

Tracking the Learning Circles over Time



Learning Circles create space for learning strategies that help ensure participants achieve targeted learning objectives. Monitoring and communicating the implementation and operationalization of learning circles represents an important factor in their success and sustainability. As such, identifying the type of information to collect is an important discussion to have early on in the implementation of learning circles.

A good place to start is to **identify the benefits of Learning Circles that have the greatest value or that most closely align with the expectations across key stakeholders**. For example, if team communication and collaboration are a key focus then the information being collected may need to include team performance measures that track changes over time.

The following tools can be used to capture the learning circle process over time:

- **Tracking Form:** Administrative information (e.g. number of participants, dates and times of meetings, etc.) is key when communicating and aligning resources to impacts and benefits. This information can easily be collected and reported through online tools such as Google Forms.
- **Observation Form:** This tool identifies the application of learning circle structures and processes. This form examines the alignment of learning circle experiences with the structures and processes of the model. It provides a valuable contribution when tracking implementation or evaluating overall impact.