

Session title	Instructor development
Date/time	Saturday afternoon
Name the participants	Becca – Camp Seymour, 7 – 9 for the full school year Kevin – graduate faculty for TSS, 22 graduate students Tyler – Camp Cosby, 7 full school year instructors Gregg – 4-H Alabama, 4 -5 seasonal staff Jen – Tremont 6 permanent teaching staff
Key questions	Visiting teacher development How do we keep them motivated? Providing guidance Instructor motivation How do we continue development even when we are busy? How to justify development during hectic times?
Take home messages	-During Fri. meetings- learning moments (topics or journal articles that staff can briefly research and share with others) -Try new teambuilding experiences- share ice breakers -Staff nature rambles- feed off other’s expertise -Have instructors lead the session -Reflect on the experience openly -Development does not have to take place in a formal setting -Check in with each other to share ideas -In a stressful moment- do something unrelated to work as a team (something out of the norm) -Service learning projects -Material is constantly changing and being updated- need to be aware of changes -Reverse roles with other staff to establish respect -Staff dinners at each other’s house -Open communication -Incentives for staff: free field trips, conferences, Naturalist of the Year award, staff awards (peer votes), prizes- stickers, food, rewards from camp store -Staff Training ideas- overnights, field trips, games involving education techniques, a personal map (where you came from, where you want to go), speakers, multi-task training: hike-stop- go over manuals, scenarios and skits, scavenger hunts, things that get attention (puppet shows), take a sheet of paper and fold into sections- have staff fill out sections divided into certain categories (favorite place, outdoor memory etc.), “That’s me!” game, build a bridge out of random material -Peer observation, video each other (be respectful- only videoer and videoee see it) -“Handicap” them- take away something they are comfortable with (ie a certain part of the lesson) -Ask then what they would like you to observe/comment on -Observe state park, National Park interpretation, other nature

	<p>centers</p> <ul style="list-style-type: none">-Have staff set goals in beginning and revisit them later in season-Limit staff on their talking time in lessons in order for them to try something else-Provide benchmarks for staff so they can reach higher levels, such as admin responsibilities