

## **BRINGING THE PIE: WELCOMING, RESPONSIBILITY AND ACCOUNTABILITY**

We use the metaphor of “Bringing the Pie” in many ways throughout the English for the Community Practicum Certificate. It calls up ideas of American hospitality and we are intentionally repurposing it to reflect the kind of Welcoming we need in our integrated but unassimilated multicultural communities. When we say “We are America's Welcome Wagon”, we envision ourselves respectfully engaging our new neighbors with a freshly baked pie. We want new Americans to feel at home, and we're more than happy to show them around.

This metaphor is helpful to distinguish between planning and execution of a lesson, and how we develop our skills as facilitators. To “Bring the Pie” for P-P-T means to craft a lesson plan (recipe), ensure that all the materials are in the classroom for the learners (set the table), and deliver the lesson (serve it up). When we say we're “Baking a Pie”, we're not always consistent – it might refer to the process of writing a lesson plan; the lesson you actually do even if it's different from the plan you wrote; or the entire process of delivering a lesson.

You have to “Bake 25 Pies” to complete the English for the Community Practicum Certificate. That means you have to write 25 Lesson Plans, give them a unique name, and deliver them as MC in a classroom setting with at least 1 learner. Document your lessons electronically and share with your DJ and/or assistants 24 hours before. Bring a hardcopy to class and keep your lesson plans in your portfolio and show the Director of Apprentices each time you level up. Lessons must be written before class. Craft each lesson plan with care and thoughtfulness, and stretch yourself each time.

So, each time we MC a class, we do our best to Bring the Pie – and this includes making sure there's enough for everyone, plates, forks, and a knife to cut it. Ideally, it's a flavor that everyone likes. Some days you spend hours creating a delicious hand made pie from local ingredients; other times you're in a rush and you have to pick something up pre-made from the grocery store. The more effort you put in, the better the experience for everyone. And you'll know as you get better because more and more people start to come to your classes. To Bring the Pie is really more about how hard you try than it is how expertly you pull it off. When you're doing welcoming, the effort is the point.

The opposite of Bringing the Pie is not showing up. This doesn't mean you're a bad person – it just means you missed an opportunity to make the world a little better. This may cause other people to have to cover for you, and that means that it makes others lives harder, not to mention the impact on the learners. But this is a training program, peoples' lives are complex, we are flexible and we believe in your good intentions. So when you have committed to Bring the Pie and you aren't able to (whether you are sick or fail to arrive or for whatever reason), the impact on your neighbors and Compas is the same – it stresses us out and makes things less fun. So we expect you to recognize that stress, to apologize, and to offer to make it up. Missing a class for whatever reason will usually require that you do additional work to complete the program. In other words, if you said you'd bring the pie and didn't, you might have to bring two more to make up for it.