COP. PRACTICE AND STAKEHOLDERS

PRACTICE

evidence-based social rehabilitation services for children, adolescents and young adults with motor and multiple disorders
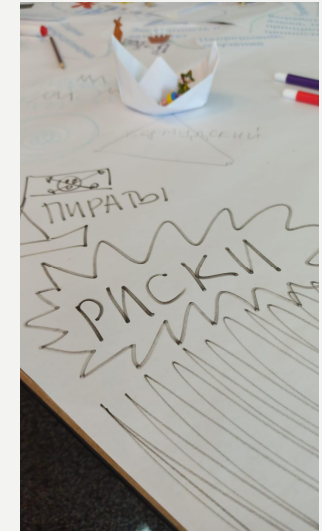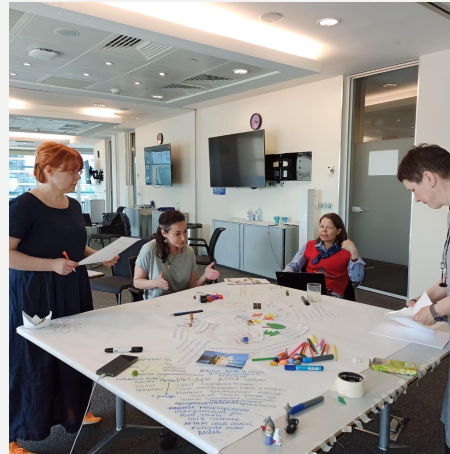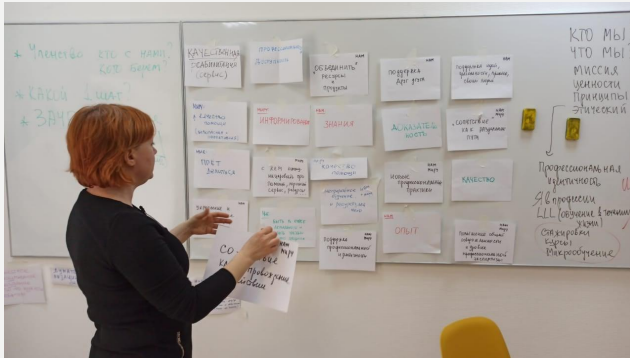

STAKEHOLDERS

Actual

- Core-group of professionals
- Service-providers
- Representatives of charity foundations which support development of rehabilitation services
- Educators / Academics

Future

- End users (people with disabilities and family members of people with disabilities),
- representatives civil services related to education, social security and social adaptation
- people who develop an accessible environment and technical aids for people with disabilities

COP FROM START TO NOW

Research

Workshop
Our COP. Needs and mission

Workshop
Landing

PILOT RESEARCH

February 2021

Semi-structured interviews

16 stakeholders

Both cities (Saint-Petersburg and Moscow)

The questions were asked what problems in rehabilitation are now, what is the need for the initiation of a new community of practice, what goals and objectives such a community may have and in what format people are ready to participate in it.

Stakeholders COP Needs

- Stakeholders noted that they want to participate in professional communities to share clinical and professional experience, participate in joint projects, create interdisciplinary teams with colleagues of other specialties and mutual support.

- Experts have often expressed their desire to change the status quo in the field of rehabilitation by promoting evidence-based knowledge.

- The COP could become a supplier of quality projects and specialists, organize joint projects, bring together specialists from different regions and help beginners.

- The COP could also receive regular feedback from parents about existing problems in rehabilitation and be a mediator between them and the community, helping families solve them.

OUR MISSION

• Quality: high-quality service, professionalism, criteria of professionalism, Life Long Learning (LLL), development of professional expertise

• Information exchange

• Mutual support

• Promotion, popularization and dissemination of an evidence-based approach, strengthening one's own authority and status in the field of social rehabilitation of children, adolescents and young adults with motor and multiple disabilities.

LANDING

- We organized two offline meetings for our COP members in St. Petersburg and Moscow with Zoom connection between the cities to combine the results of the group's work. We discussed all topics in each group, combined the results in the Zoom, formulated a consolidated list and plotted it on the travel map.

- We played a pretend game where we were moomin trolls, who are scattered around the world and live on different islands. They felt lonely so they decided to team up and live together as a commune on a large and beautiful island in the sea. To do this, they united in crews, build rafts and boats and set off on a journey.

- Moomins decided that all the opinions and all ideas of each member of the expedition should be heard and taken into account. Together they drew a travel map on which they marked their goals and all the stops they needed.

LANDING. 1, 2, 3...

