

Learning Circle Competencies & Principles

Competencies

All Learning Circle members will be able to:

1. Understand how to create a learning organization that actively seeks new information for continuous organizational improvement.
2. Use a strengths-based approach grounded in the agency's overall mission and values regarding interactions with the families, the team, the agency, and the larger community.
3. Implement activities agreed upon during the Learning Circle meeting.
4. Understand mechanisms for finding best and promising approaches to practice using a variety of resources.
5. Understand the importance of best and promising practices that present evidence of practice effectiveness with the child welfare target population.
6. Use information from a variety of sources to inform practice approaches.

Learning Circle facilitators will be able to:

1. Understand and identify group dynamics and establish group norms to encourage full participation by all circle members.
2. Encourage inclusive leadership to hear all perspectives, and distribute leadership so all circle members contribute to problem solving and decision making within the circle to arrive at and implement solutions that will improve practice to children and families.
3. Employ a culturally responsive approach to interactions, both within and outside the circle, and seek solutions that reflect cultural responsiveness.
4. Facilitate a Learning Circle process that encourages authentic dialogue amongst circle members about key practice and team functioning issues.
5. Model self-awareness about one's own biases and behaviors to encourage individual learning and adaptation to change.