

*To: All SE Conference Participants
From: Kim Aycock*

You are cordially invited to a Training Smorgasbord guaranteed to satisfy a hearty appetite! "Appetizers", a 3-course "Meal", and "Dessert" will be provided. See menu for today's specials.

*Date: Monday, September 21st, 2009
Time: 9:00 a.m. - 12:00 p.m.
Place: Hilton Head Island*

Casual attire is requested.

Please bring a "hat", a penny, and a writing utensil.

Come "hungry"! Leave full of staff orientation ideas that will add "spice" to any training session.

RSVP to Erica Rohrbacher...first come, first served.

p.s. No shirt, no shoes, no service!

***Please wait to peek at the handouts until after session has begun...thanks!**

Kim Aycock * Creative Camp Learning * 601-832-6223 * kimdaycock@yahoo.com





Brain-Basics



1. **True or False:** Emotions greatly influence learning.
2. **True or False:** The brain remembers words better than pictures.
3. On average, when information is solely presented in a lecture format, only _____% of the information is recalled 24 hours later. However, _____% of the information will be remembered if it is taught to someone else.
4. The percentage of information remembered (**increases or decreases**) as the learning episode shortens and (**increases or decreases**) as the lesson time lengthens.
5. In learning, at least _____% of your time should be spent reviewing new information.
6. The brain remembers best what is taught F_____ and L_____ .

Reference: Carraway, K. (2004) *Applying Brain Research: How Neuroscience Informs and Influences Your Teaching*. Carraway Center for Teaching and Learning, LLC (Nashville, TN). (www.carrawaycenter.com)



Implications for Staff Training



- 1.
- 2.
- 3.
- 4.
- 5.
- 6.



Training Smorgasbord: Staff Orientation Ideas Fresh From the Oven

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NO RESERVATIONS NEEDED!



Appetizers



Palette Pleasers



Course 1: Brain Bites



Digest in 60 seconds!



**Course 2: Movement Morsels
Accompanied by Music**



Got the Munchies?!



Course 3: See-Food Sampler



Feast Your Eyes!



Dessert...Save Your Fork!



PENNY PONDERING...no longer will you take a mere penny for granted!

(Source: The Game Finder: A Leader's Guide to Great Activities by Annette C. Moore, p. 27)



On a Lincoln penny, locate the following:

1. A serving of corn: _____
2. A fruit: _____
3. A type of flower: _____
4. A type of hot or cold beverage: _____
5. Large body of salt water: _____
6. A rabbit: _____
7. Part of a needle: _____
8. Part of a stream, as it enters a river: _____
9. A messenger is... (2 words): _____
10. A sacred place: _____
11. Wooden part of railroad tracks: _____
12. The side of a road: _____

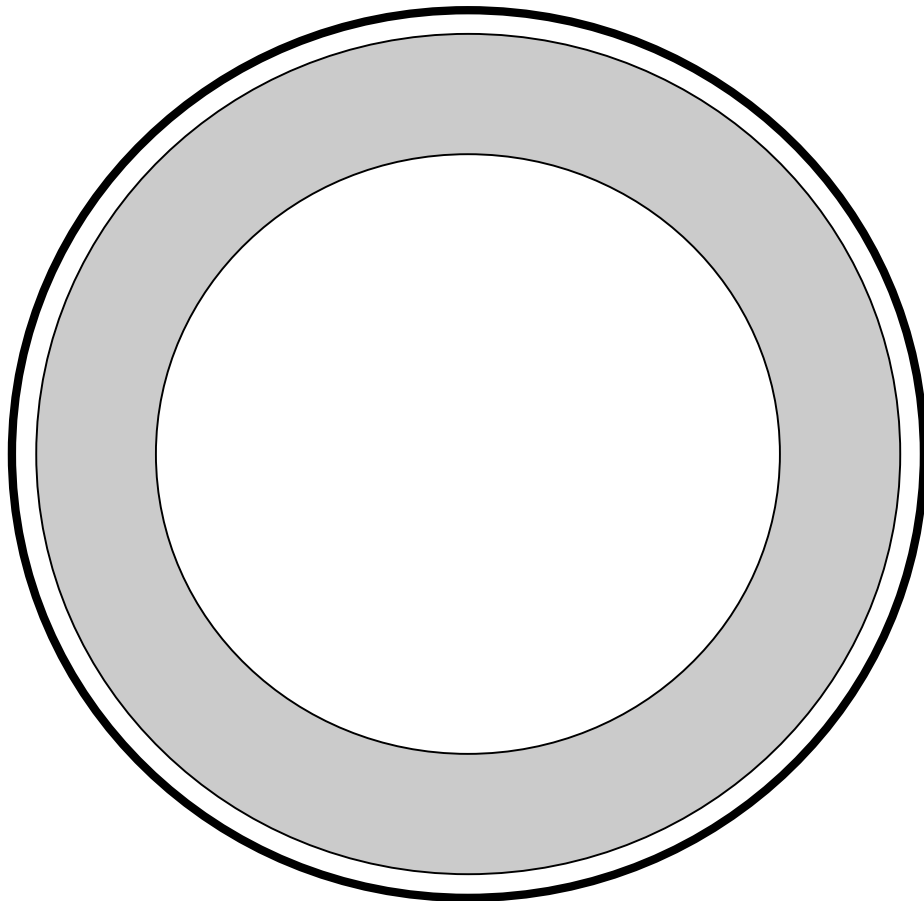
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FOOD FOR THOUGHT

