**Section 395.156 Train the Trainer Model Program (BNATP Only)**

The Train the Trainer Model program shall include, at a minimum, the following curriculum:

a) Module I – Course Contract

1) Importance of contracts. Objectives: upon completion of this unit, the participant will be able to:

A) Articulate the importance of various contracts in defining course parameters, including a syllabus, clinical contracts and cooperative agreements;

B) Discuss the importance of developing a mission and philosophy statement;

C) Explore instructor and student expectations in a BNATP;

D) Identify various legal issues related to course contracts, confidentiality of student instructor progress, and record keeping; and

E) Examine methods of the documentation of student and instructor understanding of the course contract.

2) Course description. Objective: upon completion of this unit, the participant will be able to discuss examples of course descriptions.

3) Course schedule. Objectives: upon completion of this unit, the participant will be able to:

A) Identify considerations made when developing a course schedule;

B) Identify methods used to communicate the course schedule to students; and

C) Review a sample Master Schedule.

4) Code of conduct. Objectives: upon completion of this unit, the participant will be able to:

A) Discuss aspects related to a CNA course code of conduct in both classroom and clinical environments;

B) Explore the components of an appearance/dress code; and

C) Describe the protocols needed to address student safety issues.

5) Attendance. Objectives: upon completion of this unit, the participant will be able to explain student guidelines related to:

A) Attendance requirements;

B) Notification;

C) Make-up policy; and

D) Mandatory content.

6) Health requirements. Objective: upon completion of this unit, the participant will be able to identify the following required student health information:

A) Physical examination;

B) Tuberculosis tests;

C) Hepatitis B;

D) Pregnancy; and

E) Restrictions.

7) Evaluation methods. Objective: upon completion of this unit, the participant will be able to integrate appropriate evaluation methods related to:

A) Grading policy;

B) Laboratory skills; and

C) Clinical skills.

8) Assignments. Objective: upon completion of this unit, the participant will be able to discuss the development of course assignments related to:

A) Theory; and

B) Clinical instruction.

9) Special needs. Objectives: upon completion of this unit, the participant will be able to identify special needs arrangements for students with disabilities. These arrangements include the following:

A) Tutoring;

B) Study partner; and

C) Americans With Disabilities Act requirements related to program policies and reasonable accommodations.

b) Module Two – Dynamics of Teaching

1) Principles of teaching. Objective: upon completion of this unit, the participant will have examined current teaching theories.

2) Principles of learning. Objective: upon completion of this unit, the participant will be able to demonstrate understanding of current learning theories.

3) Learning styles. Objectives: upon completion of this unit, the participant will be able to compare and contrast various learning styles, which include:

A) Visual;

B) Auditory;

C) Tactile;

D) Kinetic; and

E) Combination of styles.

4) Influences. Objectives: upon completion of this unit, the participant will be able to identify influences on the learner's educational experience, which include the following:

A) Culture;

B) Socio-economics; and

C) Age.

c) Module Three: Course Development

1) Behavioral learning objectives. Objective: upon completion of this unit, the participant will be able to develop measurable behavioral learning objectives.

2) Curriculum development. Objectives: upon completion of this unit, the participant will be able to:

A) Compile a curriculum development plan, including mandatory content and task analysis;

B) Discuss the implementation of the Department's Model BNAT curriculum (see Section 395.300); and

C) Interpret the Department's curriculum/task list matrix.

3) Ethical/legal use. Objectives: upon completion of this unit, the participant will be able to discuss the ethical concerns and legal issues in regard to:

A) Plagiarism; and

B) Copyright infringement.

4) Evaluative methods. Objectives: upon completion of this unit, the participant will be able to:

A) Compare and contrast various formats of written tests, which include, but are not limited to:

i) Multiple choice;

ii) True and false;

iii) Essay;

iv) Matching; and

v) Fill in the blank;

B) Discuss knowledge-based versus application-based testing;

C) Identify appropriate methods of skills testing;

D) Explore the use of test banks;

E) Identify internal or external tools used to perform program assessment. External tools may include, but are not limited to:

i) Program cluster summary report;

ii) Curriculum/task list matrix report; and

iii) Monthly program report.

5) Clinical instruction. Objectives: upon completion of this unit, the participant will be able to complete the following:

A) Summarize components of a pre- and post-conference;

B) Describe methods of student supervision during a clinical rotation in regard to observing and guiding;

C) Choose techniques to enhance communication;

D) Identify documentation performed by a clinical instructor; and

E) Recognize the processes surrounding textbooks, which include reviewing, selecting and ordering.

d) Module Four: Methodologies

1) Content delivery methods. Objectives: upon completion of this unit, the participant will be able to integrate a variety of teaching techniques into the curriculum, which may include, but are not limited to:

A) Lecture;

B) Discussion;

C) PowerPoint;

D) Handouts; and

E) Study guide.

