

INSTRUCTOR COMPETENCIES

TCR Child Care Corporation sets a high standard for our learning experiences. Presenters are chosen for their knowledge and expertise and are expected to demonstrate the following competencies when presenting at a TCR event.

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Competency 1: Communicate effectively-

We seek clarity in speech that is appropriate for the setting, as well as the effective use of verbal and non-verbal language. Excellent listening skills are also key.

Competency 2: Update and improve one's professional knowledge and skills-

We expect our presenters to be on the leading edge of the topics they present. Instructors possess the qualifications and experience necessary to teach in their instructional content area and have experience working with adult learners.

Competency 3: Comply with established ethical and legal standards-

Integrity is the foundation of TCR Child Care Corporation, Inc. That is reflected in the way we deal with our diverse body of learners, in the confidentiality we keep, and in avoiding any sense of a conflict of interest or a violation of intellectual property.

Competency 4: Establish and maintain professional credibility-

All instructors will model the highest standard of quality.

Competency 5: Plan instructional methods and materials-

All content must be organized logically to support learning outcomes. Instructors work together to consider the approach they will take in instruction, considering learning styles and the needs of adult learners, and create lessons based on a solid foundation of learning outcomes.

Competency 6: Prepare for instruction-

Presenters will understand the characteristics and needs of their intended audience. All presenters are expected to be familiar with their presentation, the technology they will use, and the participants they will address.

Competency 7: Stimulate and sustain learner motivation and engagement-

All material will be relevant to the learners, ensuring that goals and objectives are clear from the beginning. Each instructor must foster a favorable attitude toward learning-enjoying what they do!

Competency 8: Demonstrate effective presentation and facilitation skills-

Instructors will represent key ideas in a variety of ways, involve learners in the presentations, be adaptable, and enjoy what they do! Activities will be focused, ask good questions, utilize a variety of methods to encourage participation, and be effective at closing.

Competency 9: Promote retention and transfer of knowledge and skills-

Instructors will make sure the content is relevant to their workplace. When possible, allow participants to practice in class and then discuss how they will apply what they have learned at home. Handouts will be designed to stand on their own.