



2013 ACTION TEAM REPORT

TEAM NAME	Certification & Professional Development
TEAM MEMBERS	Active: Marilyn Oyler, Linda Alton, Dennis Jennings, Nadine Bell and Ester Mae Cox (Chair) Inactive: Raines Cohen and Cheryl Kartes
2013 ACCOMPLISHMENTS	<ul style="list-style-type: none"> • Hosted 3 Assessment Events <ul style="list-style-type: none"> ○ January 11 - Durham NC - 6 ○ January 26 - Minneapolis - 1 ○ April 20 - Minneapolis - 5 • One assessment conducted by Skype • Added 12 people to CTF ranks • Total to date CTF: 56 • Virtual CTF Cohort – 14 participants – met monthly from March through December – 3 will be assessed in January 2014
2013 LESSONS LEARNED	<ul style="list-style-type: none"> • From all 3 years of Virtual Cohort Groups – 11 certified or being assess in January 2014 – Total participating in all 3 years = 51 • Deepened/clarified via discussions: <ul style="list-style-type: none"> ○ CTF Mentoring processes ○ Post-CTF Assessment support – Network inclusion ○ Clarified CTF Assessment specifics (added items to the FAQ's) ○ Specifics of Video-taped sessions for observers
ANTICIPATIONS FOR 2014	<ul style="list-style-type: none"> • Need/desire more and new people involved in the Certification Team in 2014 • Secure co-chairs for 2014 if no one person is willing to be chair alone • Identify sectors represented among CTF's • Planned Assessment Events <ul style="list-style-type: none"> ○ January 10 – Minneapolis – 8 candidates ○ June 28 – Bay Area CA ○ October 25 - Minneapolis • Identify factors getting in way of greater commitment to CTF (both for trainers and for facilitators) • Offer Virtual Certification Cohort with some enhanced expectations outlined in an written application – people are “selected” and “invited”

2013 Virtual CTF Cohort Report

Statistics:

- 14 participants in 2013 – average attendance was 9
- 3 from the 2013 Cohort will be Assessed in January 2014
- 4 Virtual certification cohorts – 2011 (1), 2012 (2), 2013 (1)
- Facilitators – Marilyn Oyler (3 years,) Linda Alton (2 years), Ester Mae Cox (2years), and Nadine Bell (1 year)
- 3 Years – Total number of participants: 51
- 3 Years – Eleven certified or being assessed January 2014
- Nine participants have come for 2 years (5 of them are certified or coming for assessment in Jan 2014)
- 16 participants have attended the MToP (6 of them are certified or coming for assessment in Jan 2014)
- 2 participants have come for 2 years and also attended the MToP and are both certified
- 35 additional people have made an application for certification and paid an application fee of \$100
- One participant has attended all three years

Highlights of cohorts as expressed by participants:

- Being able to have a cohort – a virtual session is the only way I would be able to meet with fellow CTF's
- Having an agenda laid out for the year with topics and expectations
- The participants – such a wonderful group of folks coming with a variety of facilitation experiences and perspectives; I was able to get to know people I might not have the opportunity to work with and who shared peer coaching – every session was a learning
- Our mentors guiding us on our journeys, sharing wisdom, available for one-on-one coaching
- Attending these sessions has been stimulating and a great learning laboratory!
- Hearing others' conundrums and work-shopping them
- I found the year supportive and engaging and it has truly helped me stay on the course of this journey
- The peer coaching technique – it's marvelous!
- Hearing about all of the resources and tools that everyone uses
- The underlying contradictions workshop was my favorite - it really helped me out a lot!
- I appreciated the information on the portfolio and the quality of the members of the virtual cohort
- Having a learning community and marvelous mentors and new peers
- It's great to have a community of practice
- I appreciated and enjoyed learning together with ToP facilitators – it has been great for both resources and perspectives
- Getting ready for certification, understanding at a deeper level the ToP methods and how things work
- Getting so many new ideas and inspired

