

UConn

HUSKY SPORT

PROFFESIONAL DEVELOPMENT PROGRAM REPORT

2018 - 2019

Get Active! Change the Game!

UConn

NEAG SCHOOL OF EDUCATION

PROFFESIONAL DEVELOPMENT PROGRAM REPORT

2018 - 2019 Annual Report

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Program Overview

In order to best support the mission and vision of Husky Sport, staff must be prepared practitioners. Given the complex nature of the work Husky Sport is engaged in, staff participate in relevant training sessions focused on personal, social, and professional development. Equity and the power of relationships are essential to the mission of Husky Sport. With that said, professional development aims to cultivate conceptual understanding of these values amongst our students, staff, volunteers, and partners as to allow folks to work with synergy toward common goals.

Program Scope

Community of Practice: Creating spaces to share knowledge and expertise to better each other collaboratively.

Transferable Skills: Crafting and honing particular skills to be better community practitioners.

Little “p” practice: Exploring what we can do within social and organizational structures to affect change.

Reflection: Action without thought is just action for action’s sake (Freire). Providing the space for our staff to think back on what we do and how we do it to assess the quality of work we do as well as its importance.

With its focus on social participation, the Community of Practice framework allows Husky Sport staff to learn with and from each other. By providing structured opportunities to engage in meaningful conversation, experiential learning and supported reflection, staff share and learn from their lived and professional experiences. Through this process they will be equipped to deliver day-to-day programming, stay current on best practices and research findings, and be prepared to enhance alignment with our many community and campus partners.

9 Program Leader Meetings

28 Undergraduate Staff Meetings

2 All Staff Meetings

6 Members of the Professional Development Team

82 Hours of Professional Development offered to Husky Sport staff

Meet The Team

Danielle DeRosa - *Assistant Director, Student & Staff Development*

In her role, Danielle works to collaboratively lead the Professional Development team in effort to create impactful and relevant learning experiences that support staff in their work with Husky Sport.



Denee Jackson - *Graduate Assistant*

In her role Denée helps to oversee the development and organization of Husky Sport Professional Development, this includes coordinating meeting logistics, onboarding and training new staff, and creating content for meetings. In addition to this work, Denée also co-facilitated undergraduate student staff meetings.



Charles Macaulay - *Graduate Assistant*

In his role, Charles developed and delivered sessions for Husky Sport Program Leaders while aiming to cultivate and nurture a Community of Practice. A central theme for this year's meetings was fostering community engagement through feedback and focus groups. In addition to this work, Charles also co-facilitated undergraduate student staff meetings.



