

***Welcome!***

# **Give Yourself the Gift of Professional Development**

December 16 and 18, 2014

UUA Faith Development Office





# Give Yourself the Gift of Professional Development

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Hosted by the UUA Faith Development Office

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December 2014



# May This Flame

May this flame,  
symbol of transformation since time  
began,

fire our curiosity,  
strengthen our wills,  
and sustain our courage  
as we seek what is good within and  
around us.

*Rev. Bets Wienecke*





# What We'll Talk About

- What is Professional Development?
- Why is it important?
- Understanding Your Motivations
- Kinds of Professional Development
- Your Professional Development Pathway
- Specific Professional Development Opportunities
- Time and Money
- Your Questions





# What is Professional Development?

## Any experience that helps you:

- Do your job more confidently, competently, and/or authentically\*
- Expand your current job into new areas of responsibility
- Prepare for a new job or advance in your career
- Gain professional recognition or better compensation.

- \* Theologically grounded, in sync with UU principles and values
- \* Understanding your work as faith formation





# Why is Professional Development Important for You?

- **We're UU's!**

*Revelation is continuous. (James Luther Adams)*

- **We're educators!**

*Model being learners.*

- **Complex and changing environment**

*Just to hold steady, need to keep learning.*

- **A form of self-care**

*Staying fresh protects against burnout.*



# Why is Your Professional Development Important for Your Congregation?

- **Stronger, more vital faith development programming**  
*Learning integrated into work*
- **Higher level of professionalism**  
*Healthy boundaries and collegial relationships*
- **Complex and changing environment**  
*Staff need to stay abreast in rapidly-changing context.*
- **“Care and feeding” of staff**  
*Protects against burnout.*



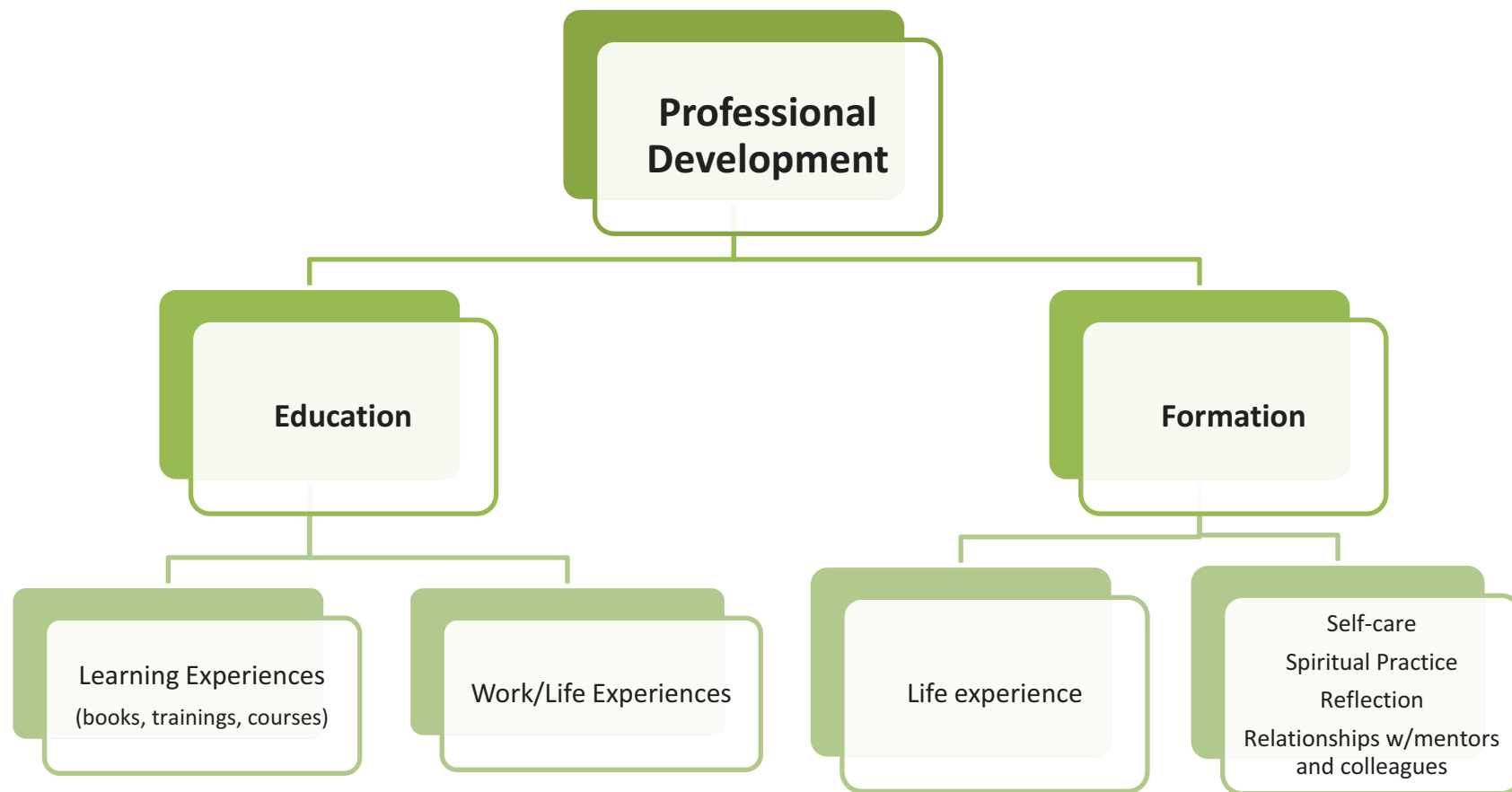
# What Are Your Primary Motivations?

