
Group management, facilitation and promoting a sense of belonging

What do we have in common?

1. Pair up with someone in the group and talk until you discover at least three things you have in common.
2. Then, join another pair to form a group of four and repeat the activity, identifying at least three things you all share.
3. Finally, repeat the process once more with a larger group, finding at least three commonalities among all members. 😊



Find your group

- Everyone will receive a piece of paper with a word.
- You have to quickly find a group you belong to.
- There are **3 groups of 3 people**, where each person has **one thing in common with the others**.

e.g. *BALL - GRAPES - HEAD* → *round objects*



The Tower

PLANNING PHASE (5 min). RULES :

- Every member of the team will be assigned a **secret role** they have to stick to for the whole duration of the tower building **(do not reveal them)**.
- Use 1 sheet of paper to plan your tower

BUILDING PHASE (10 min). RULES :

- Only 15 sheets of paper to build your tower (no other materials!)
- The tower has to stand by itself on the floor (you can't tape it down!)
- During the building you cannot speak

Groupwork roles

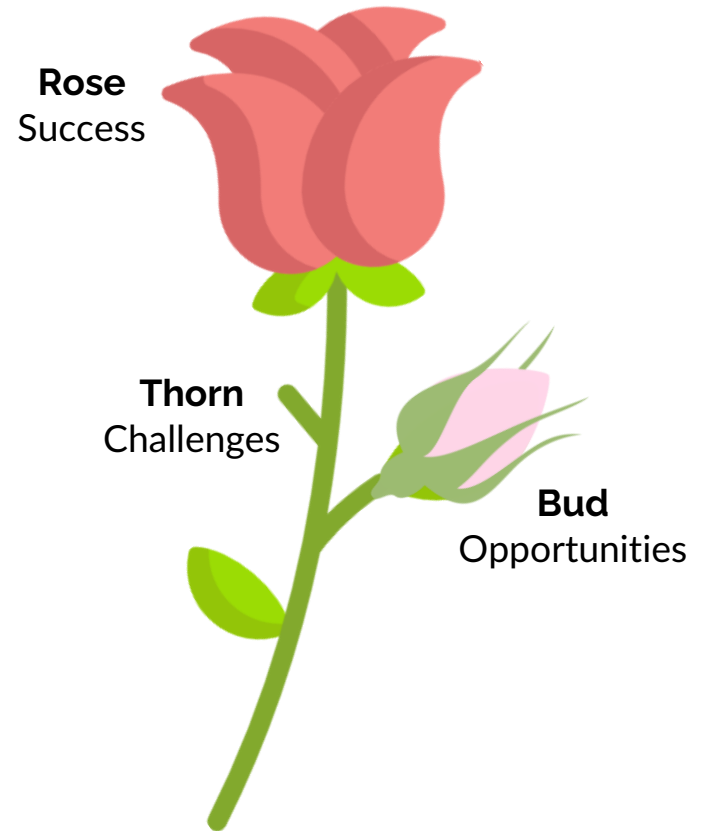


- What roles did you recognize in your team? Write your guesses on paper individually.
- Reveal your roles and confront with the initial guesses: are there any surprises?
- What do you think about these roles? What are the easiest/the most challenging to apply in class groupwork? Why?

Rose, Thorn, Bud

Self-assessment of your teamwork:

- **Rose:** What were the positive outcomes?
- **Thorn:** What were the challenges?
- **Bud:** What improvements do you see for next time?



Possible roles in groups

- The icebreaker
- The facilitator
- The time keeper
- The writer
- The summarizer

Can you think about other roles?

Interdependence and collaboration

Why are team roles important?

- Team members work more productively
- Less duplication of work and effort
- Greater clarity about tasks and responsibilities
- Reduced frustration and disappointment within the team
- Better time management by avoiding common time stealers such as reworking tasks, miscommunication, and duplicated work
- Team members appreciate and value each person's unique contribution
- Team members understand that the success of the team comes from shared responsibility and collaboration

Being leaders & classroom facilitators

Classroom facilitating strategies

World Café

- A method for small-group discussion and sharing
- Steps: Set the café atmosphere (music, soft drinks), pose thought-provoking questions in different learning stations, rotate participants among stations building on previous conversations, share insights to generate collective knowledge.
- Encourages diverse perspectives, promotes the exchange of insights and creative solutions.



Think-Pair-Share

3-Step collaborative learning strategy

Think → Thinking individually on a question the teacher asks and record the answer on paper

Pair → Pairing-up with another student to discuss your individual thoughts

Share → Sharing the ideas you discussed with your partner with the class



Speed dating

- Students sit facing each other in long rows of desks or in a circle of chairs. One row or group shifts one seat to the right each time a bell rings, a song changes, or a signal is given.
- This structure can be used for guided discussions on key questions or important topics, for peer feedback on parts of a project or assignment, or for practicing speeches and presentations in a rotating partner format.



