

## Surfacing Hidden Learning Part 2: Identifying and Documenting Hidden Best Practices

In groups of 3, each person must take turns in each of these roles: 1. As a **speaker**, you will share ALL three of your challenging experiences in a row; 2. As a primary **interviewer**, you will prompt the speaker using the prompts below and ask clarifying questions when necessary; and 3. As the secondary **interviewer/note-taker**, you will take note of the patterns you hear in the speaker's responses using the box at the bottom of the page and then send those notes to the speaker via email immediately; **FINAL STEP (when students do this exercise)** - the speaker will create a coherent final narrative of their learning using the notes sent to them

1. Both the interviewer and the note-taker must provide the speaker with detailed feedback re: patterns and themes they heard in the speaker's stories before moving to the next person (minimum of 15-20 min each with feedback);
2. Interviewer should use the template below and ask the speaker follow-up questions whenever you are not able to get a clear mental picture of the speaker's responses; YOU DO NOT NEED TO TAKE VERBATIM NOTES;
3. Note-takers should send notes before moving to the next person; and,
4. Everyone should make sure notes and themes from each speaker's stories have been identified by the interviewer, captured by the note-taker

### SPEAKER'S NAME AND EMAIL ADDRESS

<b>EXPERIENCE 1 - 3:</b>	
<b>Overview</b>	
What was the context, what you were trying to do, and why was the experience initially challenging for you?	
<b>Skills and Insights Gained</b>	
Describe the steps you took to address the challenge – what did you do first, second, third, etc.	
What was an “a-ha” moment or insight that you had related to this experience and why did it occur?	
<b>Impact and Lessons Learned</b>	
What was the impact of your actions/decisions (how you made it through the challenge) at the time?	
What are two ways you will apply what you learned from this experience to your teaching or areas of your work and life?	

***Interviewer's and Note-taker's insights: Identify 3 thoughts or themes came to mind while listening to the speaker in as much detail as possible:***

- 1.
- 2.
- 3.