



Girls Circle® Facilitator Training Course Outline

2 Days, 13 Hours of Instruction, 13 CEU's, 1 College Credit Offered
Course Subject Matter

Course Educational Goals: The Girls Circle Facilitator Training will provide a comprehensive course on the Girls Circle® model for participants across all youth-serving sectors and set the foundation for implementing dynamic female responsive programming via Girls Circle® support groups. The subject matter relates to the scope of practice of service providers in education, mental health, juvenile justice, drug and alcohol services, public health, child and foster services, and community-based services.

With presentation of evidence-based principles and practices, including strengths-based approaches and motivational interviewing within a support group context, this course considers girls' developmental stages and social-emotional and gender-specific strengths and needs, and builds staff skills to promote resiliency and girls' critical thinking in regard to their behavior and choices.

Workshop facilitators use an experiential model of learning to include lecture, demonstration, group discussion, case studies, simulation, small group interaction, and brainstorming to stimulate participants' learning. Structure, steps and facilitator practice of the Girls Circle® model will demonstrate how to increase positive connections and provide a preventative and restorative practice of programming to promote girls' healthy relationships with adults, peers, and community, and to safely empower girls to take full advantage of their talents, academic interests, career pursuits, and potential for healthy relationships.

DAY ONE: COURSE LEARNING OBJECTIVES

On Day One, participants will:

1. Demonstrate utilizing a strength-based facilitator approach to developing training group agreements; develop intervention strategies as a large group to manage challenging group dynamics.
2. Review the Relational-Cultural model, Trauma-Informed Approach, Cultural-Resiliency Principles and current adolescent neurobiological (brain-based research) for increased understanding of the core needs of safety, healthy connections, and healthy development for girls.
3. Distinguish between relational vs. non-relational strategies that promote growth and resiliency, especially pertaining to girls with complex trauma due to childhood abuse and interpersonal violence.

4. Learn and experience the Six Step Circle format of Girls Circle to understand the purpose, significance and process of each step for effective implementation.
5. Identify, through interactive learning, the role of the facilitator to promote safety, adhere to legal and ethical guidelines (mandated reporting), confidentiality and its limitations, in addition to addressing and responding to high-risk behaviors.
6. Define principles used to establish bonding, trust, and group cohesion; identify how to present group guidelines using a strengths-based approach; review methods to establish commitment and adherence to these principles
7. Through a multi-media presentation, demonstrate effective strategies to handle difficult group dynamics by offering emotional safety, respect, normalizing, choices, and drawing upon the strength of the group members to resolve challenging individual and group behaviors.

DAY TWO-COURSE LEARNING OBJECTIVES

On Day Two, participants will:

1. Review current research outcomes with the Girls Circle model from 2004 to present; introduce the Girls Circle Evaluation Toolkit utilized to survey, assess, monitor, and attain outcomes in various service settings.
2. Learn techniques for best-practice facilitation skills: Demonstrate reflective listening, open ended questions, motivational interviewing techniques, working with the Stages of Change Trans-theoretical Model, and application of these techniques within a Girls Circle support group.
3. Present the Girls Circle “Group Discussion Model” and the “Experiential Model of Learning” – introduce the cycle of presenting verbal discussions and creative/expressive activities that are integral to each Girls Circle session.
4. Provide experiential learning and practicum for all participants via the practice of leading discussions and creative/expressive activities in a small group format utilizing techniques presented in #2 and #3 above; provide and receive feedback using a strengths-based feedback process.