Napkin: What comes to mind first?

Plate: What is on your plate right now regarding staff training?

Fork: What would you like to take a "stab" at this summer?

Spoon: What would you like to have help with in planning staff orientation training?

Knife: What is an idea you would like to "spread" to camp staff?

Glass: What would you like to have more of? Refills are free!

Salt and Pepper: What would you like add "spice" to this summer?

p.s. Don't forget the candles!!

Reference: A Teachable Moment - A Facilitator's Guide to Activities for Processing, Debriefing, Reviewing and Reflection by Jim Cain, Michelle Cummings, and Jennifer Staunchfield, p. 107

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EncourageMINTS from the Chef:

- Aim for a candlelight dinner at a fancy restaurant vs. going through the drive-thru.
- Take a “no thank-you” helping. You never know if you will like it unless you try it!
- Cut down on portion-size of training sessions and meet more often.
- Don’t bite off more than your staff can chew at any one time. (LESS IS MORE in this case!)
- Training Food Pyramid: Feed the eyes more than the ears.
- Give staff time to digest their food after each “course”...it only takes 60 seconds!
- Training sessions should be INTERACTIVE and ENGAGING. (Silence can be painful!)
- It’s OK to get up from the table every now and then (or try a new restaurant location).
- Re-fills are always FREE!!
- Avoid over-eating...too much training makes for sleepy staff. You can always go back later for seconds (and thirds). Have a snack later!
- Save room for dessert - it will be remembered long after the training session is complete.
- Put any leftover ideas in the freezer and take out later in the summer during on-going staff meetings/trainings. You can even take out unused ideas next year!

<p style="text-align: center;">Appetizers</p> 	<p><u>PRIME THE BRAIN: Ways to Get “Hooked”!</u></p> <ul style="list-style-type: none"> • Preview (Invitation/Menu) • Give out or staff bring random object to meeting (hat, fork) • Present a challenge/problem to solve (Penny Pondering) • Letter found on ground (from camper or parent) • Pose a question (give staff time to brainstorm possible answers before asking for group responses) • Give “quiz” on topic (what do you already know?) • Activity (SKUNK, Touch My Can)
<p style="text-align: center;">Palette Pleasers</p> 	<p><u>PREPARE TASTEBUDS FOR LEARNING</u></p> <ul style="list-style-type: none"> • Make Connections (to learning goals, previous knowledge about topic, and other staff) • Look at the end first (How do you want to be remembered by your campers in August?)
<p style="text-align: center;">Course 1: Brain Bites</p> 	<p><u>FEED THE BRAIN</u></p> <ul style="list-style-type: none"> • Provide opportunities to brainstorm & discuss • Humor (jokes, comics, cartoons) • Use props/models (flip-flops, toilet paper, tools to be a GREAT counselor, etc.) • Metaphors/analogies (diner, counselor “tool”, activity “twists”) • Mnemonic devices (Acronyms: SMILE, MAGIC) • Games to introduce/review (Jeopardy, Bingo, Deal-No Deal) • Jigsaw: each person in group becomes “expert” on 1 aspect • Storytelling (“The True Story of the 3 Little Pigs”) • Take Notes (Grocery List Phenomena) • “Open Space” or Conference Style • Slide Show (digital or flip camera)
<p style="text-align: center;">Digest in 60 seconds!</p> 	<p><u>RE-CAP OFTEN!</u> (every 10-20-30 minutes)</p> <ul style="list-style-type: none"> • Wear a hat to signify this part of the training • Banana Split (short discussion with a partner) • Check, Please! (Number: facts you know, questions you have, ways you can use information presented, etc.) • Waiter! (Ex: clap hands if agree, stomp feet if disagree) • Tip Jar (Wow!, How about?, 3 main ideas on index card, graffiti wall, etc.) • Bit-by-Bit (rotate saying 1 word/person in group to summarize)

