

# The art of writing learning patterns

Wikimedia CEE Meeting 2019

Belgrade, Serbia

Kiril Simeonovski



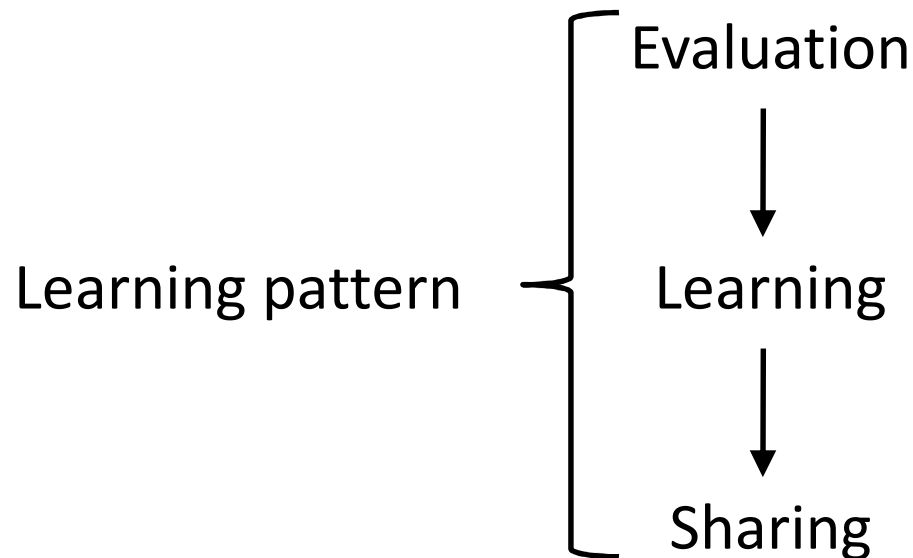
Learning proceeds until death and only then does it stop. ... Its purpose cannot be given up for even a moment. To pursue it is to be human, to give it up to be a beast.

— Xunzi, *An Exhortation to Learning*

# Introduction

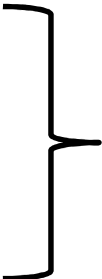
Learning patterns:

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



# 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.

Content page Discussion Read Edit View history More Search Meta

## Learning patterns

Part of the **Wikimedia Resource Center**

### Learning and Evaluation

Start Plan Report **Contribute** News and Events

- Community
- Case studies
- Evaluation reports
- Learning patterns**

Other languages: Deutsch • English • Türkçe • dansk • español • français • polski • português do Brasil • čeština • македонски • русский • العربية • مصرى • हिन्दी • বাংলা • 中文 • 日本語

**A collection of solutions and effective practices in the Wikimedia world.**

Learning patterns are a simple way to document an important lesson. They explain how to reproduce a successful strategy for executing or evaluating an activity, such as running an edit-a-thon, or how to run a survey.

In a bit more detail, a learning pattern is (1) a guideline that provides advice on how to do something and (2) a template with clear title and consistent format so people can quickly find the information they need when they browse through the library of learning patterns. If you've been involved in a Wikimedia activity, you've probably learned some valuable tips, tricks, advice, or considerations about what works and what doesn't for that kind of activity. You can read more about learning patterns and this project [here](#) on the Wikimedia blog.

See disclaimer.

**Search patterns**

Search the Pattern Library

**Create patterns**

Create a new pattern

Trouble using this form? You can report errors or give feedback [here](#).

Would you prefer to create your pattern in the traditional way? [\[hide\]](#)

Enter the title below and click "Create a new pattern".

Create a new pattern

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**Create a new learning pattern** ✕

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Provide a short, descriptive title for your pattern

\* *examples: 'Keeping in touch with volunteers'*

**Browse existing patterns titles**

**Pattern summary**  
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[Cancel](#) [Next](#)

Content page | [Read](#) | [Edit](#) | [View history](#) | [☆](#) | [More](#) |  [Q](#)

[Translate this page](#)

[il](#) | [čeština](#) | [македонски](#) | [русский](#) | [العربية](#) | [مصرى](#) | [हिन्दी](#) | [বাংলা](#) | [中文](#) | [日本語](#)

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[discuss](#)

status: DRAFT

What problem does this solve? [\[ edit \]](#)

What is the solution? [\[ edit \]](#)

**Things to consider** [\[ edit \]](#)

**When to use** [\[ edit \]](#)

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**External links** [\[ edit \]](#)

**References** [\[ edit \]](#)

Category: [Learning patterns](#)



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The diagram illustrates the relationship between the 'Create a new learning pattern' form and the 'Learning Pattern Library' page. Red boxes highlight specific fields in the form and their corresponding content in the library page.

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- What is the solution? [edit]:** Corresponds to the **What is your solution?** field.
- Things to consider [edit]:** Corresponds to the **Write a more detailed description of the problem...** field.
- When to use [edit]:** Corresponds to the **Write a more detailed description of how to solve the problem...** field.

Additional elements on the library page include: **discuss**, **endorse**, **status: DRAFT**, and **Category: Learning patterns**.

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Category: Learning patterns

replace with topical image



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Category: Learning patterns

remove when finished

# Contents of a learning pattern

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- endorse** button
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Arrows indicate the mapping from the form fields to the library page content:

- Form **Pattern title** maps to library **please add a title after 'title='**.
- Form **Pattern summary** maps to library **problem**.
- Form **What is your solution?** maps to library **solution**.
- Form **Write a more detailed description of the problem...** maps to library **What problem does this solve? [edit]**.
- Form **Write a more detailed description of how to solve the problem...** maps to library **What is the solution? [edit]**.

# Examples

## **Titles**

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

# Examples

## Titles

- Teaching new editors about copyright ✓
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- 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

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- Project management learning patterns
  - Evaluation learning patterns
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- } by theme
- Wikimedia France learning patterns
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- } by organisation



# Examples

## Categories

- Project management learning patterns
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  - 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

### Low complexity

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use of editing tools

finding reliable resources

photographing buildings

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filling content gaps

fixing bugs

writing quality articles

taking quality pictures

extending external  
partnerships

organising outreach  
events

communicating with  
volunteers

planning projects

development of  
editing tools

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

## 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

a series of learning patterns



# 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