

Implementer Refresher Training: Mid-Year ReCharge

It's important to hold an Implementer Refresher training mid program year to refresh returning implementers, and to train any new additions to your staff. At the Refresher Training, Coordinators reinforce core concepts, encourage professional development and create forums for networking that spark the passion of a shared purpose. As the coordinator, you lay the foundation for a successful program. By teaching implementation techniques and encouraging implementers to deliver a quality program, you help parents and children gain the most benefit from Raising A Reader!

Planning Your Implementer Refresher Training

- **Size Considerations:** The number of people and type of program Implementers attending the orientation should influence the structure and agenda.
- **Acknowledge Program Veteran's Expertise:** Refresher Orientations provide critical opportunities to discuss challenges of implementation. Allow time for veteran implementers to share their experiences.
- **Circling Back to Basics:** A few years after initial program implementation, circle back to the basic Raising A Reader concepts in your Refresher Orientation. Use this opportunity to re-ground and re-motivate Program Implementers to adhere to the standards of excellence of the Five Anchor Behaviors.

Inviting Program Implementers

- **Pick a Date and Time:** Get a feeling for your group's schedules and plan accordingly often evenings and weekends work best. It is recommended to include two hours for content and another 30-60 minutes if reviewing the assembly process and distributing Refresher Kits.
- **Implementer Kick Off Starter Kit:** A starter kit to help with planning the Implementer Kick-Off Orientation. This kit includes a cover flyer, cover letter, and RSVP form.

The Refresher Training Process -Refresher Orientations are essential for a long-term sustainability. They build enthusiasm and renewed commitment to the program.

Reinforce Core Concepts: Critical to program success is the Program Implementer's knowledge of the program and materials.

Those elements that need reinforcement are:

- Using Implementer Materials effectively
- Building ceremony into child and parent introductions and the Blue Library Bag distribution
- Running the Red Book Bag rotation well so book loss and damage is minimal
- Strategies for reaching out to parents who feel most nervous about book sharing
- Developing and executing Parent Engagement Workshops

Encourage Professional Development: The Refresher Orientations offer learning opportunities for Program Implementers to increase their knowledge of early literacy. Use this list as a guide to create your own agenda, keeping topics fresh from year to year!

The [Online Affiliate Network](#) has several tools to help you with these endeavors:

- [Implementer: Kick-Off Starter Kit](#)
- [Train the Trainer Webinar](#)
- [National Implementer Training Presentation](#)

RAR National would love for you to share your innovative ideas on how your organization Refresh's Implementers at our next Spring Webinar. Please contact Tymisha @tsweet@raisingareader.org if you would like to participate.