<p>Course 2: Movement Morsels Accompanied by Music</p> 	<p><u>LET'S GET PHYSICAL!</u> (Facilitator moves, too!)</p> <ul style="list-style-type: none"> • Thumbs up/down or “Pop-Up” (stand up/sit down) • Creative groups (animal sounds, birthday month, cards, etc.) • Middle of the Road (show where you stand) • 4 Corners (multiple choice or each corner represents an idea) • Food Court (stations) • Ball Toss (brainstorm, answer questions, etc.) • Walk-Talk About • Role play, Skits, Charades • “Popcorn” Balls • Try a new restaurant (go to dining hall, campsite, cabin/bunk, etc.) • Change words to camp/popular song • Play music during brainstorming time (share idea when music stops)
<p>Hungry for More?!</p> 	<p><u>FIDGET FOOD</u></p> <ul style="list-style-type: none"> • Gummy worms (get hooked!) • Skittles/M&M’s (share one idea for each color) • Licorice (activity “twists”) • Gum (name 3 things that will “stick” with you) • Pay Day (something you learned that will “pay off”) • Hershey’s Treasure (share a treasured memory from session) • Red Hots/Hot Tamales (name 3 things that got you “fired up”!) • Fortune Cookies (discussion ?’s, jokes, etc.) • Healthy Choice (what are you feeling “green” about?)
<p>Course 3: See-Food Sampler</p> 	<p><u>VISUAL AIDS</u></p> <ul style="list-style-type: none"> • Sign outside meeting room • Graphic organizers (diagrams, show relationships, identify sequence of events, cause/effect, etc.) • Write key words/phrases on flip chart - use COLORED markers • Visualization (Think back to when you were 8, 11, 14...) • Handouts (Fill-in-the-blank, lots of white space, clip-art, “I SPY”)
<p>Feast Your Eyes!</p> 	<p><u>THE “EYES” HAVE IT</u></p> <ul style="list-style-type: none"> • Code Notes (Star, underline, circle, question mark, post-it-note, etc.) • Design magazine/book cover/ homepage of website/poster, picture/slideshow, draw/label a process • Doodles/Sidewalk Chalk/Text Message
<p>Dessert...Save Your Fork!</p> 	<p><u>SPRINKLES ON TOP: SAVOR WHAT YOU LEARNED!</u></p> <ul style="list-style-type: none"> • Later Letters/Postcard (staff write highlights of orientation and receive a letter later in summer as a reminder) • Shaving Cream (write most important points) • Play-Doh/Wire/Pipe Cleaner/Paper Creations • Impression Feet/Hands (www.training-wheels.com) • Food for Thought (knife, fork, spoon, plate, etc.) • Decorate a Cake! • After Dinner Mints (AccomplishMINTS, PerformINTS, etc.) • Doggie Bag (save unused ideas for later!)

References: *Worksheets Don't Grow Dendrites: 20 Instructional Strategies That Engage the Brain* by Marcia L. Tate
The Ten-Minute Trainer: 150 Ways To Teach It Quick and Make It Stick! By Sharon L. Bowman (www.Bowperson.com)
Classroom Activators: 64 Novel Ways to Energize Learners by Jerry Evanski

