

For future and current trainers

The MCWTS Trainer Academy provides development opportunities for trainers based on trainer competencies. The DHS trainer contract requires new trainers to participate in three Train the Trainer (TOT) courses. Periodically optional courses are also offered for seasoned trainers. Trainers are observed and evaluated at regular intervals and receive personal and group coaching. They may also be paired with a mentor and receive training on content.

700 Training Delivery Skills

This training helps participants understand the training foundations necessary to deliver high quality training sessions by recognizing the role of the trainer, a solid curriculum package, and an effective learning environment. Participants will build skills related to applying adult learning principles to a diverse group of learners while employing media, technology, and various training techniques. Participants will also grasp key concepts related to learning cycles, transfer of learning processes, and evaluation.

701 Leadership in Culture & Diversity for Trainers

Learners will develop and refine their cultural thinking skills by challenging personal assumptions and internalizing more than one worldview, using critical analysis and comparative thought to form opinions about intercultural interactions and practicing reflection, suspension of judgment, tolerance for ambiguity, empathy, and mindfulness. Learners will incorporate cultural learning into their practice by identifying cultural techniques that can be used in training sessions and responding to cultural case examples.

CSP 702 ICWA for Trainers

Questions regarding the Indian Child Welfare Act, in particular, and regarding working with tribal communities, in general, are frequently raised during training. Participants will learn key provisions of the Indian Child Welfare Act and the Minnesota Family Preservation Act. This training offers participants practical strategies to examine cultural biases and racist attitudes regarding Indian families when doing training.

CSP7111 Child Welfare Foundations TOT

This course is required for all trainers training Foundations courses. Content includes training on content and building trainer skills.

Elective TOT: CSP705 Annual TOT

- Inform trainers of updates in MCWTS policy and practice
- Demonstrate effective training delivery plans based on adult learning principles
- Provides skill-building opportunities
- Provide opportunities for peer interaction and learning
- Develop and maintain peer and staff relationships