

Developing a Learning organisation: A Collaborative Inquiry

Nigel Harrison October 2010

Framework for recording research process

Question	Response
What really matters to me?	<p>What really matters to me is that children and young people who find themselves disadvantaged, through no fault of their own, are supported and encouraged to be fully included in society. This means, for my work with schools, that they are able to be <u>present, participate and perform</u> to the best of their ability. In order to enable this to happen, I believe there needs to be ‘scaffolding’ in place, through others who have agency to work towards this goal.</p> <p>To genuinely achieve this goal I believe the agencies working in this field need to be able to learn directly from experience and from each other. This leads me to believe that the deep, double loop, learning that can take place in a true learning organisation will not only benefit C&YP but also the agents themselves as well as society as a whole and will contribute to the “flourishing of humanity through education and research”.</p>
What are my values?	<p>Equality and fairness – I want to be treated as I treat others- in a fair and respectful way- regardless of colour, gender, faith, or any other potential discriminating factor.</p> <p>Social Justice- in a complex society we must ensure that the strong do not exploit the weak</p>
What is my concern?	<p>The current education system, and I believe British Society as a whole, is fundamentally good. However, there is still evidence of injustice. YP leaving school illiterate after eleven years; the over representation in the youth justice system of YP with learning needs and/ or from a black/ethnic minorities.</p> <p>Initiatives to redress these issues rarely seem to be successful or cost huge amounts of money. It sometimes seems we are going through ‘sheep dip’ training to address the problems just to ease the conscience of society. There has to be another way. What is it?</p>
Why am I concerned?	<p>I see examples of where society, ‘the system’, has failed every day; where there will inevitably be payback in a negative way for society. In some ways things have got worse over the course of my career as the tendency to medicalise behaviours has increased as, in my view, a way of saying its not our fault and we can’t do much about it.</p>
What kind of experiences can I describe to show the reasons for my concerns?	<p>Statistics from various government offices</p> <p>Case studies</p> <p>My own experiences</p> <p>Experiences of others particularly C&YP and parents/carers</p>

What can I do about it?	Support the development of a genuine Learning Organisation so that practitioners can take part in their own collaborative enquiries, so that they, and the organisation as a whole, undertakes deep learning and is able to offer genuine support and interventions that make a tangible difference to the lives of C&YP
What will I do about it?	Undertake research myself in to my own practice in influencing my organisation to develop as a Learning Organisation. To support staff in their learning, to create and hold open spaces for collaborative learning; to give permissions to talk and research their own practice. To encourage the sharing of experience and learning in a genuine 'no blame' culture and to share that learning with others. To model collaborative learning, in developing my authentic leadership. Support the creation of research grounded in the experience of practitioners.
How do I evaluate the educational influences of my actions?	By identifying examples of where individuals, groups and the organisation have developed deep learning. Through the reflections and feedback from all those involved in this process and through my own reflections on my own part in the process and my learning. By the identification of (shared) living educational standards of judgement, which I can use as criteria to determine if there has been an improvement in the outcomes for children. The use of data, where available, to determine any improvement in outcomes.
How do I demonstrate the validity of the account of my educational influence in learning?	I will demonstrate the validity through the use of critical reflection groups using the Habermas criteria
How do I modify my concerns, ideas and actions in the light of my evaluation?	