Trainer Tips and Tricks Log

Do you measure the effectiveness of your training beyond course evaluations? If so, what do you do / how do you measure it?
Use DLC to deliver evaluation
DLC to report responses within training team discussion results
Meet with managers to level out classroom learning with OJT
Division /agency wide annual needs assessment report on process and direction in the future.
Perform tasks/learning
Smile sheets/reaction evaluations
Data analysis
Behavior change
Organizational Impact
  Reduction cost
  Reduction in grievances
  Increased time efficiency
  Improved clear and concise documentation notes
Level 1-3 through evaluation forms, games/quiz, turning point, pre-post test, observations and demonstrations

What is the most inventive way that you have used technology in the classroom?
Simulations/Demonstrations
Question/Clickers
Poll Everywhere
Virtual Training
Videos
Avatars

Describe the most interactive computer-based training you have ever created.
Pathways (HIPAA)
Imagery
On-screen activity
Interactive on-line forms (SCOB)
Live Demonstration (T&L, estar, excel, word, docstar)

Have you ever produced your own training videos? If so, describe what software was used and how you used the video (was it loaded to DLC, added to a CBT or did you play it in the classroom)?
Video to articulate to dlc
Do DHR have video resource
Use articulate tutorials to learn
Use Youtube to learn how to produce a quality video
Storyboard for the video
Equipment audacity is used for audio
Cellphone for video
Communication team to produce video
What are your favorite / the best icebreakers?
Sorts and Mingles
Scavenger hunts/Bingo
Mocktail Party
Fast and Moving

What is your favorite / most successful review game?
Team Sticky note trivia
Jeopardy
Family Feud
Price is Right
Lock and key

How do you separate your classes into small groups?
By birthday month
Color of M&M candy or type of candy bar
Popsicle sticks
Zodiac sign
Computer skill level
Learning style
Team captain

Do you use fidget toys or other incentives like candy in your classroom? If so, how have you found that impacts or assists with training focus/participation?
Stress balls
Candy/chocolate

Do you play music in your classroom? If so, what kind of music and when?
Yes/ use it as an entrance and finish to team exercises
Stuff that relates to content
For extended quiet like when reading or working independently

What is the worst problem behavior that you have experienced in your class and how did you handle it?
Would you handle the same behavior differently in the future? If so, what would you do differently?
Body odor issues – one on one conversation/provided information on hygiene and various resources and explained it was going to need to be fix to return to class.
Know it all – acknowledge their contributions and ask for assistance
Prisoners – listen with a time limit and address them one-on-one.
Turns into gripe session
Cell phone texting
Disengaged
Share personal experiences/therapy session
disclaimer/housekeeping/parking lot/ground rules/communication prior to training
Disrespect – 1:1
Kick them out
Cell phones – ground rules
Bully-ish – Separate or support

**Jammin Salmon extra**
Seize the day! Here are my notes:

- Take a “bio break”
- Use survey monkey for evaluations
- Small groups by birth months, candy bars, M & Ms
- Review games: team sticky notes, Price is Right,

Thanks for a great first STAND meeting! Here’s what I had written down on my Jammin’ Salmon sheet:

- Survey prior knowledge to assess participant needs prior to training
- Stump the Trainer/Other Team review activity
- Level 3 (Demonstrate): Follow-up survey distributed 30 days after training to participant and supervisor