

**Field Advisor Training**

**Training Format:**

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| **Field Advisor Training** | |
| **Elearning** | Overview of CC3.0  60 minutes |
|  | Overview of Coaching  60 minutes |
| **Classroom** | The role of the filed advisor in Common Core   * CC3.0 Field Activities * Coaching and Mentoring * Supporting the Transfer of Learning   2 ½ days |
| **Field Advisor Support** | Options for field advisor support following the training:   * Webinars * Group coaching for the field advisors via conference call or in-person (facilitated regionally by each RTA) * Community of Practice / Resource Bank |

**Learning Objectives:**

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| **Field Advisor Online and Classroom Content** |
| ***Online Module: Overview of CC3.0 (60 minutes)***    **Knowledge**  **K1.** The trainee will be able to identify the 5 practice areas in core training and describe how they contribute to child welfare practice:   1. Engagement 2. Assessment 3. Service Planning 4. Monitoring and Adapting 5. Transitions   **K2.** The trainee will be able to describe the training modalities (online, classroom, and field) and levels (100 and 200) used in CC3.0.  **K3.** The trainee will be able to identify the role of learning objectives in training  **K4.** The trainee will be able to identify the state regulations for training of child welfare workers  **K5.** The trainee will be able to define Transfer of Learning  **Values**  **V1.** The trainee will value using a wide range of training modalities to support transfer of learning for adult learners.  **V2.** The trainee will value data collection for evaluation purposes. |
| ***Online Module: Overview of Coaching (60 minutes)***  **Knowledge**  **K1.** The trainee will be able to identify the purpose of coaching.  **K2.** The trainee will be able to identify the following the key terms related to coaching:   1. Learner 2. Coach 3. Coaching 4. Internal Coach 5. External Coach 6. Practice 7. Formal Coaching 8. Informal Coaching 9. Skill/skill set   **K3.** The trainee will be able to identify the continuum of coaching and how this concept applies to new child welfare workers.  **K4.** The trainee will be able to identify the steps involved in the Child Welfare Skills-Based Coaching Model.  **K5.** The trainee will be able to identify the 8 characteristics of a positive learning environment.  **Values**  **V1.** The trainee will value having a learning environment within his/her organization.  **V2.** The trainee will value coaching as an essential element in the transfer of learning and professional growth of child welfare social workers. |
| ***Classroom Training: Common Core 3.0 Field Activities (1 day)***  **Knowledge**  **K1.** The trainee will be able to identify the three learning modalities being used in CC3.0.  **K2.** The trainee will be able to describe the 5 key practice area blocks in CC3.0.  **K3.** The trainee will be able to describe how the field activities relate to online and classroom learning content.  **K4.** The trainee will be able to describe the role and responsibilities of the field advisor in CC3.0.  **K5.** The trainee will recognize the role of the field advisor in supporting the transfer of learning and data collection for CC3.0  **K6.** The trainee will be able to identify effective strategies for supporting new workers during training.  **Skill**  **S1.** Given a case scenario, the trainee will be able to:   1. Identify the role of the field advisor and activities to be completed by the field advisor 2. Assess the needs of the new social worker 3. Develop options to support skill development by the new social worker 4. Identify common activities performed by the social worker that will meet the requirements for the field activity   **S3.** During a role play, the trainee will complete a field activity assessment  **S4.** The trainee will be able to identify and resolve how their own life experiences, personal values, and biases impact their ability to facilitate the professional growth and development of new social workers.  **Values**  **V1.** The trainee will value the use of technology in training and supporting new social workers.  **V2.** The trainee will value the role of the field advisor as a critical element in the training of new social workers.  **V3.** The trainee will value the collaborative process of the field activities. |
| ***Classroom Training: Coaching and Mentoring (1 day)***  **Knowledge**  **K1.** The trainee will be able to identify coaching skills needed to facilitate the learning process.  **K2.** The trainee will be able to describe the importance of cultural humility during the coaching process.  **K3.** The trainee will be able to identify what is needed during an observation activity.  **K4.** The trainee will be able to identify the role of reflection in the coaching process.  **K5.** The trainee will be able to describe the principles of motivational interviewing.  **K6.** The trainee will be able to describe the steps for providing feedback.  **Skill**  **S1.** Given multiple case scenarios, the trainee will be able to build coaching capacity in the following areas:   1. Coaching Skills    1. Goal setting    2. Observation and skill assessment    3. Providing feedback and facilitating reflection    4. Embedding principles of adult learning into all work with learners 2. Cultural humility 3. Observation of a social worker practicing a new skill 4. Reflection of the practice and/or observation 5. Motivational interviewing 6. Providing feedback to the social worker   **Values**  **V1.** The trainee will value coaching as a way to improve systemic implementation of a practice.  **V2.** The trainee will value coaching as a way to embed professional development within an agency.  **V3.** The trainee will value coaching as a way to enhance skills in social workers |
| ***Classroom Training: Supporting the Transfer of Learning (1/2) day***  **Knowledge**  **K1.** The trainee will be able to identify the field activities which have an evaluation component.  **K2.** The trainee will be able to describe the role of the field advisor in collecting data related to evaluation.  **K3.** The trainee will be able to identify the role of the field advisor in the transfer of learning for new social workers.  **K4.** The trainee will be able to identify supports needed to successfully implement CC3.0 field activities.  **Skill**  **S1.** Using the field guide, the trainee will practice using the field guide tools.  **S2.** Using the field guide and a case scenario, the trainee will practice using the evaluation tools for specific field activities.  **S3.** The trainee will identify possible barriers and solutions to successful implementation of CC3.0 field activities.  **Values**  **V1.** The trainee will value evaluation as a necessary component of training.  **V2**. The trainee will value the role of the field advisor as one of a change agent within the organization –supporting new workers, identifying barriers, and developing solutions. |