Undergraduate Meeting Facilitators

Kerry Mattson



DeShon Foxx

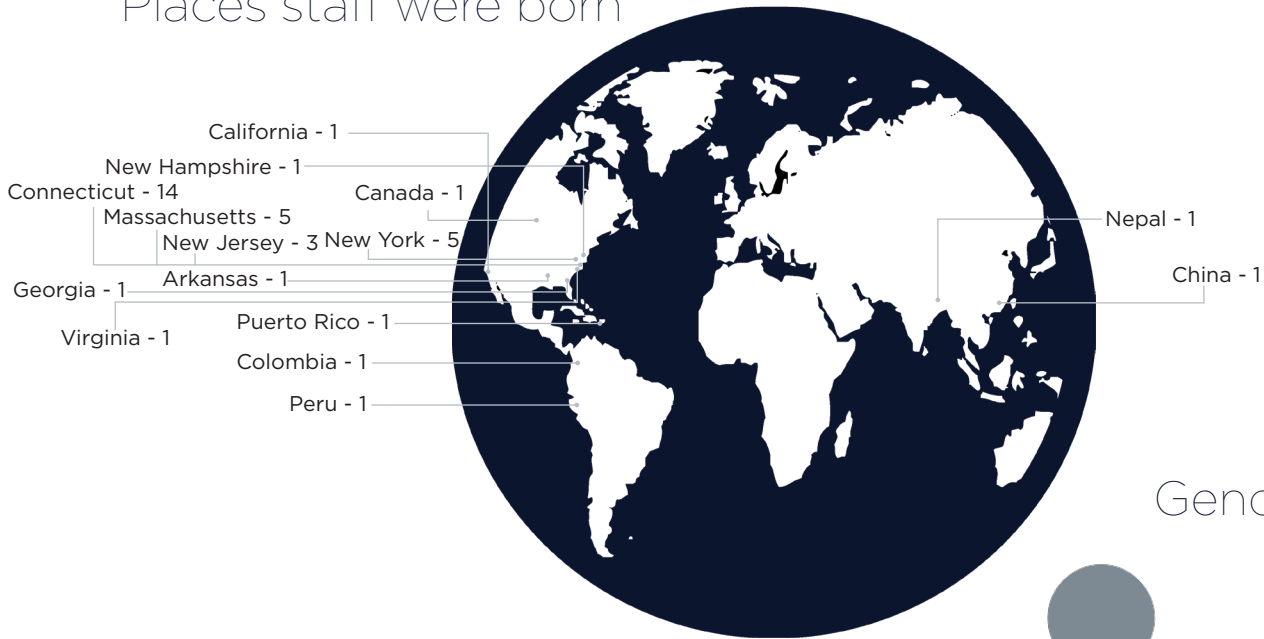


Anne Denerville

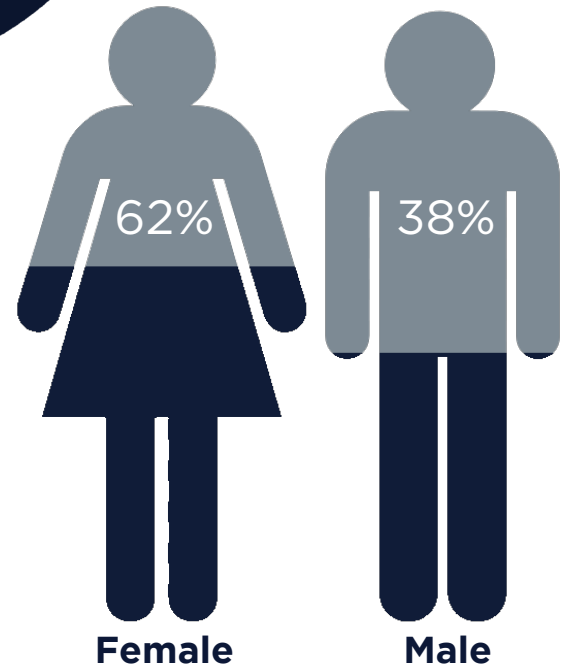


Staff Snapshot

Places staff were born



Gender

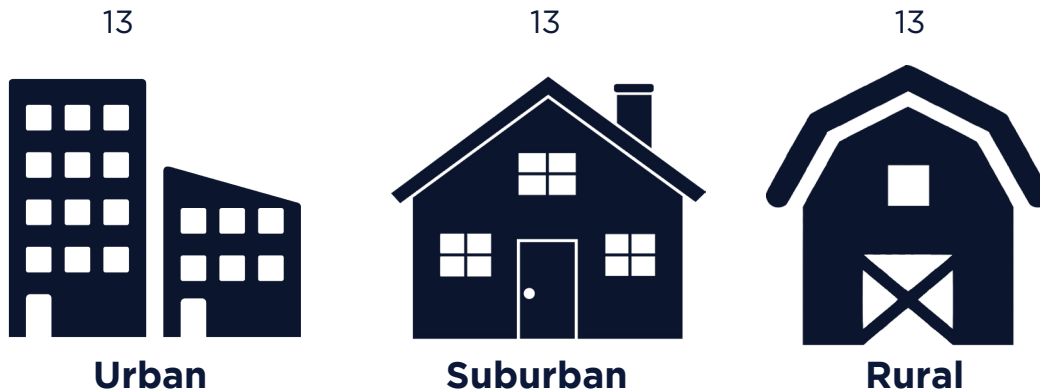


Staff Self-Identified Racial identity



- White: 44%
- Black: 27%
- Latinx: 16%
- Asian: 2%
- Multi-racial: 11%

Hometown Type



Professional Development Structure

ALL-STAFF RETREATS

Twice annually, the Husky Sport staff gathers for a multi-day retreat to kick-off the start of the academic and programmatic semester. During All-Staff retreats new and returning staff build interpersonal relationships with one another, along with community-campus partners and stakeholders in preparation for the start of the new semester.

