# Personal Learning

(Questions created by Lawrence Peers)

1. **How would you describe your own personal experiences of doing ministry during this time?**
2. **Are some emotions more welcome than others—within you? among your colleagues? with members in your church community?**
3. **What strengths are you relying on?**
4. **What are your disappointments? What are your concerns?**
5. **What is wanting to emerge in your life and ministry that you may only have a slight glimpse of right now?**

# Team Learning

## Four-Quadrant Evaluation

**Quadrant 1. What did people (children, youth, adults, and/or families) find beneficial in faith formation this year? What really engaged them?**

**Quadrant 2. What do we want to celebrate? What accomplishments do we want to lift up?**

**Quadrant 3. What are the bright spots that we want to build on as we plan for next year?**

**Quadrant 4. What do we want to improve or give greater attention to as we plan faith formation in the 2021-22 year.**

|  |  |
| --- | --- |
| **Quadrant 1** | **Quadrant 2** |
| **Quadrant 3** | **Quadrant 4** |

# Team Learning

## 10 Questions to Ask Now

(Questions created by Susan Beaumont)

#### What Have We Lost?

All significant transitions begin with an ending. Something must come to an end before we can explore a new beginning. Most of us resist endings, accompanied as they are by loss. We gloss over the painful work of grief to move onto action, which feels more productive.

* What were we on the verge of discovering or accomplishing before the onset of the pandemic? What needs to move forward in different ways now?
* What was possible before that may not be possible for some time—if ever?
* What seemed important before that feels superfluous now?

#### What Did We Assume?

Many of our old assumptions no longer hold true. If we do not acknowledge the truth of this, we will make decisions that are inappropriate for the next season. We need good questions to unfreeze some of our old assumptions and expand our consciousness.

* What was undervalued before that may hold greater value now?
* What mattered about geography before that no longer matters?
* What margin or lack of margin was built into our old model of doing church? What new abundance are we experiencing now? Where are we experiencing scarcity now that was not evident before?

#### What Wants to Emerge?

When we ask better questions, we invite innovation into the new order. We can be led by the future itself into something fresh and exciting. We begin noticing what wants to emerge through us.

* What is our greatest asset now?
* What relationships will we need to build on or strengthen in the months ahead?
* What unique role might our congregation play in local, national, and even global recovery?
* What long term changes in the bigger picture would we like to be part of bringing to fruition?

# Team Learning

## Creating a Roadmap for Planning

(Adapted from “Church Re-entry Roadmap: Creating a Plan for Your Ministry”)

1. Make a list of what worked and didn’t work in faith formation pre-COVID with age groups, families, and all ages together.

* What were you doing in physical settings?
* What were you doing in online settings?
* What were you doing in hybrid settings that blended physical and online?

1. Write down your vision and goals for faith formation and make sure your new plan for faith formation is focusing around that vision and goals.
2. Think through what worked and didn’t work during COVID.

* What worked or didn’t work in faith formation in online-only settings?
* What worked or didn’t work in faith formation in physical settings?
* What worked or didn’t work in faith formation in hybrid settings?
* What works for both a physical and digital setting?
* What did you start that you want to continue?

1. Identify what you have learned from the challenges you faced and are facing?
2. Identify the new opportunities that are now present to you and your church?
3. Make a list of the ways that you are innovating. Then identify ways that you can continue innovating in 2021-2022. What areas (challenges, opportunities) are ripe for innovation?

# Participant Learning

### Questionnaire (Level 1. Reaction Evaluation)

*Select and adapt questions for your program(s) or activity(s).*

1. What is your overall feeling after participating in this session? (Circle all that apply.)

*Enthused Astounded Satisfied Indifferent Ambivalent Encouraged Uneasy Threatened Discouraged Affirmed Challenged Enriched*

1. I feel that this program was... (circle one)

*very helpful somewhat helpful not very helpful not at all helpful*

1. One thing I found most helpful during this program…
2. One of the biggest benefits from participating in the program…
3. One way I can use what I learned or experienced in my life…
4. One concrete suggestion for improving this program…
5. I was pleased by/with…
6. I was disappointed by/with…
7. Circle the number that best represents your evaluation of the program.

(Use a rating scale from 1-5 with 1=strongly disagree and 5=strongly agree.)

* I feel that I will be able to use what I learned.
* The program/activity was interesting and engaging.
* The program/activity encouraged participation, questions, and practical application.
* The program/activity utilized my experience effectively as a resource for learning.
* The program environment was characterized by physical comfort, mutual trust and respect, mutual helpfulness, freedom of expression, and acceptance of differences.
* The program/activity offered a variety of learning activities and ways to learn.
* The program/activity helped me apply my learning to daily life.
* The schedule and length of the program/activity was appropriate.
* (Add specific features and content of the program/activity for people to evaluate.)

