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**Facilitator-Led Skills-Based Training for Trainers**

**California Common Core**  
Version 3.1 | 2016



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**Overview of the Day**

- Welcome and TBL "Dive-in"
- Team Formation
- Setting the Stage
- 1-2-4-All Demonstration
- 1-2-4-All Practice
- Feedback Frame
- Rolling with Resistance in the Classroom
- Wrap Up



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### Readiness Assurance Test Activity

1. Turn your handout over and DO NOT refer to it during the test
2. Complete the Readiness Assurance Test on your own
3. **When instructed**, work as table groups to discuss, compare answers, and reach consensus
4. Call the trainer over when you have reached consensus on an item
5. The trainer will note your score on your scorecard

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### Readiness Assurance Test Answer Key

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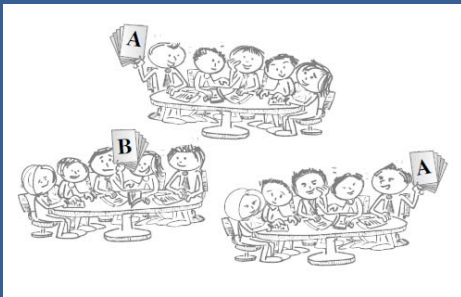
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### Some Friendly Competition



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## Introductions

- Name
- Number of years of training experience
- Region(s) train in

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## Group Agreements



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## Forming Teams!

1. Review the Learning Objectives
2. Rate your prior knowledge (1-10)
3. Stand together with similarly ranked others
4. Count off to form teams of 5



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1. Introduce yourselves to each other
2. Share one thing you do for fun
3. Come up with a short team name

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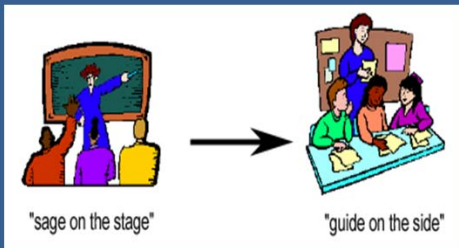
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Hawk? Or Turnip?



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## Types of Adult Learners



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language   
*matters*

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## Parking Lot



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### 5 Steps to Teaching a Skill

1. Explain the skill
2. Demonstrate the skill
3. Trainees practice the skill
4. Provide constructive feedback to improve the trainee's skill practice
5. Debrief an evaluation of the skill

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### Learning Objectives

1. Review the LEARNING OBJECTIVES individually
2. Circle the two that you know best
3. Underline two that you need to learn the most about
4. Find a partner from your team (or a nearby team) and share your choices
5. Find another pair to talk to (forming a group of 4) and discuss what commonalities and differences there are between people and what are emerging as the most important Learning Objectives for today

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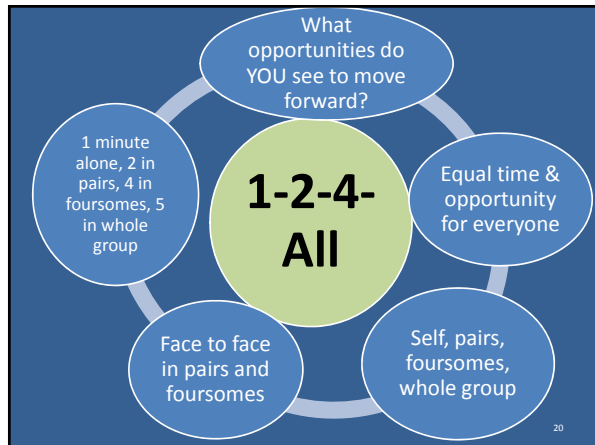
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### 5 Steps to Teaching a Skill

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## 1-2-4-All

1 minute alone, 2 in pairs, 4 in foursomes,  
5 in whole group

What assumptions would I tend to make about  
Maria based on this information?

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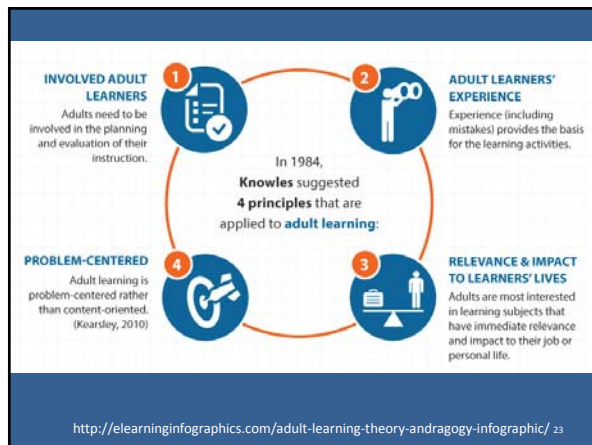
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## 5 Steps to Teaching a Skill

1. Explain the skill
2. Demonstrate the skill
3. Trainees practice the skill
4. Provide constructive feedback to improve the trainee's skill practice
5. Debrief an evaluation of the skill

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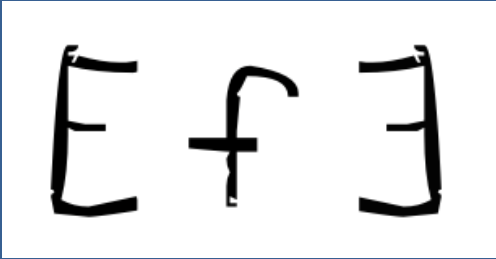
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## Feedback Frame



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## 5 Steps to Teaching a Skill

1. Explain the skill
2. Demonstrate the skill
3. Trainees practice the skill
4. Provide constructive feedback to improve the trainee's skill practice
5. Debrief an evaluation of the skill

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