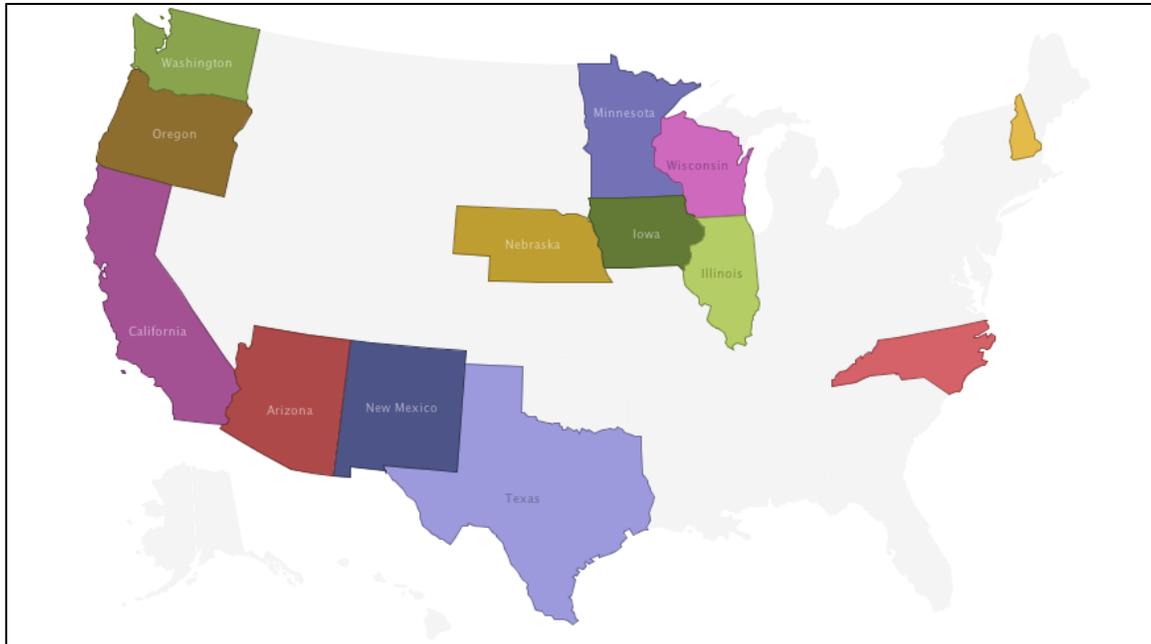
Recommendation – Communicate clearer expectations at the time of invitation with an application process

Expectations:

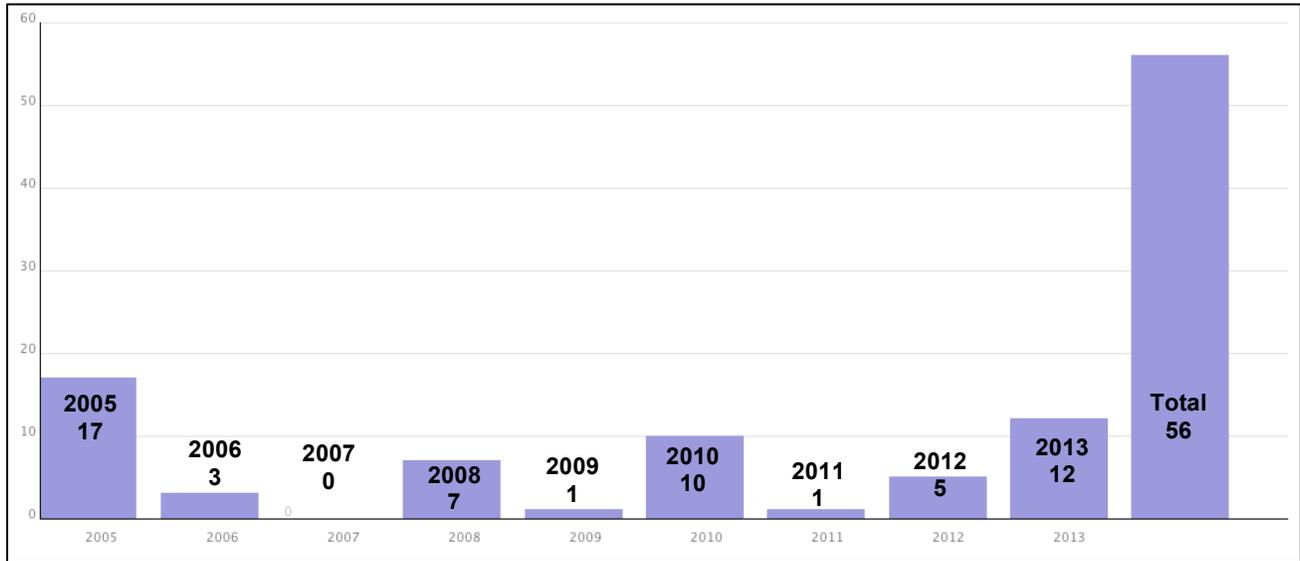
- Completed TFM and TSP courses (current expectation)
- Completed the application for CTF and paid the \$100 fee (current expectation)
- Have a field of practice
- Add some portfolio documentation on MToP Groupsite for review by one of the mentors
- Bring at least 3 dilemmas over the course of the year
- Notify the facilitators you are not continuing if you discover this isn't for you

Create an application process for the cohort – asking these questions...

- When did you complete TFM and TSP?
- Are you working with a Mentor? Name?
- What is your field of practice?
- State the planned time for the cohort – Second Monday evening of the month beginning at 7 pm CST- for 90 minutes – Can you come?
- Signed form Do you agree?
- Agreement that they will notify the facilitators they are not continuing if/when they discover this isn't for them – Are you committed?
- Indicate date/time by which we decide who will be invited to join the cohort. Limit participation to 12 (or some number) serious (close to ready) candidates.



56 CTF located in these states – January 1 2014



CTF – By Years (as of January 1 2014)