- In the center of our map we drew our dream island with a pier for new members (it were hatifnats) and a special area for discussing difficult situations with Hemul and Moomin-mama in the center (supervision and intervision).

- For a work-life balance we have built a bridge to another island, which open every day all year round. On this island there is a territory of personal space (natural minks), a beach of blue dreams, a cape of reflections and a swamp of rigidity.
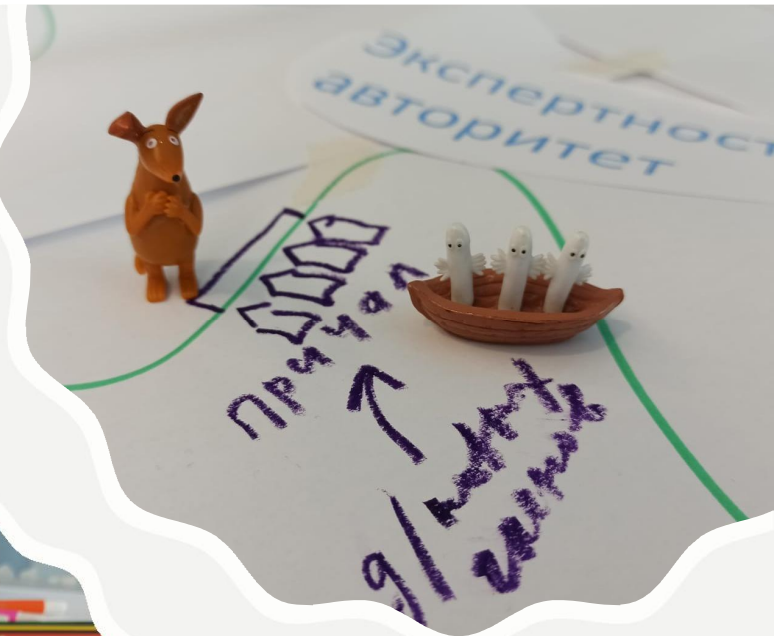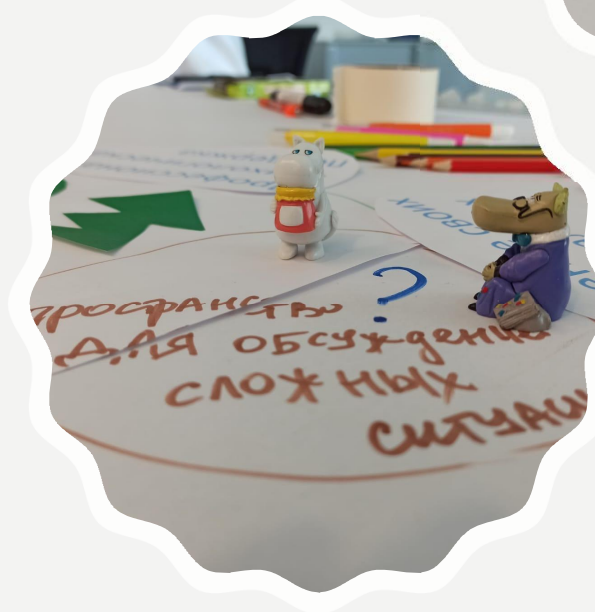
POSSIBILITIES

Then we discussed the possibilities for the journey that we have already got like sharing the values of practice, personal values and professional identity, willingness to take, give and share, our experience of cooperation, desire to promote a rehabilitation, feeling the need to be stronger, want to become a force that can influence on public policy etc.
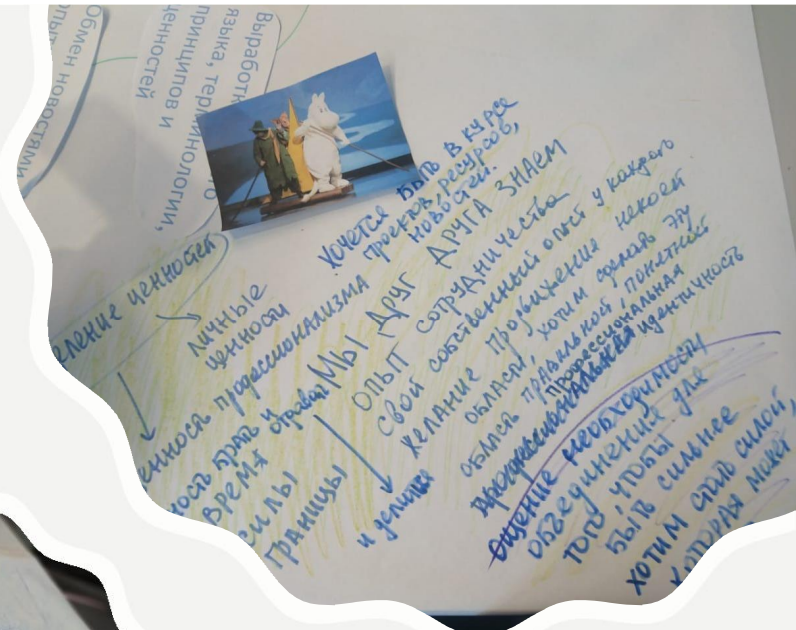
RISKS