UNDERGRADUATE STAFF MEETINGS

New to the Husky Sport Professional Development structure, once per month during the academic year members of the Husky Sport Professional Development Team lead small group meetings for undergraduate staff. These meetings allow undergraduate students to build relationships through small group discussions that were relevant to their experiences and practice.

ALL-STAFF MEETINGS

All- Staff meetings offer the opportunity to bring together the entire Husky Sport staff for discussions that are meaningful and relevant to practice. These meetings offer the opportunity for staff to learn with and from each other.

PROGRAM LEADERS' MEETINGS

Through the use of Communities of Practice framework, our monthly Program Leader meetings allow us to hear the experiences and ideas of Program Leaders while delivering content that is relevant to practice. Program Leader meetings allow for the sharing of interests and knowledge, as well as engagement in collective problem solving through meaningful conversations and thought provoking activities.

Schedule & Topics

Month	Program Leader Meeting	Undergraduate Staff Meeting
September	Husky Sport Values	Learning Hartford Context
October	Thoeries of Wish & Husky Sport	Language Consciousness
November	Humanizing vs. Dehumanizing Research	Social Identities & Intersectionality
December	Active Listening	Semester Wrap-up
January	Focus Group Preparation	*BREAK*
February	Community Engagement	Goal Setting
March	Dr. Castillo-Montoya & Dr. Fernandez	Implicit Bias
April	Agency v. Structure	Hartford Nutrition Impacts
May	Interrogating the Interview Process	*NO MEETING*

Husky Sport All-Staff Meetings

Topic	Overview
Food & Health	For this meeting we partnered with Husky Programs (affiliate of Husky Sport) to spend time relationship building and engaging in a critical examination of food and health. As a result of the meeting, staff were able to examine race, ethnicity, culture and health in connection to the mission, values and work of Husky Sport.
End of Year Celebration	To celebrate the end of a great year, Husky Sport staff gathered celebrate with ice cream! This meeting offered the opportunity to recognize graduating seniors and reflect on the year with Husky Sport.

The professional development team recognizes we have a talented and passionate staff. It is important to develop creative ways to engage our staff in learning that supports their growth and allows them to contribute their own lived-experience and knowledge.



Staff Reflections & Takeaways

During exit interviews conducted by the Husky Sport Professional Development Team staff were asked to reflect on their time with Husky Sport and participation in professional development.

"Being on PD helped me grow because I was learning about things along with the staff I was training" Sport Management Masters Student Program Leader"

"Collaborating together, utilizing strengths, bouncing off ideas, and being actually heard on those ideas, taking risks... it was always like an action."

"Education is going toward racial literacy and identity in the classroom - PD has propelled us forward and become more confident to have those conversations."

"I felt more comfortable sharing out ideas at Husky Sport, there is more flexibility, and I felt more welcomed at Husky Sport"

"I have always felt clear in what our goal is and what we are trying to do as an organization; to do better, to bring wellness initiatives into the school, and to work with and be intentional about how we are interacting with others. All of this while being critical, even if it is of our own selves."

"My work with Husky Sport has allowed me to better understand where I fit-in in terms of program development and implementation. I have a better understanding of how to work with people and build relationships."

How we collect data will influence how I do assessments"

"People try to make the organization and the community better in an authentic way. It lends itself and translates from the top down; this is something that happens at the top, to see leadership model this behavior allows staff to see that they can do the same."

Lessons Learned/ Looking Ahead

This year the Professional Development Team redesigned the professional development structure, particularly for the undergraduate student staff. This shift allowed us to engage in more frequent small group meetings with our undergraduate staff members. The shift, and also helped . allowed for conversations that were tailored to the interests and experience of the undergraduate student staff.

Lessons Learned

While increasing the number of meetings of the course of the year, it was widely acknowledged having a space to gather the entire Husky Sport team is important.

At the heart of Husky Sport is relationship building. This happens both within the communities that we work, and among staff. Professional development serves as a springboard for building relationships among staff.

Husky Sport personnel bring a set of invaluable skills to the organization. Creating lesson plans and structures to facilitate maximizing those skills and growing new skills is vital to Husky Sport flourishing.

Providing more opportunities to bring the entire staff together throughout the semester for professional development.

Looking Ahead

Continued investment in a community of practice and balancing the expertise of Program Leaders to foster all Husky Sport members' growth and development.

Building systems and structures to support the growth of program leaders, undergraduate staff, and volunteers to be the best at their position and develop skills for their future.