

What are anchor points?

Everything is interconnected. Anchor points are like the stakes and trellises of our practice—they invite educators and facilitators alike to pause, reflect, and weave together ideas, strategies, and skills across sessions. They help us see the connections, recognize how each session embodies PRME Pedagogy, and move through uncertainty with curiosity—exploring new tools and perspectives while staying rooted in reflection and collaboration.

Planting the Garden: Foundations of a Community of Practice

A thriving Community of Practice begins with strong roots—purpose, trust, and generosity. These foundational elements provide stability and nourishment, allowing ideas and relationships to grow.

- **Shared Soil:** Purpose grounds the community, giving meaning to the work.
- **Sunlight & Water:** Trust and regular interaction keep relationships alive and thriving.
- **Seeds & Pollination:** Ideas flourish when shared, cross-pollinated, & nurtured with generosity.

Tending the Garden: Cultivating Engagement and Care

Communities don't flourish by chance—they are carefully cultivated. Thoughtful facilitation, supportive structures, and a culture of respect create a safe, inclusive, and collaborative environment where members feel free to contribute and learn together.

- **Roots of Engagement:** Members bring energy and curiosity, sustaining the community's growth.
- **Gentle Trellis:** Light structures and facilitation provide guidance without stifling creativity.
- **Nurtured Growth:** Relationships take root, ideas pollinate, and the community flourishes.

Blooming Together: Outcomes of a Well-Tended CoP

With foundation and cultivation in place, the community flourishes. Participants benefit personally while contributing to shared growth, and the CoP becomes a space of ongoing learning, collaboration, and connection.

- **Dream CoP:** Supportive, collaborative, and welcoming—a place to share, reflect, and grow together.
- **Nightmare CoP:** Judgmental, self-serving, or disengaged—where lack of trust or unequal contributions stunt growth.

As one participant noted:

"I don't feel safe in spaces where colleagues have a 'I told you so' attitude or are always playing the 'devil's advocate.'"

Reflect and Act: Cultivate Your CoP

Identify the Roots: What purpose, trust-building practices, or generosity can you bring to your CoP?

Tend your Garden: How can you foster engagement, support ideas, and build inclusivity?

Envision the Bloom: What behaviors, interactions, and outcomes make your dream CoP thrive?