

Results and Performance Accountability Training for Trainers and Coaches

Purpose: Train trainers to teach and coach the implementation of results and performance accountability

Preparation - Prerequisites:

1. Each person will have been to a 101 workshop or viewed the video tape
2. Before the session each person will spend 1 hour “playing” with www.raguide.org
3. Each person will have a commitment to do a 10 - 15 minute presentation on results/performance accountability sometime in the next 30 to 60 days.
4. Each person will spend 1 hour answering the Aconfirming your knowledge@questionnaire.

Day 1

8:30 – 9:00

Opening Ceremonies

Purpose of the training (and parade of flags)

Introductions: Name; What you hope to get out of the training; One interest outside of work

Break into groups of 4 learning allies: Group name; Motto, Mascot assignment

Learning/Teaching Rounds: One person takes the role of teacher and must STAND UP and teach the assigned content from their own experience and in their own words. One person plays the role of coach and can help or prompt the person in the teaching role. The two remaining people are learners and observers.

9:00 – 9:45

Learning/Teaching Round 1: “Why is this work important?”

Learn basic ideas (15 minutes)

Teach in small groups (15 minutes)

Debrief in small groups (5 minutes)

Debrief in large group (10 minutes)

9:45 – 10:00

BREAK

10:00 – 10:45

Learning/Teaching Round 2: Common language

Learn basic ideas (15 minutes)

Teach pages 2, 3 and 4 in small groups (15 minutes)

Debrief in small groups (5 minutes)

Debrief in large group (10 minutes)

10:45 – 12:00	<u>Learning/Teaching Round 3: Population results accountability</u> Learn basic ideas (30 minutes) Teach page 11 in small groups (30 minutes) Debrief in small groups (5 minutes) Debrief in large group (10 minutes)
12:00 – 12:45	LUNCH (Ask Anything Session – peer to peer)
12:45 – 2:00	<u>Turn the curve exercise: Population</u> Setup (10 minutes) Small group work with real data (50 minutes) Debrief in large group (15 minutes)
2:00 – 2:15	BREAK
2:15 – 3:15	<u>Whole Distance Exercise: From results to What Works</u> (large group)
3:15 – 3:30	BREAK
3:30 – 4:15	<u>Sorting exercise: Using deck of cards from a turn the curve story</u> small groups (30 minutes) large group (15 minutes)
4:15 – 4:30+	<u>Ask Anything Session</u> (plus group name, motto and mascot)
Overnight	<u>Review “Confirming your knowledge”</u> : Sections I, II and III

Day 2

8:00 – 8:30	<u>Ask Anything Session</u>
8:30 – 9:00	<u>Introduction to the work on program performance accountability:</u> Full presentation, annotated
9:00 – 10:30	<u>Practice identifying and selecting performance measures</u> Program example in larger group (35 minutes) Selection of performance measures in small groups (40 minutes) Debrief in large group (15 minutes)
10:30 – 10:45	BREAK
10:45 – 12:15	<u>Turn the Curve exercise: program performance</u> Setup (15 minutes) Small groups (60 minutes) Debrief in large group (15 minutes)
12:15 – 1:00	LUNCH
1:00 – 2:00	<u>Learning/Teaching Round 3: Program performance accountability</u> Review pages 50 and 52; and relationship of results and performance accountability (15 minutes) Teach page 50 and 52 in small groups (30 minutes) Debrief in small groups (5 minutes) Debrief in large group (10 minutes)
2:00 – 2:30+	<u>Ask Anything Session</u>
2:30 – 3:00	<u>Closing Ceremonies</u> (certificates and recessional)

Post Session

1. Learning allies meet at least once to follow-up the scheduled presentations and learning from this experience.
2. Use of list serve or email network to share experiences, post notices etc.
3. Possible meeting of whole group on quarterly or semi-annual basis.

Resource Materials

1. Actual population indicator multi-year data
2. Results Accountability 101 Workbook
3. Results Accountability Video
4. Raguide.org
5. Turn the curve exercises
6. Sorting exercise
7. Whole distance exercise
8. Confirming your knowledge questionnaire
9. Train the trainer workbook / construction kit