Ongoing Training Series

- Extended facilitation techniques
  - We continually work with facilitators and provide them with tools to deal with learners at a lower developmental level and how to do vertical extensions for those learners at a stronger developmental level
- Understanding how children learn
  - The best learning happens when children feel both safe and have a sense of belonging. Our learning culture is informed by some of the best research and our facilitators are developed to understand our culture, believe in it and become champions of it. More detail on our learning culture can be found here.
- Further problem solving tips;
  - We working on developing our facilitator’s understanding of problem solving strategies as collated and illustrated by NumberSense
- Monitoring and evaluations
  - We are constantly communicating with our facilitators about the results of the diagnostic tests, how and what identified gaps are, and when and where we can see improvements.
- Narrowing facilitator content gaps
  - We can only have confident facilitators facilitating learning, if they are equipped and empowered with the skills they need for the job. We are constantly investing in the skills of our facilitators and filling their own content gaps so that they can work confidently in the classroom. So far, we can say that the our local youth Facilitators work confidently with Grades 1 - 3 with minimal content gaps. We are still evaluating content gaps as we move up the Grades, our work with the Grades 4 and 5 reveal the following content gaps so far: fractions, rounding-off, the importance of knowing one’s timetables and mental mathematics skills (learning how to break problems down). We will need to continually monitor and evaluate how far along up the Grades we can take our Facilitators in the classroom.
- Leadership skills and self-awareness
  - Leadership training workshops will include an understanding of personality types, one’s strengths and weaknesses, communication skills, how to handle conflict, personal growth and stress management.
- Weekly reflections.
  - We have weekly reflection sessions where facilitators are giving the opportunity to talk freely about challenges or concerns as well as brainstorm and offer some of their own ideas. Our weekly sessions
are sometimes planned discussion and sometimes quite informal. Some examples of what these include are: running through learner progress, evaluations, discuss absenteeism, discuss what should be referred to the teacher etc.

More detail on our Foundational Training schedule can be found here.