

Trainer Development Plan

Name: _____

Storytelling

- Are your stories brief?
- Do your stories speak to the point you are trying to make and include only relevant details?
- Do you have enough stories to draw from both personal and professional experience?
- Do you have stories that illustrate both successes and opportunities for growth?

Organization

- Are you prepared for each section?
- Do you stick to the training curriculum? If not, when making adjustments/modifications to the format, are you using the curriculum map to plan?
- Do you stick to the schedule? If not, what is your plan to modularize the materials?
- Are you comfortable with the technology needed?

Presentation In-Person

- When presenting, do you address the whole room by using eye contact and not staying glued to one spot?
- How is your posture and body movement?
- Do you use appropriate gestures and facial expressions?
- Is your voice appropriately loud, understandable, and without fillers (ums, uhs, etc.)?

Presentation Online

- Are you engaging and using the time and space wisely?
- Are you comfortable/familiar with the technology online (Zoom, Teams, etc.)?
- Are you clear on how to engage people and build community online?

Depth of Knowledge/Experience

- Do you know enough about restorative practices – informal and formal?
- Are you comfortable with the research?
- Do you have up-to-date information about restorative practices?
- Have you done/seen enough circles or conferences?
- Have you implemented restorative practices in your daily work life?
- Have you implemented restorative practices in your personal life?
- Are you comfortable answering questions?

Being Yourself

- Do you allow the training to reflect your personality?
- Are you able to engage with and connect to the group? How?
- Do you create a restorative space by modeling vulnerability?
- Do you share your experience, skills, and passion?
- Do you encourage participation? How?

Ability to Work with a Co-Trainer:

- Are you “there” for the other trainer? What percent of the “airtime” do you use?
- Can you give supportive and constructive feedback to your co-trainer? Do you think you are a good team player? Does your co-trainer think you are a good team player?
- Do you know when to chime in and when to let a response stand?

Storytelling

Goals

Organization

Goals

Presentation

Goals

Depth of Knowledge/Experience

Goals

Being Yourself

Goals

Ability to Work with a Co-Trainer

Goals