Let's speed date!

- Spend three minutes discussing each topic and noting the main key points related to how to create an inclusive classroom.
- Look at the screen to find out the topic for each round.
- One row remains seated, while the other row rotates to a new partner after each round.



Managing Silence or Low Participation in a Group

How do you encourage quieter participants to actively contribute?



Dealing with Conflict within the Group

What techniques do you use to manage disagreements or tensions between group members?



Creating a Climate of Trust and Safety in the Group

What strategies do you use to promote a safe environment where everyone feels free to speak up?



Managing Time During a Group Session

How do you balance giving everyone a chance to speak while staying within time limits?



Handling Resistance or Opposition to Change

How do you respond when some group members resist new ideas or changes?



Delegating and Sharing Responsibility Within the Group

How do you decide when and what to delegate within the group to foster autonomy?



Promoting Active Listening Among Group Members

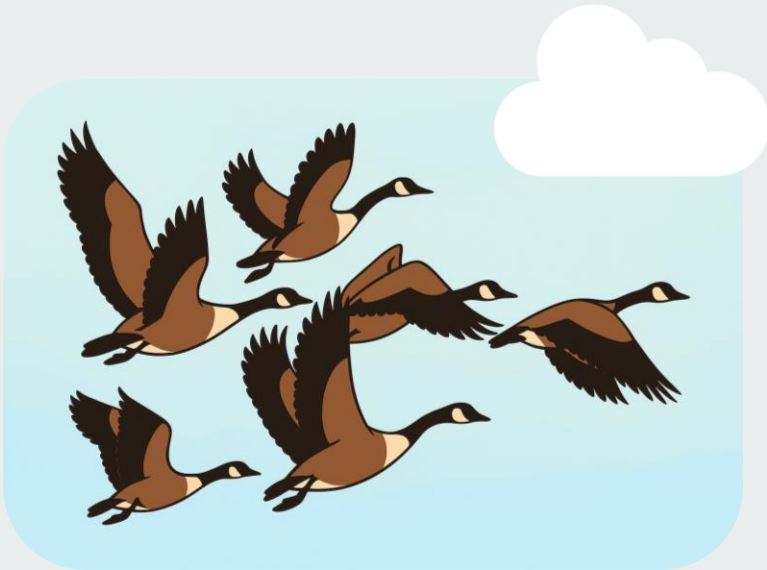
How do you help participants develop the skill of active listening without interrupting or overlapping?



*Share your discussion
takeaways on this Padlet*



Geese & Collaboration



1. Divide in 3 groups.
2. Each member of the group will receive a piece of paper.
3. Everyone has to find a member from the other groups with the same piece of paper.
4. Read and understand together what your piece of paper suggests we can learn from geese about membership.
5. Go back to your original group and share the new knowledge: all together, come up with a list of 5 things we can learn from geese about membership.

Pillars of collaboration

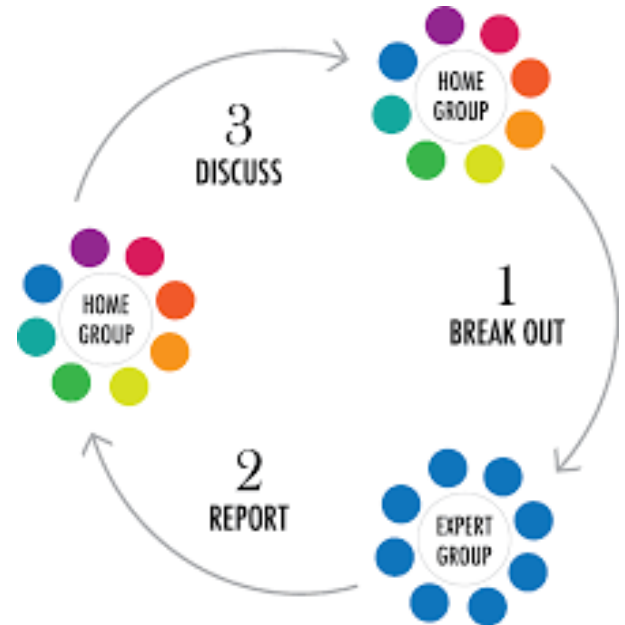
Five things geese can teach us about collaboration:

1. It's easier to fly (= work) together
2. If you're outside the v-formation (= team) it's harder
3. Leadership may be dynamic and rotate
4. Communication is crucial
5. Mutual help is mutually beneficial



The Jig-Saw Method

- Jigsaw is a **cooperative learning strategy** that enables each student of a "home" group to specialize in one aspect of a topic.
- Students meet with members from other groups who are assigned the same aspect, and after mastering the material, they return to the "home" group and teach the material to their group members.



