



## **TRAINER COMPETENCIES**

Arkansas Early Childhood Professional Development System

### **I. DEMONSTRATES AND MAINTAINS MASTERY OF APPROPRIATE TRAINING CONTENT.**

*Indicated when trainer:*

- a. gives accurate, current information consistent with sound theories and principles of child development, developmentally appropriate practice, quality standards, and licensing regulations;
- b. facilitates a connection between the content information and its application to participants' situations;
- c. refers questions and concerns beyond his/her scope of expertise to appropriate persons or agencies;
- d. Takes advantage of opportunities to expand knowledge base, remain current, increase self-competence, and grow professionally.

### **II. DEMONSTRATES THE ABILITY TO DESIGN TRAINING FORMATS THAT ARE RELEVANT AND MEANINGFUL.**

*Indicated when trainer:*

- a. identifies specific learning objectives and benefits for participants based on perceived need, values and goals of the targeted audience;
- b. plans a sequence of various activities which support learning objectives and provide practitioners an opportunity to be actively involved in the learning process;
- c. uses sound practices of adult learning, which encourage participants to seek and use knowledge.

### **III. DEMONSTRATES SKILLS NECESSARY FOR PRESENTING EFFECTIVE TRAINING EXPERIENCES.**

*Indicated when trainer:*

- a. facilitates activities so that participants understand the instructions, purpose, and key teaching points;
- b. provides positive reinforcement and motivation which contributes to the positive self-image of the participant;
- c. uses instructional methods and media effectively;
- d. is able to communicate effectively using both verbal/non-verbal and expressive/receptive communication skills;
- e. models mutual respect and acceptance of individual differences within the group.

### **IV. DEMONSTRATES THE ABILITY TO MANAGE A WELL-RUN, PURPOSEFUL TRAINING EVENT.**

*Indicated when trainer:*

- a. arranges for a safe, comfortable environment that supports learning;
- b. is clear and specific when describing training topics for potential participants;
- c. maintains accurate records;
- d. anticipates and responds appropriately to unexpected situations and disruptions;
- e. maintains a strong commitment to recognize diversity among practitioners, children and families, and settings;
- f. utilizes feedback from participants, colleagues, program directors, and self-evaluation **to assess and strengthen training.**