- ☐ **Gaining knowledge and skill** to help you in your current role or to prepare for a future role?
- ☐ **Recognition and validation** by your congregation, your peers, and/or the UUA?
- ☐ **Opportunities for growth**, renewal, and faith formation?
- ☐ **Connecting** with other professionals?
- ☐ **Elevating the profession** of religious education?
- ☐ **Higher compensation**?





# What Does Professional Development Look Like?





# Educational and Formational Experiences: Distinctions to Consider

- Education – Formation
- Introductory – Advanced
- Content – Process\* (or “Packaging”)
- RE audience – Mixed professionals or Team-based
- UU context – Other context
- Independent learning – Group learning
- In person – Online

\* RE Credentialing Program is a process, for example.



# Your Professional Development Pathway





# UU-based Learning Opportunities

- FDO Webinars
- Renaissance Modules
- Cluster, Regional, and National trainings and events
- Study Groups (organized by individual, cluster, chapter, etc.)
- UU Professional Organization (e.g., LREDA) and Identity Organization (e.g., DRUUMM) trainings, events, websites, resources, listservs
- UUA-connected: Sexuality Issues for Religious Educators (<http://www.religioustheology.org/course/>)
- Church of the Larger Fellowship offerings
- UU Camp and Conference Center offerings
- RE Credentialing Program (process)



# Non-UU Learning Opportunities

- Community offerings
- Local college courses
- Online college courses
- MOOCs (Massive Open Online Courses - free!)
- Other religious organizations/interfaith
- Books and websites
- What else?





# Religious Education Credentialing Program

- Portfolio: a framework for documenting application of knowledge and skill across competency areas
- Greater intentionality
- Formational process, regardless of career stage
- Associational recognition
- Flexible and self-guided
- Get a year (or more) of experience first



# Time

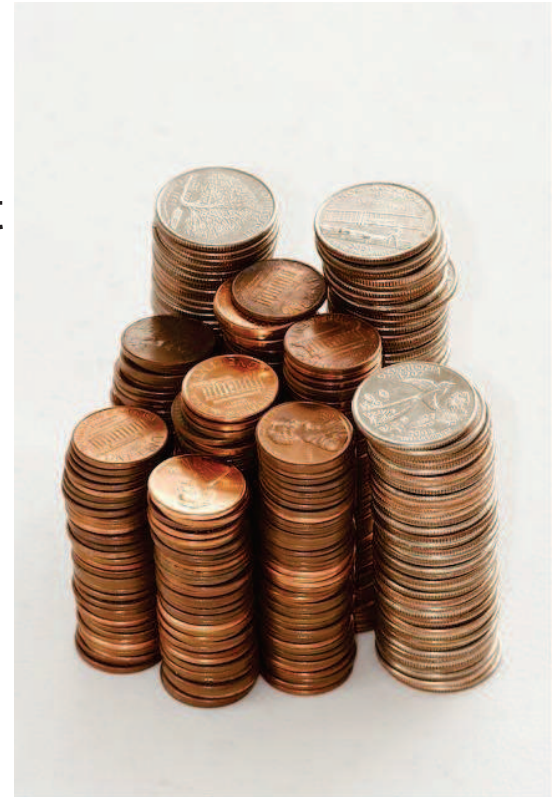
- Sometimes professional development may be on your own time
- Good Practices
  - Equity across professionals
  - Build pro dev into each week or month
  - Study leave and sabbatical time
  - Professional event attendance  $\neq$  “time off” (but need to get work done)
  - See Professional Development and Fair Compensation  
(<http://www.uua.org/careers/compensation/fair/179012.shtml>)





# Money

- Sometimes professional development may be on your own nickel
- Good Practices
  - Equity across professionals
  - Amount varies based on career stage, interests, etc.
  - Covers dues, training and event costs (registration, lodging, travel), professional books and publications
  - Know tax implications for items with residual value
  - See Professional Expenses and Fair Compensation  
(<http://www.uua.org/careers/compensation/fair/179011.shtml>)





# Your Questions







# Thank you!

Keep in touch!



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