The art of writing learning patterns

Wikimedia CEE Meeting 2019
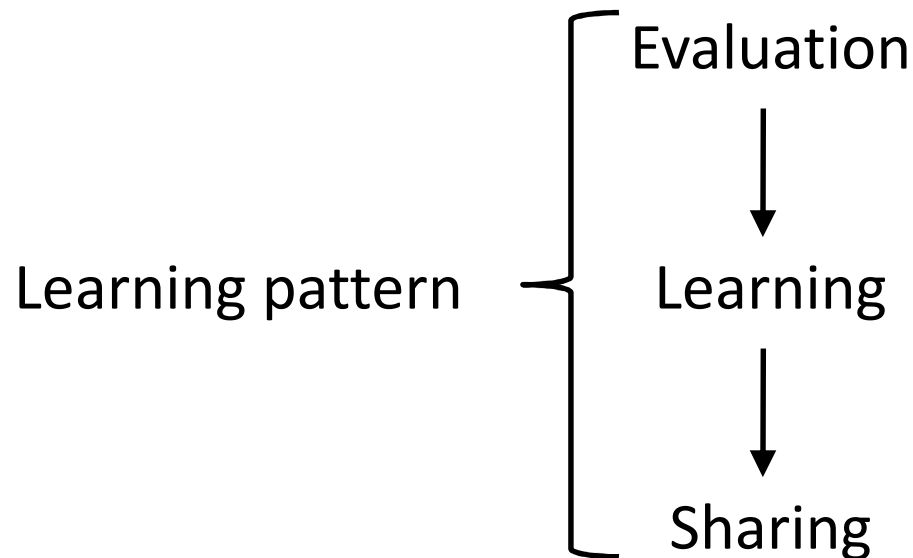
Belgrade, Serbia

Kiril Simeonovski

Learning proceeds until death and only then does it stop. ... Its purpose cannot be given up for even a moment. To pursue it is to be human, to give it up to be a beast.

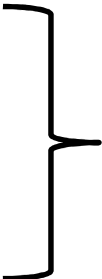— Xunzi, *An Exhortation to Learning*

Introduction

Learning patterns:

- ... guidelines that provide advice on how to do something
- ... templates with clear titles and consistent format for easy navigation

Learning pattern

Evaluation

↓

Learning

↓

Sharing

Motivation behind learning patterns

Motives for writing learning patterns:

- successful project
- successful event
- good practices

sharing of best practices

Motivation behind learning patterns

Motives for writing learning patterns:

- successful project
- successful event
- good practices

sharing of best practices

- failed project
- failed event
- bad practices

learning from mistakes

Creating a learning pattern

Learning patterns are created and stored on Meta-Wiki.

Creating a learning pattern

Contents of a learning pattern

Create a new learning pattern   ✕

Use this form to start your pattern. You can add and change things after the page is created!

Pattern title
Provide a short, descriptive title for your pattern

*[examples: 'Keeping in touch with volunteers']

Browse existing patterns titles

Pattern summary
Please summarize your pattern in a sentence or two.

*[What problem are you trying to solve?]

*[What is your solution?]

Write a more detailed description of the problem your pattern is intended to solve, the question it answers, or the situation in which you would use it.

*[   ]

Write a more detailed description of how to solve the problem. You can also list the steps involved, give examples, and emphasize important considerations for using this pattern. You can always fill more in later!

[   ]

Cancel   **Next**

 Learning Pattern Library

please add a title after 'title='

problem
in a sentence, please describe the problem this pattern addresses after 'problem='

solution
in a sentence, please summarize the solution this pattern provides after 'solution='

[   ]

discuss   **endorse**

status: DRAFT

What problem does this solve? [edit]

What is the solution? [edit]

Things to consider [edit]

When to use [edit]

See also [edit]

Related patterns [edit]

External links [edit]

References [edit]

Category: Learning patterns

Contents of a learning pattern

Contents of a learning pattern

Contents of a learning pattern

Contents of a learning pattern

Contents of a learning pattern

Contents of a learning pattern

Contents of a learning pattern

Contents of a learning pattern

Create a new learning pattern ✕

Use this form to start your pattern. You can add and change things after the page is created!

Pattern title
Provide a short, descriptive title for your pattern

examples: 'Keeping in touch with volunteers'

Browse existing patterns titles

Pattern summary
Please summarize your pattern in a sentence or two.

What problem are you trying to solve?

What is your solution?

Write a more detailed description of the problem your pattern is intended to solve, the question it answers, or the situation in which you would use it.

Write a more detailed description of how to solve the problem. You can also list the steps involved, give examples, and emphasize important considerations for using this pattern. You can always fill more in later!

