

Measuring & Reporting on Practice Changes



Learning circles create space and opportunities for collaborative learning and reflective practice and these learning strategies contribute to achieving targeted learning objectives. Measuring progress in achieving learning objectives represents important information for participant and broader stakeholder engagement when considering sustainability (check out the guidance to develop LC objectives: http://www.iccer.ca/pdf/toolkit/facilitators/LC_Goal_Objs.pdf).

How to approach measurement:

One method is to include learning objectives in pre and post surveys. Using the same set of objectives, the pre-surveys set up baseline data by asking participants to rate their knowledge and confidence levels. The post-surveys measures participants' utilization of knowledge and the extent of performance change. Changes from pre to post-surveys indicate the progress towards meeting the identified learning objectives.

Example questions for pre-survey:

1. On a scale of 1-5, select the number that best reflects your knowledge or skill level in each of the learning objectives.
2. How confident are you in applying the knowledge or skills you have learned in this Learning Circle on the job?

Example questions for post-survey:

1. To what extent have you used the knowledge and skills taught in this Learning Circle at your job?
2. To what extent has your performance changed as a result of what you have learned at this Learning Circle?

Another approach to measurement can be directly asking participants about their learning and practice change experiences. Supporting the early adoption and development of learning circles, a strength based approach was used to examine the impact of learning circle participation across multiple organizations. A focus group using only one question was used to reveal practice changes that occurred as a result of the learning circle. The focus group was held for 15 minutes at the end of scheduled learning circles and resulted in extremely rich information that demonstrated the role of the learning circle in supporting practice change. It is useful to hold such focus groups towards the end of a series of learning circles to ensure the participants have had a chance to achieve changes in their practice.

Example of focus group question:

1. Can you give me an example of how you have changed the way you work as a result of what you learned in the Learning Circle? Try to describe that change for us. What helped you make those changes? What stood in your way?