

Training Course Outline



GIRLS CIRCLE® FACILITATOR TRAINING 13 HOURS OF INSTRUCTION (CREDITS VARY)

The Girls Circle Online 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 engaging live, online 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 healthy relationships with adults, peers, and community. This training provides tools for facilitators to safely empower girls and youth who identify with female development to take full advantage of their talents, academic interests, career pursuits, and potential for healthy relationships.

Agenda

Opening

Welcome and Introduction.

Group icebreaker; Creation or review of training community agreements

Theoretical Foundation

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, adolescent female brain, resiliency, gender transformative. Girls and Risk, Pathways into the Justice System, Power and Authority, Trauma Responsive approaches, and Strategies for Connection and Development

Girls Circle Model

Creating safety and predictability. Presentation of the Six Step Format to create safety, bonding, and structure; combining verbal and creative activities to encourage respectful and purposeful participation. Best practices.

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.

The Primary Role of the Facilitator

Defining and clarifying the role of the facilitator, legal and ethical considerations, confidentiality and its limitations, preventions and interventions to respond to harmful and high-risk situations.

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.

Group Agreements and the Strengths-Based Approach

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. Applying the strengths perspective to difficult behaviors.

***Managing
Challenging
Group Dynamics***

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.

***Evidence of
Effectiveness for
the Girls Circle
Model***

Research outcomes on the Girls Circle model from 2004 to present, including evidence for reducing delinquency, general guidelines for collaborating on research, introduction of the Girls Circle Survey tool.

Large group presentation: “Just Because” poems – diversity, identity, self-expression.

***Effective
Facilitation Skills***

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.

***How to Shape and
Hold Lively Group
Discussions***

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.

***Effective Group
Facilitation Skills
Practice***

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.

Review and debrief of Group Discussion model, question and answer.

Closing

Closing Activity and Evaluations.

Certificates of Completion will be emailed to participants upon verification of full attendance, within two days of the training.