



TrainingFocus

Training / TA / Disability Inclusion

FEBRUARY 2013

The monthly *TrainingFocus* provides Nebraska National Service leadership with informational tips and resources on topics pertaining to training, professional development, technical assistance and disability inclusion.



DEBRIEFING TECHNIQUE: PAIR & SHARE

With this technique, the facilitator first asks participants to find a partner. Once everyone has a partner the facilitator instructs the group to discuss a debriefing question together.

The debriefing technique of Pair and Share works well because the participants get a chance to practice their answer before sharing with the large group. Many participants do not like being put on the spot when asked a question in front of their peers. Pair and Share also allows for each participant to answer the question, not just one person talking while the rest of the group listens. Everyone gets a chance to answer each question that is asked.

Many icebreaker games you might already know could also be used as great pair and share debriefing activities.

(Source: www.training-wheels.com)

TRAINING SPOTLIGHT...

This month's spotlight is on **Performance Measurement**. The main purposes of performance measurement are to clearly identify goals and strengthen your AmeriCorps program and foster continuous improvement and to identify best practices and models that merit replication. Good performance measurement will also help identify programmatic weaknesses that need attention.

Training Offering:

The online course **Overview of Performance Measurement** is offered free through The Online Learning Center, a subsite of the Corporation for National and Community Service (CNCS) National Service Knowledge Network. This self-paced module is the first in a series on performance measurement, and provides a general overview. This module will help you understand performance measurement in the context of CNCS programming, and how it can be useful in program measurement. You will also understand how CNCS approaches performance measurement; and how performance measures will be used to tell the National Service story. This module was created by CNCS.

Learning Objectives:

- Describe what performance measurement is, and how it can be useful in program management.
- Describe how CNCS approaches performance measurement.
- Describe how national performance measures will be used to tell the National Service story.

To Access the Online Course:

1. Login to the **Online Learning Center**, or create an account here, <http://www.nationalserviceresources.org/online-courses>.
2. Go to <http://learning.nationalserviceresources.org/>, click on **Browse Categories**
3. Under Course Categories, scroll down to **Performance Measurement Module Series** and click on **Overview of Performance Measurement Module**
4. Login to the site
5. To launch the tutorial, click the link: **Overview of Performance Measurement**
6. Use the Back and Next arrows to navigate the course

Additional Materials – National Performance Measurement Skill Building Activities are available at: http://www.serve.nebraska.gov/training/training_focus.html

- Power Point slides for this module
- Outputs and Outcomes Exercise
- Using Performance Measurement in Program Management: Self-Assessment for AmeriCorps State and National Grantees.
- Using Performance Measurement in Program Management: Self-Assessment for Program/Project Directors



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LET MEMBERS TRAIN

Vary training by having members give a presentation, participate in a panel discussion, or

facilitate a game, activity, or session. For example, members might facilitate a series of role plays that expose new members to likely site situations. Trainers who incorporate small group work into the training design can form groups with both returning members and new members. Builds rapport among all members, and provides them with leadership, training, and personal skills development opportunities.

Resources Members May Bring to Training:

Member Knowledge

- Familiarity with a community or culture
- Understanding of a particular service site
- Technical expertise (e.g. refugee needs)
- Formal education & training

Member Skills

- Peer training
- Educational programming
- Cross-cultural communication
- Developing teamwork
- Specialized capacities (e.g., counseling, teaching)

Member Experiences

- Living and interacting in a diverse environment
- Traveling to or growing up in other countries
- Past employment, volunteer, or military service
- Hardships, crises, personal barriers

TA-TECHNICAL ASSISTANCE...

- **Serve.gov** – <http://www.serve.gov/toolkits.asp>. Learn how to turn your volunteer idea into a successful service project using do-it-yourself toolkits.
- **Grantee Central** – ServeNebraska has consolidated resources to help you manage your program, <http://www.serve.nebraska.gov/grantee/grantee.htm>.

FOLLOW UP...

Disability/Inclusion

- **Institute on Disability, University of New Hampshire**

The Annual Disability Statistics Compendium is a web-based tool that pools disability statistics published by various federal agencies together in one place. When agencies, nonprofits, and other organizations need to work on matters that relate to disability, this compendium helps make the data easier to find. To explore this informative website please visit <http://disabilitycompendium.org/compendium-statistics>.

- **Webinar: Building Inclusion through Creative Hiring and Collaboration**

This webinar will provide the creative tools that will help to create an intentionally inclusive environment or workplace. Sponsored by: Southeast ADA Center, <http://adasoutheast.org>

Date: February 21, 2013

Time: 1:00pm – 2:00pm (CST)

Cost: FREE

To register please click here:

<http://adasoutheast.org/webinars/myportal.php?eventid=534#content>

SAVE THE DATE...

- **Register at www.serve.nebraska.gov for the Serve Midlands Inclusion Conference – March 6**
Thompson Alumni Center – University of Nebraska at Omaha
Presented by ServeNebraska & Volunteer Iowa
- **AmeriCorps Week – March 9-17**
For more information go to:
<http://www.americorps.gov/about/ameriCorpsweek/index.asp>
- **Stand for the Silent Rally – April 5** (State Capitol Steps, 8:30-10:00p.m.)
- **Global Youth Service Day – April 26-28**
- **NEW EVENT: ServeNebraska Week of Service – April 22-28**
More information coming soon...
- **ServeNebraska Symposium: Celebration of Service – May 23**
Location: Center for People in Need, Lincoln