DAY ONE UNITS AND MODULES

Title	Description and Objectives
<p>Opening 8:30-9:35am</p>	<p>Welcome and Introduction/Agenda;</p> <p>Group Icebreaker –“Bump” – Participants follow instructor’s directions and meet and speak to other individuals regarding professional, family, social, cultural traditions that hold value; participants simultaneously experience the tasks that are expected of youth in Girls Circle programs to promote empathy, appreciation, and willingness.</p> <p>Creation of Training Community Guidelines - Trainers will role model the relational and strengths-based approach and develop guidelines with participants as a “training community” – guidelines will be implemented, reviewed, and discussed throughout the training.</p>
9:35 – 9:45	Break
<p>Philosophy & Rationale of Girls Circles 9:45 – 10:40</p>	<p>Current research and relational issues affecting girls – the need for a “safe space.” Explanation of “resiliency” and “relational” models and how it applies to the context of a girls’ circle support group, “circle” versus “ordinary” communication, developmental stages of adolescent girls.</p>
10:40 – 10:50	Break
<p>Six-Step Circle Format – How and Why It Works 10:50 – 12:30pm</p>	<p>Presentation of the Six Step Basic Circle Format to create safety, bonding, and structure; combining verbal and creative activities to encourage respectful and purposeful participation.</p> <p><i>The format will be practiced and experienced by all participants in small groups followed by a de-briefing session to capture the participants’ feedback and response.</i></p>
12:30 – 1:30pm	Lunch
<p>The Primary Role of the Facilitator 1:30 – 2:30</p>	<p>Defining and clarifying the role of the facilitator, legal and ethical considerations, confidentiality and it’s limitations, preventions and interventions to respond to harmful and high-risk situations.</p> <p><i>An interactive “game” will be conducted; participants will be required to critically think through what their role is and is not and discuss strategies regarding handling confidentiality and high-risk behaviors.</i></p>
2:30 – 2:40	Break
<p>Principles of Group Communication 2:40 – 3:00</p>	<p>Principles used to establish bonding, trust, and group cohesion; how to present the guidelines, using a strengths-based approach, methods to establish commitment and adherence to these principles.</p>

Methods for Handling Challenging Group Dynamics 3:00 – 4:15	Effective strengths-based strategies to manage group dynamics, minimize disruptions, and maximize cohesion; stages of group development, conflict resolution A video of a Girls Circle with common group dynamics will be shown. Participants and facilitators will de-brief video and discuss challenging group dynamics and resolving difficult behaviors within a group setting. Individual scripting of strengths-based communication. Table group and large group responses. Review and debrief of group dynamics and relational approach;
4:15 – 4:30	Question and answer; summary; large group closing activity.
DAY TWO UNITS AND MODULES	
Title	Description and Objectives
Opening 8:30 – 9:15	Opening, Agenda, Announcements, De-Brief of Day One; Large group Presentation: “Just Because” poems – diversity, identity, self-expression.
Research Outcomes and Evaluation 9:15 – 9:30	Research outcomes on the Girls Circle model from 2004 to present, general guidelines for collaborating on research, introduction of the Girls Circle Survey tool.
9:30 – 9:40	Break
Effective Facilitation Skills 9:40 – 10:35	The “Art of Facilitation,” setting expectations and objectives, question/answer techniques to encourage critical thinking, behavior choices, and decision making; effective listening skills, motivational interviewing strategies to address risk behaviors safely and effectively within a peer group context, modeling effective group behavior, and pitfalls to avoid.
10:35 – 10:45	Break
How to Shape and Hold Lively Group Discussions 10:45 – 12:00	Presentation of the One Circle Foundation’s “Group Discussion Model,” open, structured and experiential models of discussion, advantages of group discussion, preparation to lead a discussion, and techniques for making discussions engaging and lively to promote critical thinking in girls’ lives.
12:00 – 1:00pm	Lunch
Effective Group Facilitation Skills Practice 1:00 – 3:00	Each participant practices the “group discussion model” and/or experiential model by leading a small group discussion and activity based on the Girls Circle® curriculum adapted for adult learning, followed by constructive feedback from the facilitators and their peers. (To be continued after break.)
3:00 – 3:10	Break

3:10 -4:00	Continued Small Group Discussions Facilitator Practice
4:00 – 4:15	Review and debrief of Group Discussion model, question and answer.
Closing 4:15 – 4:30	Day 2 De-brief; Large Group Closing Activity - Applying learning to setting.
4:30	Evaluations, and Certificates