Research is clear, one-shot workshops and simple "training" are not effective and do not result in knowledge transfer that is transformative and develops competent, skilled implementers. (Joyce and Showers, 2002).

Facilitating protocols that nurture group learning is serious work but it is a powerful tool for infusing human and learning centered design into your implementation efforts. Each meeting offers the possibility of new learning as well as a chance to problem solve stumbling blocks. Well facilitated protocols include equity of voice, levity and rigor. They can move a team from inaction to action. Protocols serve as one the most powerful learning devices to support collective learning of a group. Use text rendering protocols to read, unpack and discuss new information.

Here are some tools to explore further for using protocols to deepen your learning with colleagues.

Protocol resources:

National School Reform Faculty- great resources for protocols

- Group's at Work, Bruce and Laura Lippman
- The Facilitator's Book of Questions, David Allen, Tina Blythe
- The Power of Protocols An Educator's Guide to Better Practice, McDonald, Mohr, Dichter, Mcdonald