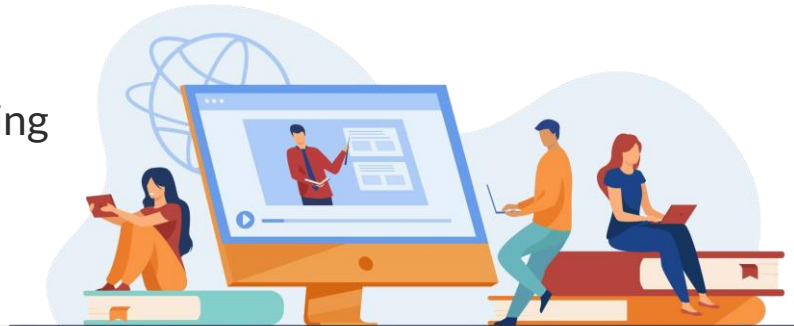
<https://www.youtube.com/watch?v=VXxN99Le0nc&t=2s>

The Jig-Saw Method

- Each student develops an expertise and has something important to contribute to the group
- Each student has a chance to contribute meaningfully to a discussion, using their own means
- Jigsaw encourages cooperation and active learning
- Students gain practice in self-teaching and peer-teaching

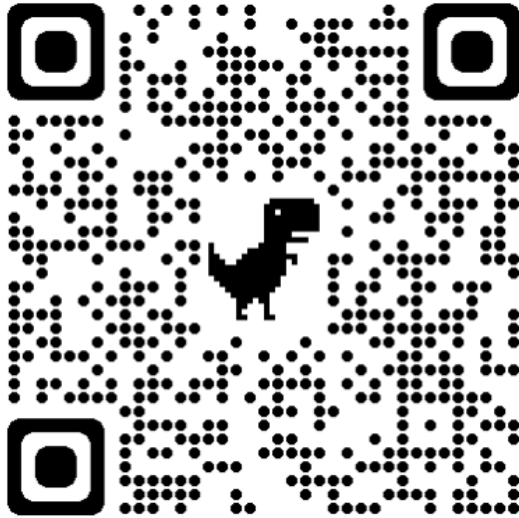
Learning stations

- A method used to differentiate instruction through a variety of learning experiences.
- **Steps:** Set up different learning stations with varied content or activities. Participants choose and rotate between the stations, while facilitators provide guidance and support when needed. At the end, participants debrief and discuss their insights and experiences.
- This approach is flexible and adaptable to different learning styles, while also encouraging self-motivation, autonomy, and independent learning.

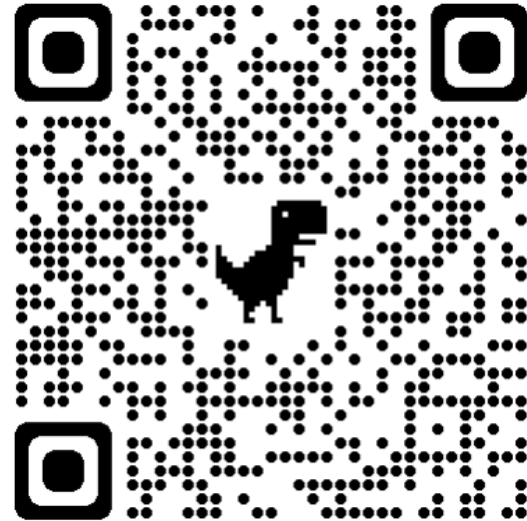


Useful resources

Task: Pick one resource, browse and select 2/3 strategies that you think are worth sharing with the rest of the class.



The Teacher toolkit: effective teaching strategies from A to Z




The Edutopia YT video series Classroom Management and Student Engagement

Post the resources on Padlet



Creating a sense of membership in the group

Outsiders

- One volunteer steps outside.
- The rest form groups based on a secret criterion (e.g., shoe color, birth month).
- The volunteer returns and tries to guess which group they belong to **and why**.
-  If they guess the group but not the reason, they can't join.
- Repeat with a new volunteer.

