

TRAINING STAFF OUTSIDE OF TR



Welcome to the 2017 FRPA Conference!

Learning Objectives

- List areas in which non-TR staff are doing the job of the missing CTRS
- Summarize key training aspects to training the non-TR staff.
- Outline 3 key training aspects to cover when training non-TR staff



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What areas do you have non-TR staff doing the job of a missing (or overworked) CTRS?

- Camps?
- Afterschool?
- ADA Requirements?
- Training?



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Who are you hiring to do these jobs?

So if these guys are doing a job of the person who is training them...how are they being trained?



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Key training aspects...

Let's face it, it begins with the hiring...so let's talk about that..

8) Tell us about a time you didn't agree with something your supervisor, professor, teacher or other (non-parent) authority decided. Did you approach him/her about it and if so how? Did you support your supervisor regardless of the outcome of that conversation?

9) How do you feel about working with children with special needs?

This question right here is your key to hiring the right people for any program. Be blunt and get blunt answers. This question can make them completely uncomfortable or you will see the personality come out right here.



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So you have them hired...what now...

- Identify the role you need them to play – are they hands on or fringe support
- Identify what you need them to do
- If you don't have a CTRS, contract with one to train your staff
 - Tell them your goals for the program
 - Fill them in on the expectations of the parents/council/commission/donors



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Key aspects to training staff outside of TR to do TR...

- Safety – First, Last and always. This needs to be emphasized in any program and especially in an inclusive based program. Count constantly, 2 person lifts, never be alone with a child.
- Communication – Are we all in agreement that most things that “go wrong” could have been avoided if we just communicate. Example...my first Disney experience.
- Expectations – Set the bar high and expect the kids to meet that...and staff too.
- Fun – Recreation is fun. It should be fun for all.
- Adaptations – so a lot of people spend a lot of time on this. If you are first starting out, just let this be. Most time the kids will come up with the adaptations for themselves with very little staff involvement. What your staff has to be aware of us that rules can be changed to allow for adaptations.
- Disability Awareness training – Important for the staff...even more important for the kids.
 - Kids don't make fun of what they understand. – Lynn M. Clarke



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JUST DO IT!

- No program is going to be perfect. Do it. Learn from it. Make a memory for a kid. Service a family.

I am not the fastest runner in race. In fact if I get an 11 mile minute I am relatively pleased...my co-worker and friend Kelly Lee once told me "Lynn, your faster than the guy on the couch." You know, she is correct. Don't be the guy on the couch. Get out there and do it. Certainly do not let training stand in your way.



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