Cancel   Next

Learning Pattern Library

please add a title after 'title='

problem
in a sentence, please describe the problem this pattern addresses after 'problem='

solution
in a sentence, please summarize the solution this pattern provides after 'solution='

discuss   endorse

status: DRAFT

What problem does this solve? [edit]

What is the solution? [edit]

Things to consider [edit]

When to use [edit]

See also [edit]

Related patterns [edit]

External links [edit]

References [edit]

Category: Learning patterns

replace with topical image

Contents of a learning pattern

Contents of a learning pattern

Create a new learning pattern ✕

Use this form to start your pattern. You can add and change things after the page is created!

Pattern title
Provide a short, descriptive title for your pattern

examples: 'Keeping in touch with volunteers'

Browse existing patterns titles

Pattern summary
Please summarize your pattern in a sentence or two.

What problem are you trying to solve?

What is your solution?

Write a more detailed description of the problem your pattern is intended to solve, the question it answers, or the situation in which you would use it.

Write a more detailed description of how to solve the problem. You can also list the steps involved, give examples, and emphasize important considerations for using this pattern. You can always fill more in later!

Cancel   Next

Learning Pattern Library

please add a title after 'title='

problem
in a sentence, please describe the problem this pattern addresses after 'problem='

solution
in a sentence, please summarize the solution this pattern provides after 'solution='

discuss   **endorse**

status: DRAFT

What problem does this solve? [edit]

What is the solution? [edit]

Things to consider [edit]

When to use [edit]

See also [edit]

Related patterns [edit]

External links [edit]

References [edit]

Category: Learning patterns

Examples

Titles

- Teaching new editors about copyright ✔
- Keeping communities engaged ✔

Examples

Titles

- Teaching new editors about copyright ✔
- Keeping communities engaged ✔
- How to motivate editors to become more active in editing high-quality articles ✘

Examples

Titles

- Teaching new editors about copyright ✔
- Keeping communities engaged ✔
- ~~How to motivate editors to become more active in editing high-quality articles~~ ✘
- Motivating editors in generating quality content ✔

Examples

Step-by-step solution

e.g. Annual Wikimedia CEE meeting: drafting the programme

- Step 1: Expression of interest
- Step 2: The Form
- Step 3: Call for action
- Step 4: The Content
- Step 5: Given enough eyeballs, all bugs are shallow

Examples

Categories

- Project management learning patterns
- Evaluation learning patterns
- Fundraising learning patterns

by theme

Examples

Categories

- Project management learning patterns
- Evaluation learning patterns
- Fundraising learning patterns

by theme

- Wikimedia France learning patterns
- Wikimedians of Bulgaria learning patterns

by organisation

Examples

Categories

- Project management learning patterns
- Evaluation learning patterns
- Fundraising learning patterns

by theme

- Wikimedia France learning patterns
- Wikimedians of Bulgaria learning patterns

by organisation

- Low complexity learning patterns
- Moderate complexity learning patterns
- High complexity learning patterns

by complexity

Complexity of a learning pattern

Low complexity

identifying content gaps

use of editing tools

finding reliable resources

photographing buildings

finding external partners

organising meetups

awarding contributors

Complexity of a learning pattern

Moderate complexity

Low complexity

identifying content gaps

use of editing tools

finding reliable resources

photographing buildings

finding external partners

organising meetups

awarding contributors

filling content gaps

fixing bugs

writing quality articles

taking quality pictures

extending external partnerships

organising outreach events

communicating with volunteers

planning projects

Complexity of a learning pattern

High complexity

Moderate complexity

developement of
editing tools

Low complexity

identifying content gaps

use of editing tools

finding reliable resources

photographing buildings

finding external partners

organising meetups

awarding contributors

filling content gaps

fixing bugs

writing quality articles

taking quality pictures

extending external
partnerships

organising outreach
events

communicating with
volunteers

planning projects

planning programmes

organising conferences

introducing rules
and guidelines

managing conflicts

annual planning
and reporting

strategic planning

Complexity of a learning pattern

Development of complexity
- moderate level as a function of low level complexity
- high level as a function of moderate level complexity

Simplifying complexity

    ... disintegrating a highly complex problem/challenge into several
    integral parts of lower complexity

a series of learning patterns

Example

Appreciation of volunteer work:
- Appreciation of volunteer work I: give individual feedback
- Appreciation of volunteer work II: make It tangible
- Appreciation of volunteer work III: let others know
- Appreciation of volunteer work IV: towards a culture of appreciation

Visibility of learning patterns

Tips on increasing visibility:

- embed in programme reports

- use for programme planning

- share on community resource pages

- use during outreach events

- spread outside the movement

Things to consider...

Learning patterns are not perfect!

Consider:

- ... improving existing learning patterns
- ... creating series of related learning patterns
- ... documenting solutions applicable outside the movement