2) Classroom activities. Objectives: upon completion of this unit, the participant will be able to organize appropriate classroom learning activities such as:

A) Icebreakers;

B) Groups;

C) Games;

D) Case scenario;

E) Projects/paper;

F) Worksheets;

G) Puzzles;

H) Skits;

I) Role-playing; and

J) Skills demonstrations.

3) Technology use. Objective: upon completion of this unit, the participant will be able to select appropriate audiovisual or other equipment for use in the course such as:

A) Overhead projection;

B) Document camera;

C) CD-Rom;

D) DVD; and

E) Internet.

e) Module Five: Sample Content Areas

1) Rehabilitation/restorative care. Objectives: upon completion of this unit, the participant will be able to:

A) Explain the philosophy surrounding rehabilitation/restorative care;

B) Describe basic needs of the person involved in the rehabilitation/restorative care process;

C) Identify adaptive equipment that can be used for the person involved in the process.

2) Communication. Objectives: upon the completion of this unit, the participant will be able to:

A) Describe the five principles of effective communication;

B) Discuss types of communication;

C) Identify methods of effective communication;

D) Explain the common barriers to effective communication; and

E) Articulate various topics related to communication to include in the BNATP curriculum.

3) Current issues/stressors. Objectives: upon the completion of this unit, the participant will be able to:

A) Identify common perceptions of CNAs and their role;

B) Explore common interpersonal conflicts experienced by CNAs in the workplace;

C) Identify methods to cope with the stress related to being short staffed; and

D) Recognize issues related to CNAs prioritizing resident care.

f) Module Six: Teaching Demonstrations

1) Demonstration guidelines. Objective: upon completion of this unit, the participant will be able to articulate guidelines for preparing a teaching demonstration.

2) Lesson plan. Objective: upon completion of this unit, the participant will be able to compile a lesson plan using a four-step criteria.

3) Test questions. Objective: upon completion of this unit, the participant will be able to write five appropriate test questions with rationales that correspond to the teaching simulation material.

4) Individual teaching demonstration. Objective: upon completion of this unit, the participant will be able to perform an individual teaching demonstration.

5) Analysis/critique. Objective: upon completion of this unit, the participant will be able to analyze teaching simulations through the use of verbal/written critiques.

g) Module Seven: Alzheimer's Disease (may be offered independently)

1) Description. Objective: upon completion of this unit, the participant will be able to provide an overview of Alzheimer's Disease and related disorders.

2) Stages. Objectives: upon completion of this unit, the participant will be able to identify the following stages of Alzheimer's Disease:

A) Early;

B) Middle;

C) Late; and

D) Terminal.

3) Common behaviors and interventions. Objectives: upon completion of this unit, the participant will be able to describe common behaviors of the person with Alzheimer's Disease and interventions used for specific behaviors, including, but not limited to, the following:

A) Rummaging:

B) Wandering;

C) Clinging:

D) Delusions;

E) Hallucinations;

F) Agitation;

G) Combativeness;

H) Sundowning;

I) Catastrophic reactions; and

J) Sexually inappropriate behavior.

h) Module Eight: Approved Evaluator Workshop (may be offered independently and shall be presented only by Department staff or designee)

1) Federal regulation. Objectives: upon completion of this unit, the participant will be able to discuss federal laws and regulations that have an impact on the BNATP, which include, but are not limited to:

A) Omnibus Budget Reconciliation Act of 1987 (OBRA); and

B) Code of Federal Regulations (42 CFR 483.151, 42 CFR 483.152 and 42 CFR 483.156).

2) State regulation. Objectives: upon completion of this unit, the participant will be able to:

A) Identify Illinois administrative rules that govern an approved BNATP;

B) Describe the methods necessary to meet State requirements related to the Health Care Worker Background Check Act and Health Care Worker Background Check Code;

C) Assemble the forms required when conducting an approved BNATP in order to maintain compliance; and

D) Establish a plan for communicating information to the Department.

3) State competency testing. Objective: upon completion of this unit, the participant will be able to describe the methods necessary to ensure student competency testing in Illinois.

4) Relevant websites. Objective: upon completion of this unit, the participant will be able to navigate websites relevant to a BNATP.

5) Approved evaluator. Objectives: upon completion of this unit, the participant will be able to:

A) Discuss the role and responsibilities of an Approved Evaluator; and

B) Explain the performance skills evaluation procedure.

6) Manual skills evaluation. Objective: upon completion of this unit, the participant will be able to demonstrate competence in the required performance skills according to the established standards and guidelines.

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