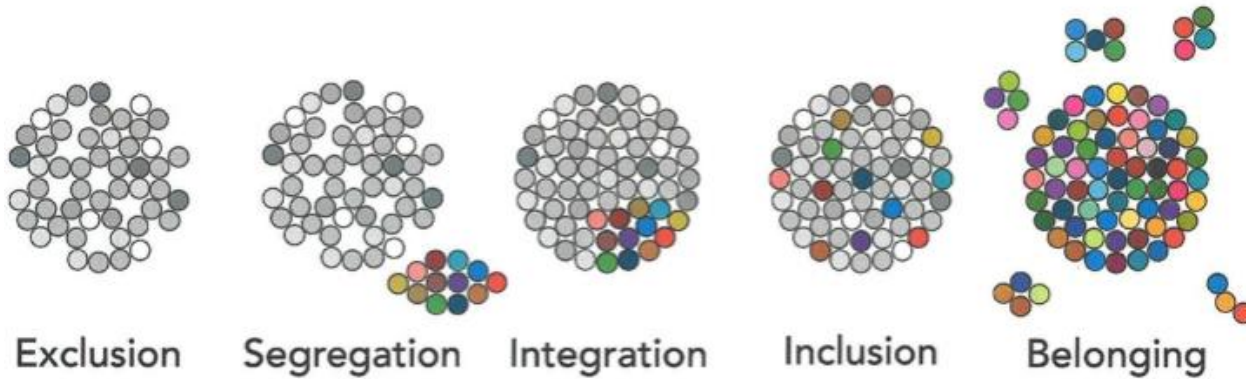


Debriefing

- How did you feel during the activity?
- What feelings are associated to finding / not finding a group?
- What do you think are the skills involved?
- Can you think of a way to implement these activities with your subject topics?



From Inclusion to Belonging



Source: Erik Carter | Vanderbilt University

From Inclusion to Belonging

Ten Dimensions of Belonging



Source: Erik Carter | Vanderbilt University

Membership

- It's not just being there, but it's about **feeling to belong** to a group.
- It's also about feeling that our **contribution is valuable and meaningful** for the group.
- It's about **improving our skills, understanding our potentialities and growing as individuals in the group.**



The Totem Activity



- Think about a **totem** that represents you (an animal, a planet, an object, a fruit, an abstract concept) and draw it on paper.
- I will collect them and distribute them randomly.
- Everyone shows the totem they received to the rest of the group; they have to say what they see and what they think the totem represents.
- Each participant explains the characteristics of their original totem and why it represents them.

Debriefing



- How did you feel doing this activity?
- How can this activity create membership and inclusion in your classroom?
- Which can be the effects of this activity?

How to promote a belonging mindset

- Shift classroom norms **from competition to collaboration**
- Set **shared goals** that can only be achieved through teamwork and by valuing everyone's unique contributions
- Actively **encourage cooperation** and mutual support among students
- **Recognize and celebrate teamwork**, making group achievements visible and valued



Inclusion Race | 10 Quest Challenge



- Complete the 10 Quests Challenge!
- You have 20 minutes...
- Each member of the group will be special...
- The trainer will follow your team in case you have questions.
- When the time's up, the group will demonstrate its work!

Group 1: Rachel, Lia, Adela, Sheila, Tünde

Group 2: Grace, Yrjö, Andreea, Adriana

Reflection and Evaluation

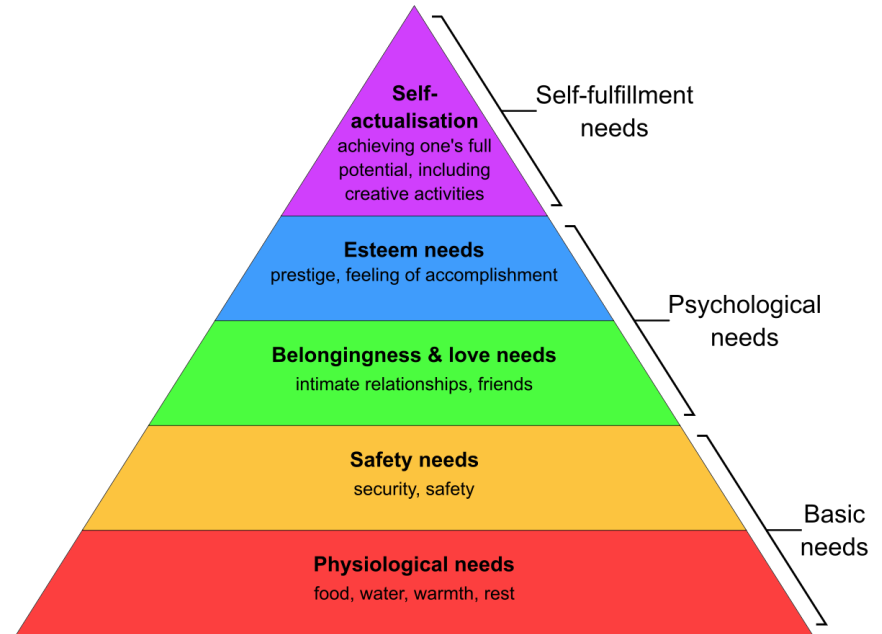


What are the benefits of
Quest Challenges?

What skills and abilities do
they promote?

5 Basic human needs

- According to Abraham Maslow, basic needs at the **base of the pyramid** are the **premise for everything else**: the travel metaphor shows this dynamic very clearly
- Find a place to stay, secure the documentation to keep living in the place, ensure healthcare, learn the language, secure education/job



What does it mean to be excluded?

