

Slide 1

Volunteer Training

WV Teen Court Implementation Training Seminar

Charleston, WV
November 20-21, 2008

Slide 2

Types of Training

Training should be viewed as an ongoing process

- Orientation
- Pre-service or initial training
- On-the-job
- In-service training workshops

Slide 3

Training Volunteers

- Training should build/enhance knowledge and skills to perform roles effectively, efficiently, and proficiently
- Need to incorporate restorative justice principles into training
- Need to teach attorney/jury panels how to prepare their cases with restorative justice values in mind

Slide 4

Training Volunteers

- Need to teach attorney/jury panels how to ask appropriate questions
- Need training on techniques that will enhance their ability to solicit and process information needed for effective deliberation

Slide 5

What do you expect volunteers to be able to do or know as a result of the training?

The answer to this question should drive your:

- Training Goals
- Learning Objectives
- Instructional Activities

Slide 6

**Training Focus
Knowledge Areas**

- Local Teen Court Program's Philosophy (e.g., restorative justice)
- Teen court procedures and roles
- Ethics/confidentiality
- Disposition options
- Effects of crime on victims, communities, respondents, families
- Disposition Options
- Effects of crime on victims, communities, respondents, and families

Slide 7

**Training Focus
Skill Building**

- Case Preparation
 - Interviewing, analyzing, and organizing facts and circumstances; advocacy skills
- Questioning Techniques
 - Active listening, critical thinking skills
- Sentencing Deliberation
 - Active listening, problem-solving, decision-making, and critical thinking skills

Slide 8

Training Delivery

- **Training should be informative and fun!**
- Emphasize interactive and active learning methods for training delivery
- Mix and adapt training styles as necessary

Slide 9

Remember...

Training is ongoing...not a one shot process

Don't try to do too much at one time.

Plan on a follow-up or in-service training to increase knowledge and skill development.
