



# Youth Restoration Project

Cultivating Relationships, Restoring Community

## Put a Coach on your field!

### Training On-Site Trainers

We train people on your staff to be confident, prepared teachers of the Restorative Justice Practices (RJP) concepts, skills and habits. On-Site trainers become your in-house coaches, mentors and content specialists. We consult with them about making the trainings their own by adapting the materials to the unique circumstances of your organization, school, district or business. The basics are the same; the delivery is tailored by and for your new trainers – with our help, of course. (We do ask that our materials retain YRP's logo.)

### The Requirement:

New trainees need a Certificate of Initial Mastery (CIM) from us or an equivalent from elsewhere. They need to have been participants in training and must have used the skills and concepts themselves, regularly, so they have plenty of example stories and lessons learned. All trainings are only successful when they are heart-felt and personal.

### The Strategy:

- Trainees take 6 regular YRP training sessions – this time with discrete notebooks in hand to capture questions, ideas for personal examples, and ways of tailoring the language to their audience. They might choose two Overview sessions (since they're the hardest). Others might concentrate on those boosters that are most often requested for our on-site training – Questions, Community Building and Trauma. Others go to sessions they missed during their CIM.
- Sessions take place at both our central locations, Baypoint and Sargent, and at site-specific initiatives – with the permission of the client, of course.
- Trainees take over sections of our regular trainings to practice with supervision.
- Increasingly, the trainee coaches the “homework” part of the trainings.
- 2 hours total of small debriefs after each session on site or over the phone.
- 2 hours working with trainees on their slide stack, materials and strategies for addressing the most pressing questions they are forming or being asked.
- 2 on-site observations of the trainer working in the field followed by debriefs.
- 1 hour of follow up at the trainee's discretion.

Group rates are available when an additional trainees are added from the same organization, school, district or business. Debriefing as a group, in circle (however small), is often more effective than individual debriefs.