

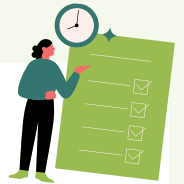
6 KEY FACTORS TO IMPROVE JUSTICE STAFF TRAINING

If agencies expect training to take hold, they must have a plan for reinforcing and supporting ongoing professional development. Reinforcement can take many forms, including coaching, providing feedback, and celebrating achievements.



01 Develop a Reinforcement Plan

If agencies expect training to take hold, they must have a plan for how they will reinforce training and support continued development. Reinforcement can take several forms, including coaching, encouraging feedback, and celebrating achievements.



02 Offer Ongoing Training

Offering ongoing training ensures that staff continually learn and improve their skills. Training must be offered in various ways to meet the diverse learning needs of staff, including micro-trainings, booster sessions, and coaching.



03 Train Supervisors First

Supervisors should be trained before line staff so they can model the way and demonstrate the value of the training. Supervisors can also provide personalized support and coaching to staff as needed, creating a culture of learning and development.



04 Provide Flexible Training Options

Agencies should offer training in multiple formats to account for differences in learning styles. In-person, virtual, and eLearning training provide various options for accessing learning. This flexibility ensures that staff learn in a way that works best for them.



05 Incorporate Skill Practice in Training

Training should include skill practice, giving staff an opportunity to practice what they are learning in a safe environment before applying it in their work. Incorporating interactive activities with constructive feedback is a great way to help staff acquire skills more quickly, build their knowledge, and gain confidence to perform their duties effectively.



06 Ground Content in Best Practices

Training content should be grounded in best practices and research to ensure that it is effective and up-to-date. Training that reflects the latest developments in the field will be more useful to those who receive it.

Effective justice staff training is essential to improving outcomes and creating a positive work environment.