

Potential Uses of the Curriculum

(from materials developed and provided by McKenzie Consulting, Inc.)

With a flexible design, agency leaders, supervisors and frontline staff will be able to benefit from using the curriculum. However, it is important for users to understand that the curriculum, at its best, is intended to facilitate systemic agency cultural change to support retention of staff and improve agency outcomes. Therefore, the more involved an agency is from top to bottom, the more effective the use of the curriculum can be. The various ways the curriculum can be accessed and used are described below.

Self-study

Specific workbooks target the needs and interests of agency leaders, supervisors and frontline workers. Workbooks include learning activities, case studies and tools to enhance learning.

Workshops

Trainers and advisors are available to conduct workshops for leaders, program managers and/or supervisors. These workshops are tailored to the specific audience and (when available) will include use of media to present learning principles, engage participants in small group learning activities and demonstrate how the program can be used in the work setting.

Training of facilitators

Project staff will provide facilitator training for individuals or agency teams. Sessions will equip teams to facilitate learning groups in an agency and to use the curriculum in a combination of self-study and small group activities.

Multiple agency user group(s)

Project staff will provide ongoing training and support to a regular group of selected and trained agency facilitator teams, who will form a Retention User's Group. The advantage to this model is that the teams will have the support of one another and be encouraged to share their promising practices.

Single agency model

An experienced project faculty team will facilitate an agency's development plan over a mutually agreed upon period of time. Services will involve high-level administrative commitment and involvement. Agency assessments will be conducted and an agency-specific plan developed. Internal leadership team(s) will determine and facilitate changes. Staff will be involved at all levels of this agency. Progress will be measured and course corrections made as needed. [This is the Intensive Agency Experience described in the text of this report.]