1. Please rate the environment or physical facilities...

🞏 Fine 🞏 Good 🞏 Okay 🞏 Poor

1. Please rate the length of the program...

🞏 Fine 🞏 Good 🞏 Okay 🞏 Poor

1. Please rate the scheduling (time, day, month) of the program...

🞏 Fine 🞏 Good 🞏 Okay 🞏 Poor

1. How did you find out about the program?
2. Why did you decide to participate in this program?

### Unfinished Sentences (Level 1. Reaction or 2. Learning Evaluation)

*Select and adapt questions for your program(s) or activity(s).*

* *I learned…*
* *I discovered…*
* *I was surprised…*
* *I was moved by…*
* *I felt…*
* *I wonder about...*
* *I need to know more about...*
* *I was reminded that…*
* *I’m excited by…*
* *I’m challenged by… or challenged to…*
* *I need to remember… or remember to…*

### Questionnaire (Level 2. Learning Evaluation)

*Select and adapt questions for your program(s) or activity(s).*

1. What understandings, practices, and attitudes do you have now that you did not have at the beginning of the program?
2. Identify several ways you can incorporate your learning into your daily life.
3. As a result of your learning in the program, how would you rate your current level of understanding and practice in the following areas?

(*List the topics in the program and ask people to rate them from 1-5 with 1=low level, 5=high level.)*

1. Please rate the quality of each of the program topics or sessions.

(*List the topics or sessions in the program and ask people to rate them from 1-4 with 1=poor, 2=adequate, 3=good, 4=very good.*)

1. Please identify the topics/sessions that were the most enjoyable/enriching and/or beneficial to you and give a brief explanation why?

Session/Topic Comments

1. What recommendations would you make for improving the program?
2. What understandings, practices, and attitudes do you have now that you did not have at the beginning of the program?

### Reflection & Application Questions (Level 2. Learning Evaluation)

*Select and adapt questions for your program(s) or activity(s).*

#### Sample Reflection Questions

To reflect on what you have learned, identify the insights you have gained and the potential application to your life.

* Insights (What I’ve Learned)
* ­­­­­­­­­­­­­­­­Applications (How I’ll Use What I’ve Learned)
* Questions (What I Need to Learn or Explore Further)

#### Sample Application Questions

To what extent has learning occurred? This includes understanding the content presented, changing attitudes, developing behaviors, and so forth.

1. One way I can personally use what I learned from my participation in this program/activity is . . .
2. One way this program/activity had an impact on my life . . .
3. What understandings, skills, tools, or ideas do you have now that you did not have at the beginning of the program/activity?
4. List three actions you would like to undertake as a result of your participation in the program/activity.
5. As a result of your participation in this program/activity, what do you want to learn or do next?

### Application Tools (Level 3. Behavior)

*Conduct the activity at the conclusion of the program and then follow-up several weeks or a month later to explore how people are living their application ideas.*

#### Application Tool #1. Integrating Learning

* Identify several ways you can incorporate your learning from the program into your life.
* As a result of your learning, what do you want to learn next?
* As a result of your learning in the program, how have you integrated the following knowledge, practices, and attitudes into your life.

(*List the topics or knowledge/practices/attitudes and create a rating scale, for example, rating from 1-5 how you’ve integrated (or applied) the knowledge/ practices/attitudes into your daily life with 1=limited and 5=extensive*.)

#### Application Tool #2. Action Plan

1. List three actions you would like to undertake as a result of your participation in the preparation and event.
2. Choose the action that you would like to plan to do first and enter it.
3. List the potential roadblocks to implementing this action.
4. Discuss with another person how you might overcome these roadblocks.
5. Describe in detail the action you will undertake and the steps you will take to ensure that it will happen.

A shorter version of an action plan uses a three-column format:

|  |  |  |
| --- | --- | --- |
| Actions  *List several actions that you can begin living right now.* | Potential Roadblocks  *List potential roadblocks to implementing your actions.* | First Steps  *Name the first steps you need to take to accomplish the action.* |

#### Application Tool #3. New Practices

1. *I want to use \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (practice) in this situation: \_\_\_\_\_\_\_\_\_\_\_*
2. *The roadblocks that could get in the way: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*
3. *Sample script or plan for using the skill: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*
4. *I will make my first attempt by (date): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

#### Application Tool #4. A “To Do” List

Create a tool designed as a “to do” list that helps people identify the new practices for living what they learned from participation in a program. Begin the “to do” list with:

*Remember to…*

#1

#2

#3

#4

#5