Then we marked all dangers, risks and possible problems of our trip like pirates, reefs, wind, Bermuda triangle, sea currents on it. We divided the risks into external (for example, lack of public demand, no request for evidence-based approach, new Russian legal acts which constrain educational activities), internal risks (too much workload, lack of time, energy and motivation) and risks of the community itself (decreased interest and activity, difficulties in organizing face-to-face meetings, lack of material resources, lack of cooperation, possible death of the community etc).

RULES

An important and large part of our meeting was the discussion about rules of communication that will help us overcome the endless sea and live happily ever after on our island. We wanted to define some rules that would help us not to offend each other, prevent unnecessary conflicts and communicate constructively to feel safe and comfortable.

We took pieces of paper and write one characteristic of the worst behavior of a community member, which is unacceptable for us. Then we grouped the same and similar ones in meaning. Then two groups formulated a consolidated list of inappropriate behavior on Google Documents. Then from each unacceptable characteristic we created the opposite - a rule or principle of good behavior in the community of practice.
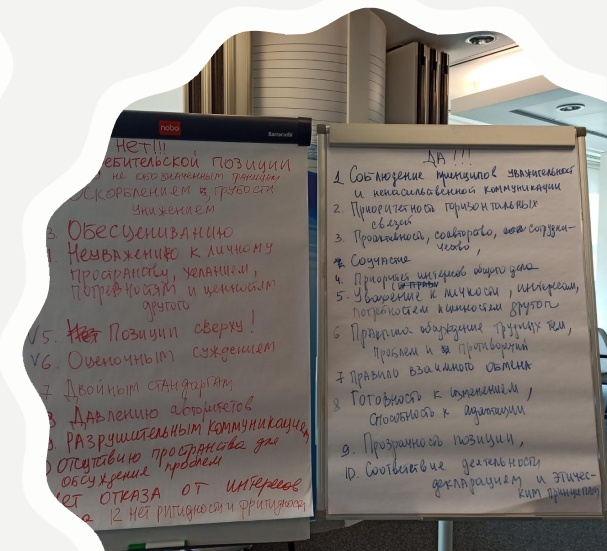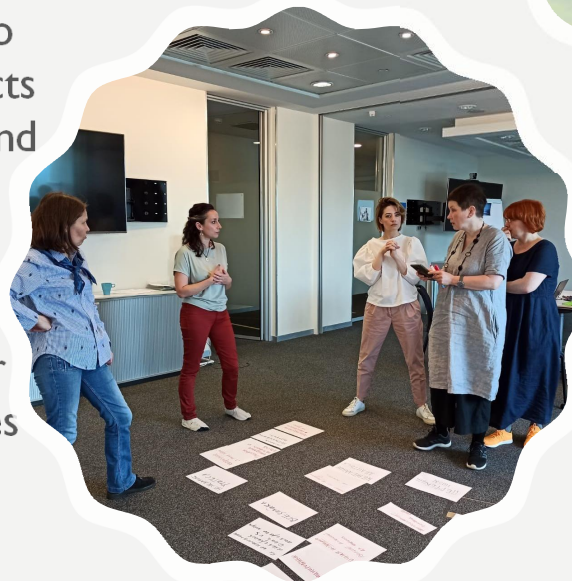
FEARS

- Contradiction between COP dynamics and structured project's deadlines

Participants need more time at the starting point and more time for discussions

In our case we can not develop COP from top to down and we need to focus on horizontal networking and partnership

- Due to workload members of COP don't have enough time to participate in COP activities

GOALS

And we formed crews for the journey to the first stop, outline the first the most important and inspiring goals.

- Group 1

Development the final version of COP Mission, Rules and Ethic

- Group 2

Investigate which SUSWELL recourses about social innovations could be useful for our COP

- Group 3

Start to develop intervision groups for members of our COP

- Group 4

Start of development of SUSWELL CPD courses

THANK YOU!