



## ***Participating in Literacies and Computer Science (PiLa-CS)***

### ***Professional Learning Community norms***

*Developed by PLC participants in 2021 & 2022*

## **Sharing and Communication**

When sharing:

- Use I statements, ask for more information, and avoid generalizations
- It's OK to make mistakes
- Silence is also part of how we communicate.
- Let's make time for folks to share.

When listening: How do we take in what people share?

- Folks jotted down that we accept all viewpoints, accept best intentions, value everybody's unique contributions and suspend judgment. These ideas are balanced with ideas expressed by James Baldwin: "**We can disagree and still love each other unless your disagreement is rooted in my oppression and *denial* of my *humanity* and right to exist.**"
- Commit to curiosity
- Let's remember: Sometimes teachers are so busy trying to teach kids to talk differently that we forget how to listen differently (inspired by Rosa & Flores, 2015). Ask to hear again respectfully if something does not make sense, yet.

## **Handling "Ouch / Oops" moments and feedback**

- There's labor that goes into surfacing an "ouch" moment (bringing something problematic/offensive up for discussion)
- Often, People of Color and members of marginalized groups wind up doing a lot of this work. We will all be mindful around noticing potential "ouch" moments, and work to ensure the burden of bringing things up is distributed.
- Anyone can throw up a "red flag" to pause ongoing activities and/or reflect, though individuals should be mindful of context and power dynamics as they do so.
- Let's normalize receiving constructive criticism and saying "oops"

## **Equitable participation**

- Take space / make space - Some people are natural speakers, and can jump into a conversation. Others do better when given the space!



- People participate in many ways - we value multiple ways of participating (verbal, chat, body language, etc)

### **Time to process and reflect**

- Some like to process aloud, some like to do so internally or in writing. We aim to make space for all of these types, while understanding we have limited time.
- Let's prioritize not just what we make, but also, how we work with each other (process over product)

### **Supporting each other**

- Being on Zoom and at home is complicated :). Let's keep those complications in mind and have grace for folks.
- Let's
  - identify / value our strengths
  - Take time to build rapport
  - Make sure tasks are clear and we have strong models
  - Clarify acronyms / not assume background knowledge that everyone might not have