

Professional Development Situation: Coaching

Skill Focus: Facilitating Inclusive Learning Experiences

Time Required: 15 minutes

LEARNING FROM OUR OWN FAILURES

The participant will identify their role and attitude towards failure and strategies to implement in their practice.

Agenda

Introduction—1 minute

See the Skill in Action—8 minutes

- [Learning from Failure](#) video-based learning module

Conclusion—6 minutes

Materials

- Computer with internet connection
- [Learning from Failure](#) video-based learning module

Before the Session

- **Read this coaching guide** to become familiar with the content and allow time to personalize the activities to best suit your presentation style.
 - *Italics indicate text that can be read aloud or emailed to the participant.*
- Send an email to the participant being coached:
 - *The next professional development opportunity to enhance our STEM skills will be on DATE at TIME at LOCATION. Our focus for this coaching session will be facilitating inclusive learning experiences for our youth especially identifying the role of acceptance of failure. Please come having thought about failure and how you have created an environment where failure becomes a part of a positive experience with STEM.*

Here is a link to the [Learning from Failure](#) video-based learning module we'll discuss in our coaching session. I am happy to answer any questions you have and look forward to meeting with you. I can be reached at CONTACT INFO.

During the Session

Introduction (1 min)

- Today we're discussing failure and facilitating inclusive learning experiences. Facilitating an inclusive learning experience is a challenging and significant part of what we do. Sometimes, when we see all that we would like to do for the youth in our programs and encounter barriers like time, skill, money, and support, we feel like failures. But, like STEM, building your skills is a constant journey of visioning, planning, trying, analyzing and figuring out how to improve practices. To help our youth be more comfortable with failure, we have to own that ourselves.

See the Skill in Action (8 min)

- Watch the overview and skill video in the [Learning from Failure](#) video-based learning module.
 - What stood out to you about Lemond's facilitation and approach?
 - How is this similar or different from what you already do?
 - Can you please share with me one way you are nervous that you might be "failing" in your facilitation?
- If the participant does not appear comfortable sharing a failure, offer to begin with your own story.

Conclusion (6 min)

- Begin a conversation about identifying specific strategies and ideas to implement.
 - Name one way you would like to improve your facilitation skills in building an inclusive learning environment and helping youth feel comfortable to try, not always succeed the first time, and try again.
 - Let's work through that idea, together. How would you make that change?
 - What was it like to share a failure with me?
 - How does this relate to our feelings about failure?
 - Based on our discussions, what are your current thoughts about failure and its significance in who you are? How does the learning environment you foster accept this in youth?
- After this discussion, ask the participant to identify the specific change that they are going to make in their practice.
 - How do you plan to implement this idea in your practice?
 - What opportunities do you have to "test and re-test" this idea?

- *How will you know if it was successful?*
- Thank the participant for attending the coaching session and sharing a failure.

After the Session

- Email the participant:
 - *Thank you for your participation in the coaching session. I hope you found it useful and applicable to your practice. I am including the link to the [Learning from Failure](#) video-based learning module we watched together. Consider sharing this information with a co-worker, supervisor, or friend. In our discussion, you decided to _____. How is that going? You can reach me at _____. Thanks for your willingness to continue to learn.*

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