



Ensuring Success: Training and Supporting Program Staff

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Expanding Our Experience and Expertise:

Implementing Effective Teenage Pregnancy Prevention Programs

March 12-14, 2012

Baltimore, MD



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Essential Questions (EQ):

By the end of this session, participants will be able to answer the following questions:

- What knowledge and skills do program staff need in order to effectively deliver teen pregnancy prevention programs?
- What kind of support and training do program staff need to do be successful at their jobs?
- How can you assess how well program staff are being trained and supported?
- What are strategies and tools that can be used to assess, train and support program staff?
- What are ways to effectively deliver training and provide support to staff at a distance?



How Can We Support Staff Success?

Training & Support

PPGNW General Strategies

- Use this document annually to identify department training needs and individual needs
- Use as on-boarding document to clarify job expectations
- Provide regular observation
- Training database
- Create climate of feedback across project and organization
- Explicitly value importance of well trained staff
- Use of technology-webinars, video, cameras
- Work in partnership with other community organizations

Professional Development Areas

- I. Administrative Skills
- II. Community Outreach
- III. Content
- IV. Cultural Competency
- V. Department Involvement
- VI. Lesson Planning
- VII. Presentation Skills
- VIII. Group Facilitation
- IX. Program Management
- X. Youth Development Program Skills
- XI. Peer Education Program Skills



PPGNW Strategies to Support Development

Core Content Areas

- Planned Parenthood University (PPU)
- Internal day-long trainings with internal and external experts
- External trainings
- Medically accurate
- Program specific training
- Webinars project wide
- Regular cohort calls with trainers
- Use passion and expertise of staff

Cultural Competence

- One day-long education training per year
- Units in Planned Parenthood University (PPU)
- Year long book club with focus on class, gender, race, orientation
- Consistent model-MCOD
- External training
- Internal class, race, gender committees to review curriculum/protocols
- Community relationships
- Hiring staff with expertise and commitment



PPGNW Strategies to Support Development

Presentation Skills

- Wyman TOP training
- PPU
- Practice with managers and peers
- Internal and external training opportunities
- New educator training (three days)
- Program and fidelity observation
- Peer observation
- Values Questions Protocol practice

Group Facilitation

- Wyman TOP training
- PPU-practicum
- Practice with managers and peers
- Revisit core components with managers
- New educator training (three days)
- Taste of Service
- Service learning newsletter
- Program and fidelity observation
- Peer observation



PPGNW Strategies to Support Development

Program Management

- Manager training to support educators/facilitators
- Bi-weekly project calls with managers and directors
- Access to managers, project admin team, and research team
- Extranet site updated regularly
- Monthly project wide calls for facilitators and monthly cohort calls, evaluators present
- Managers provide role play practice and attend stakeholder meetings
- Logic model displayed in individual work spaces
- Feedback loop for all involved project wide

Youth Development Skills

- Internal youth development summer institute
- Community outreach and communication department wide
- Protocols regarding boundaries, mandatory reporting, etc...
- Yearly training on above protocols
- Lists of local resources
- Participation in community meetings





From a Distance

- Web cams during online meetings and webinars
- Dual in person digital training
- Training on webinar etiquette
- Using technology to increase dialog
- Written communication
- Shifting culture
- In person opportunities as budget allows



Questions?

Feel free to contact us!

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Thank you!