

**Professional Development Situation: Meeting**

**Skill Focus: Facilitating Inclusive Learning Experiences**

**Time Required: 40 minutes**

## STORIES OF FAILURE

Participants will identify their role and attitude towards failure and discuss strategies for creating an environment where failure feels okay.

### Agenda

Introduction—6 minutes

See the Skill in Action—10 minutes

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

Participant Stories & Discussions—10 minutes

Strategies for Creating an Environment—12 minutes

Conclusion—2 minutes

### Materials

- Computer with internet connection, projector, & speakers
- [Learning from Failure](#) video-based learning module
- Flip chart paper, marker and masking tape for each group of four
- 2-3 sticky notes, pen, and 3 sticky dots for each participant

## Before the Session

- **Read this meeting 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 participants.*
- Send a reminder about the meeting. Determine if any participants require accommodations (sight; hearing; etc).
  - *The next professional development opportunity to enhance our STEM skills will be on DATE at TIME at LOCATION. Our focus for this session will be facilitating*

*inclusive learning experiences for our youth especially identifying the role of acceptance of failure. This session will identify strategies for creating learning environments where failure feels okay.*

*For this meeting, I need 3 volunteers who are willing to come to the meeting with a story of how they failed and what they did with that failure (how it may have made a difference for them). Each presentation (story) should be about 2-3 minutes. Please let me know if you are willing to share your story.*

*All of us will share strategies we use to create an environment where failure becomes a part of a positive experience with STEM, so please think about the entire issue of failure, what it has meant for you, and what it means for your youth. I am happy to answer any questions you have and look forward to seeing you at the meeting. I can be reached at CONTACT INFO.*

- Set up the room for small groups of four participants to have a discussion. Arrange space for a panel of three at the front of the room, similar to a conference panel. Or arrange the room like an Oprah show with a set up like a comfortable living room.

## Session Outline

### Introduction (6 min)

- *The topic for today is failure and the importance of facilitating inclusive learning experiences with youth in our programs. In the next 30 minutes, we will view a video featuring a facilitator using failure as a part of creating an inclusive learning environment. We will hear real stories about experiences with failure and what it has meant for your colleagues. Then, we will discuss strategies for creating an environment that makes failure feel positive and plan some next steps.*
- Begin a discussion about failure.
  - *What do you think about when I say failure?*
  - *What is the role of failure in STEM?*

### See the Skill in Action (10 min)

- Watch the overview and skill video from the [Learning from Failure](#) video-based learning module
- Discuss what Lemond said about failure and how he facilitated discussions about failure with the whole group.
  - *What did you notice Lemond say and do about failure?*
  - *How does that relate to the short discussion we had about failure and STEM?*

- *Now let's hear from some youth development professionals about failure.*

### Participant Stories & Discussions (10 min)

- Have the three participants come up who will be sharing their stories. Explain that you will let all three participants tell their story, then have a discussion as a whole group. Give each participant 1-2 minutes to share their story about failure.
- Use these questions for a brief discussion on the stories. If time is a concern, use the questions that will be the most beneficial to the participants.
  - *What did you notice about the three stories about failure?*
  - *How does this connect to our earlier discussions?*
  - *What connections did it make for you about failure?*
  - *What is one lesson that you think you can use from this in your work or your life?*

### Strategies for Creating an Environment for Failure (12 min)

- Transition to the next part of the meeting where participants will be brainstorming and sharing strategies.
  - *What is always important about these discussion is learning from each other and thinking deeply about the skills and strategies we need to improve the STEM learning experience for youth.*
- Organize participants into groups of four. Either number off, or let them group up according to the room arrangement.
  - *At your table (or in your group), you will have 6 minutes to discuss the strategies you are using, or would like to use, in your program to create an inclusive learning environment and encourage failure. Then your group will put your top 3 or 4 strategies on the flip chart paper and post it on the wall.*
- As groups begin their discussion, hand out flip chart paper, tape and markers to each group. As groups finish, have them, hang up their charts around the room.
  - *We know that a key part of learning is practice. So now you are going to take three sticky dots and place them next to the strategies you want to try with youth in your programs.*
- Bring the group back together and read the strategies that are most popular.
  - *How did working as a group make it easier or more challenging to come up with strategies than it might have been working alone?*
  - *What has this entire discussion made you think about the role of failure in STEM and in facilitating inclusive learning environments?*

### Conclusion (2 min)

- *Before you leave, I want to be sure you are ready to take the next step in your professional development. Take two of the sticky notes (post-it notes) and record one strategy you are going to try on each note.*

- Pause so everyone has time to write. If time allows, ask:
  - *Can anyone share one of their strategies and what made them choose that strategy?*
  - *What important idea are you taking away from our discussions today?*
- Thank participants for attending the meeting. Say a special thank you to the participants who shared their stories of failure.

## After the Session

- Email the participants:
  - Thank you for your participation in the recent STEM training. 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. Consider sharing this information with a co-worker, supervisor, or friend. You can reach me at \_\_\_\_\_. Thanks for your willingness to continue to learn.

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