions to better understand the perspectives that everyone brings to the workshop.
	  ○ **Seek to understand your impact.** As educators we strive to make a positive impact in students and in our classrooms. However, sometimes our actions have unintended impacts. In this space we will seek to understand and take responsibility for our impact.

Take risks.	• The more you are willing to take risks, the more opportunities you will have to learn. We know what might be “risky” for one person, might not be risky for another and that’s ok. Take risks that push you out of your comfort zone. • Examples of risks might include: trying a new instructional strategy you haven’t tried before, sharing struggles you have had in recruiting students, or even asking a question about something that is unclear to you.
Expect and accept non-closure.	• We have a variety of goals for this workshop and it is likely that each of you have personal goals you’d like to reach during this time as well. • We want to give you the tools and experiences you need to use the curriculum, understand the content, and create an equitable computer science experience for students. We promise to help you start this journey, but it is likely that you will want or need to continue this journey outside of this workshop as you go back to your own schools. • Because getting you started on this journey is important to us, you may find that we at times will pause or end a conversation that you may want to continue. We do this to help meet the goals of the group but we encourage you to take the breaks to continue these conversations with one another.