

NGO Job Alike Notes

PD Successes

APA

- 1) want to describe infrastructure. Started out with national training cadre; moved to trainers at CBO who will work with school districts (didn't work), then tried to work with existing SEA cadres. Still trying to figure out best model.
- 2) Online, ongoing discussion group – ask folks at the end of a training if they want to participate. Set them up in google groups and then let them go...haven't done it yet but interested in starting it. Hope it would be self-sustaining.

Discussion – challenge may be certain email groups (ie google) may be blocked by SEA/LEA. Could look into existing share technology like TeacherShare. Will it be self-sustaining? People can be cautious to post on their own. Could build into a continuing education requirement to post at least a certain number of times.

- ETR has to post the questions/info to the group ourselves; participants don't share as much. But when we do eval we get feedback that they appreciate the information.
- IYD – I am thinking of Twitter, seeing if people would follow me on Twitter. ETR (Jennifer) – might consider a FaceBook page specific to the project; people could go to it; it would be easy to post to it.
- WAIT – Guttmacher is on FB; Anna is a fan.
- ETR– Campaign for Youth Justice is on FaceBook; they've done a really good job.

ETR – 1) Delivery of PD and 2) Evaluation of PD.

- 1) We have fabulous trainers and offer excellent training events that are well-received. Looking forward to revising, polishing too! HIV trainings were well-received and consistent.
- 2) Evaluation reinforces our delivery. Program implementation is difficult for the training we do but we have pretty high implementation after training. Juvenile Justice is a challenging audience to reach and our group has done a good job of reaching them. The forms developed for the training are good. Nicole takes all evals, types up responses, making charts, see a summary of all comments together, gives a different perspective; enables us to inform program planning.

Wait Training

- 1) Designing and Developing PD – still developing but will know better once we implement and evaluate.

IYD

- 1) Thanks to RMC we have gotten really good at Designing and Delivering our Training. We requested a TA visit, Kristy came, Sally Goss (PO) came, did a 3 day training; taught me how to do a trainers agenda, talked about all the critical elements; really taught me to allow time for processing, it's ok to have silent moments for reflection. Since then, our workshop size has increased and our follow up requests have increased. We have narrowed our scope of training and give participants time to practice. Participants want more and so then request more follow up!

Challenges to Implementing

IYD – my biggest challenge is still getting people to recognize they need to take time to attend PD; convincing people to come. The advocacy session this morning really helped! Hard to get “skeptics” to understand the “touchy feely” nature of RMC training is actually research based. Getting others to value that style of learning has been a challenge but it’s getting better.

Wait Training – I’m not currently delivering PD but I’m trying to figure out what CDC wants. I’ve had 3 different POs who tell me different things. Challenges when people here I’m from WAIT training – try to see we do have common ground.

ETR – Want to be able to provide follow up to the Webinar training but there are challenges. Decided to offer 1 on 1 TA (versus a follow up Webinar), have sent out a few emails, but have not heard back from anyone yet. May not really be a challenge but it may be timing. Another challenge for me personally is I want to spend more time with SEA/LEAs to understand their challenges. But it’s usually more on my own. I would like a facilitated time to be with SEA/LEAs (801) to better understand. This is our constituent base!

Getting people to come to training, getting people to implement with fidelity, getting people to attend with budget challenges. I would like to focus on building the capacity of our participants to become TOT to build their capacity to be solid trainers. I personally don’t feel there’s as much impact to really build their skills as I would like.

Webcasts:

- APA is collaborating on a webcast toward the end of the year.
- IYD prefers doing webcasts over webinars!
- ETR reminded that both require high motivation for people to participate. You can’t have too many or else participation suffers.

APA – Sympathetic to the “touchy feely” comment. Our training was developed by PhDs “and you can tell.” We have 16 objectives and each one is very long...even the title of the workshop is long! My primary task is not so much delivering it but revising it. I know best practice is but I work in an organization full of PhDs and I don’t know how I’m going to get it past them.

- IYD agrees and often feels that this approach results in being condescended to by co-workers.
- ETR agreed yet also reminded that everything has to be intentional – doesn’t have to be too cutesy! Doug Kirby’s research recommended. He is a PhD but has done a great job of distilling his info down to a conversation with participants. Karen Coyle is the same in terms of putting her points down to 3 and having a meaningful session!

3 Key Learnings

- 1) Intentionality is important
- 2) Rich discussion around appropriate use of technology, particularly for follow up discussion
- 3) Strong desire for 601 to be able to interact more with 801s to determine their needs and be able to learn more how to build their capacity (our goal!)