Lesson Plan: Workforce Development System

CHECKLIST/EVALUATION:

Effectiveness data: Should be flexible			
Goals sought according to implementation plan (check)	**Potential Goals**	**Potential evidence that goal has been met**	**Goals met (check)**
	Introduction		
	Illustrate the way in which a usable intervention (in this case Triple P) provides a focus for a Workforce Development System	CAN: a. Define "usable intervention" b. Detail the way in which a usable intervention drives workforce development systems	
	Compose an ideal WFD system	CAN: a. Describe components of a WFD system b. Explain the relationship between R&S and T&C c. Explain how LIT, QOMI, and MN enable WFD systems d. Describe shared infrastructure across LIAs and SDAs	
	Detail the outcomes/performance indicators of a good WFD system		

Recruitment and Selection

Goals sought according to implementation plan (check)	Potential Goals	Potential evidence that goal has been met	Goals met (check)
	Describe recruitment and selection best practices		
	Evaluate existing R&S practices at the coalition level		
	Apply R&S best practices at coalition level	CAN: a. Define the appropriate selection criteria for application process b. Identity the appropriate people for the review process (e.g., Community review/selection committee) c. Use data for action planning to achieve WFD system-based goals	
	Evaluate existing R&S practices at the SDA level		
	Apply R&S best practices to SDA level	CAN: a. Conduct feasible/relevant behaviorally based interviewing b. Compose job descriptions that accurately reflect IDA-TP list of examples c. Assign the right people to the selection process, e.g., supervisors	

Training and Coaching			
Goals sought according to implementation plan (check)	**Potential Goals**	**Potential evidence that goal has been met**	**Goals met (check)**
	Describe training best practices		
	Evaluate existing training at the coalition level (CCA)		
	Apply training best practices at the coalition level	CAN: a. Coordinate training with Triple P America b. Communicate with SDAs and practitioners directly regarding logistics and expectations c. Implement training best practices d. Provide anticipatory guidance for practitioner engagement	
	Evaluate existing training at the SDA level (IDA)		
	Apply training best practices to the SDA level	CAN: a. Advise support of Triple P's full training process b. Provide feedback regarding SDA's participation in Triple P training process c. Clarify role of practitioner's supervisor in the training process	
	Describe implementation best practices for coaching		
	Evaluate coaching practices at the coalition level (CCA)		
	Apply coaching best practices to the SDA level	CAN: a. Advise incorporation of best practices into SDA coaching b. Provide feedback to SDAs regarding use of coaching best practices c. Focus coaching on Triple P competence	
	Synthesize and apply knowledge to make predictions regarding the way in which training and coaching work together to influence WFD performance indicators	CAN: a. Predict the effect of coaching without training b. Predict the effect of training without coaching c. Predict the effect of combining both	

WFD System Synthesis			
Goals sought according to implementation plan (check)	**Potential Goals**	**Potential evidence that goal has been met**	**Goals met (check)**
	Synthesize and apply knowledge to make predictions regarding the way in which recruitment and selection work together with training and coaching to influence WFD performance indicators	CAN: a. Predict the effect of training and coaching without R&S best practices b. Predict the effect of R&S without training and coaching best practices c. Predict the effect of combining R&S, training and coaching into a WFD System	

Additional qualitative notes taken by IS: