

WMA AREAS OF STUDY AND TRAINING CATEGORIES FOR CERTIFICATION, CERTIFICATION RENEWAL, & CONTINUING EDUCATION CREDIT

Areas of Study: Continuing education activities are acceptable in the following areas of study:

1. **Mediation theory and practice**
2. **Subjects directly related to mediation** (Examples include conflict management, negotiation, facilitation, interpersonal communication, conciliation, dispute resolution, etc.)
3. **Areas of Specialization** (Examples include: A mediator who had a specialty in business mediation could include courses in business law, accounting, or business management. A family mediator might study family violence, child development, or the sociology of marriage. An environmental mediator might study ecology or forestry practices.)

Acceptable Types of Continuing Education (CE) Activities (no prior approval needed from WMA)
Application examples follow each type of CE activity in brackets. Please include the number of applicable hours, date and sponsoring group or person.

Category 1: Formal Learning

(Unless otherwise specified equivalencies are 1 hour = 1 hour Continuing Education Credit)

1. Trainings/ Workshops [*The Advanced Mediation Training workshop included advanced listening skills, caucusing techniques, and a variety of ways to overcome impasse. Of particular interest to me was the use of "intensive validation" to deal with emotions. November 1999, 10 hours, UW CLE*]
2. College Courses or Seminars (where 2 hours of preparation are expected for every one hour of class, an 11 week (quarter) 1 credit course is equivalent to 33 hours of continuing education and a 16 week (semester) 1 credit course is equivalent to 48 hours of continuing education.)
[*The course entitled "Conflict Management" presented a variety of dispute resolution methods, including interest-based negotiation and mediation. Several theories and models of conflict management provided insight on why mediation is effective as a dispute resolution method. Fall Quarter 1999, 33 hours, SPU.*]
3. Lecture Presentations
[*John Smith is a professor in the field of Family Mediation. His lecture included a brief history of the field, several anecdotes about the types of problems he encounters in his case practice. October 1999, 2.5 hours, Mental Health Assoc.*]
4. Conference Presentations
[*I attended this medical conference because a substantial portion of my mediation practice involves disputes in the medical community. About 6 hours of the session applied to my mediation practice. This covered current areas of controversy in medicine, and current medical standards that could apply to the establishment of objective criteria for mediated settlements. April 1999, 12 hours, UW School of Medicine*]
5. Educational Activities Sponsored by a Professional Organization
[*The Mediation Institute sponsored a 2-day seminar of mediation in Washington. It included school mediation programs, new court standards, and changes in parenting plans. May 1999, 14 hours, Mediation Institute*]
6. Distance Learning (video courses, video conferences, telecommunications courses, conferences or presentations, etc.) [*I completed a video course on Interpersonal Communication offered through the University of Washington. Communication with the instructor, Professor Higgins, was via e-mail. Practically all the interpersonal skills presented are of use of mediators. Of particular value to me was seeing the skills demonstrated in realistic simulations, rather than only reading about them in a textbook. Fall Quarter 1999, 10 hours, UW Continuing Education*]

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Category 2: Teaching Mediation

WMA certified members who develop (or co-develop) and present (or co-present) mediation training or who make educational presentations about mediation receive one hour of continuing education credit for each hour of the initial educational presentation.

For example: A member who develops and presents a 20-hour workshop on Parent/Child Mediation that is presented four times would receive 20 hours of CE credit for the first time the workshop is presented, but no continuing education credit for subsequent presentations. Substantial revisions of workshops/trainings or other types of presentations receive one hour of continuing education credit for each revised presentation hour. For example: If substantial revisions are made in half the curriculum of a 20 hour workshop, then the member would receive 10 hours of continuing education credit.

[During the past year I co-developed and co-presented a 20 hours Child Custody Mediation workshop with Jan Smith. We developed the curriculum from John Reynolds book on divorce mediation and a variety of journal articles about family mediation, family counseling, and family violence. Spring 1999]

WMA certified members serving as mentors for mediator trainees may also apply each hour spent debriefing a case or consulting with mentees. Time spent co-mediating cannot be included.

Category 3: Informal Learning: Peer Review, Study Groups, Self Study

Limited to not more than 7 of the 20 required hours.

1. Peer Review: meeting with other mediators to discuss cases or carry out educational activities. *[The Region 3 WMA quarterly meeting offers mediators the opportunity to meet and share refreshments and stories about their case practices. I attended 3 meetings for a total of 5 hours during the last year. Of particular value to me was the emotional support we provided one another as we discussed our "difficult" or "unusual" cases. Fall, Winter, Spring 2000, 5 hours, WMA].*
2. Study Groups: meeting with other mediators to pursue some form of mediation education. For example discussing selected print, video, film, or audio educational materials. *[Four mediators, including myself, have formed a study group (or book group). During the past two years, each of us has brought a different video (book) about mediation or negotiation to a group session. We watch the video (or have read the book) and then spend an hour or two discussing the contents and how we can relate it to our mediation practice. We have met together nine times this year for a total of 11 hours. Year 1999, Eastside ADR Study Group].* A total of 7 hours Continuing Education credit would be allowed here.
3. Self Study of selected print materials (books, journals or articles, correspondence courses) visual materials (films, videos, distance learning, internet), and audio recordings are acceptable for up to 7 hours of the 20-hour continuing education credit requirement. Three hours of self-study count as one hour of continuing education credit. For example, 21 hours spent reading two books would count as 7 hours credit, the maximum allowed. WMA understands that the Continuing Education Credit requirement may present unique challenges to some members in certain areas of our state with limited access to Category 1 or 2 opportunities. The WMA is prepared to consider on a case-by-case basis, demonstrated by need, a modification of Category 3 credits.

We suggest that any proposals for consideration of a modification of the above requirements be submitted in detail well in advance of the date Continuing Education credits are due. We encourage all members to seek the highest quality Continuing Education possible.