



CALPRO TRAINING-OF-TRAINERS INSTITUTE

To: Adult Educators

From: Marian Thacher, CALPRO

CC: Chiem-Seng Yaangh, CALPRO PAB Members, CALPRO Staff

Date: April 1, 2019

Re: CALPRO Training-of-Trainers' Institute:
Motivation and Persistence for Adult Learners

WHAT, WHERE, and WHEN?

CALPRO will conduct the Training-of-Trainers' (ToT) Institute at the CALPRO office in Sacramento on Monday and Tuesday, June 24-25, 2019. The purposes of the ToT Institute are 1) to develop a group of certified trainers to facilitate presentations of CALPRO professional learning modules and 2) to build professional development capacity and leadership in California adult education. Based on priorities of the California Department of Education (CDE) Adult Education Office, CALPRO will develop trainers on the following Communities of Practice module: ***Motivation and Persistence for Adult Learners***. Please see page 3 for module information.

WHAT IS CALPRO'S COMMUNITIES OF PRACTICE INITIATIVE AND HOW DOES IT IMPACT THE ToT?

Communities of Practice are formed by groups of professionals who engage in a process of collective learning in a shared domain (adapted from Wenger, 2002)¹. CALPRO's Communities of Practice (CoP) Initiative aims to increase the field's focus on supported implementation of skills, strategies and action plans that participants develop in CALPRO trainings and institutes.

For each CoP training, an online community is established. Participants meet each other and begin learning together online; they continue to build community, knowledge and skills in the face-to-face training sessions; and they have the option of continuing to support each other's efforts to apply new learning after the conclusion of the face-to-face sessions. CALPRO CoP trainers facilitate the entire process, including online and face-to-face sessions.

WHO SHOULD ATTEND?

The ToT is open to applicants from all eligible agencies (see page 2). The ToT is for individuals who will commit to following up on the ToT by presenting the module for their agency, for their region, or for CALPRO at least once within a year of the ToT.

¹ Wenger, E; McDermott, R. Snyder, W.M. (2002) *Cultivating Communities of Practice*. Harvard Business Press.

WHAT ARE EXPECTATIONS OF PARTICIPANTS?

Participants will be expected to complete pre-Institute assignments online. Participants are expected to attend the entire ToT Institute – no exceptions – and demonstrate facilitation skills in practice sessions during the ToT. After completing the ToT, participants are expected to be available to facilitate training at their agency, at other agencies, or at CDE- or CALPRO-organized events within a year of the ToT. Trainers will receive an honorarium for training conducted.

WHAT'S IN IT FOR MY AGENCY?

Your agency will have trained facilitator(s) on your staff who can serve as an in-house content specialist. Your agency will have increased capacity to provide high quality professional learning opportunities.

WHICH AGENCIES ARE ELIGIBLE TO PARTICIPATE?

Employees of agencies that currently receive funding through the California Department of Education Adult Education Office's Workforce Innovation and Opportunity Act, Title II: Adult Education and Family Literacy Act (WIOA, Title II: AEFLA) grants are eligible to apply.

WHAT IS THE COST?

CALPRO will *reimburse* travel costs for all nominees accepted to attend the Training-of-Trainers Institute. CALPRO will cover in advance the cost of hotel rooms for the night of Sunday, June 23 and Monday, June 24 if travel is 50 miles or greater one-way between the individual's home and the training location (2151 River Plaza Drive, Sacramento 95833). CALPRO will also provide working session morning refreshments and lunch each training day and will reimburse for dinner costs at the state rate. The only cost to your agency is your time to participate.

WHAT IS THE SCHEDULE OF TRAINING SESSIONS?

Please Note: Persons who arrive late or leave early will not be certified as trainers and, therefore, CALPRO will not be able to reimburse their costs.

ToT sessions are scheduled as follows:

Monday, June 24 from 10:00 a.m. to 5:00 p.m.

Tuesday, June 25 from 9:00 a.m. to 3:00 p.m.

The ToT will be held at the CALPRO office:

2151 River Plaza Drive, Suite 320

Sacramento, CA 95833

Please complete the online application at <http://bit.ly/CALPROToTApp2019>

Submit no later than close of business Monday, May 6, 2019.

Questions? Contact Marian Thacher, mthacher@air.org or 916-286-8810.

Module Information

Motivation and Persistence for Adult Learners

Overall Goal	It takes a lot of persistence for individuals with low basic skills to increase their skill levels significantly, and there are a lot of challenges that can get in the way. However, to increase reading, writing and oral communication skills enough to succeed in job training, job promotions, and postsecondary education, all of which can lead to middle skill jobs and family sustaining wages, requires persistence. How can adult education instructors support learners to persist? Research reveals a number of strategies that can make a difference. This module will examine some of these strategies and offer adult educators the opportunity to practice and internalize them.
Intended Audience	The module focuses on motivation and persistence and is relevant for teachers and instructional leaders from all content areas within adult education. Teachers are encouraged to apply in teams of two or more from either a program or a consortium in order to support each other in learning and implementing what they learn, but this is not required.
Session Goals	<p>The goal for session one is for participants to understand what self-efficacy is and feel ready to incorporate several strategies related it in their instructional practice.</p> <p>The goal of Session 2 is for participants to master five strategies for promoting persistence by focusing on student interests and goals.</p>
Objectives	<p>By the end of Session 1, participants will be able to:</p> <ul style="list-style-type: none"> • Explain the difference between self-esteem, self-confidence, and self-efficacy • Describe at least two ways of building growth mindset in learners • Demonstrate ability to manage errors and reframe feedback • Model three learning strategies • Provide supportive feedback on assessment results <p>By the end of Session 2, participants will be able to:</p> <ul style="list-style-type: none"> • Identify five ways to create student engagement • Implement research-based strategies to increase student motivation and learning • Create and teach a student goal-setting activity

2019 CALPRO TRAINING-OF-TRAINERS' INSTITUTE

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