



The Council Facilitator Training Course Outline

Course Subject Matter

The workshop provides a comprehensive course on the The Council model for participants of all experience levels and solidly sets the foundation for implementing a dynamic strengths-based group approach to promote boys' and young men's safe, strong and healthy passage through pre-teen and adolescent years. The training incorporates a relational-cultural framework and masculinity research practices to help staff build on boys' abilities and create opportunities for resilient actions and relationships in boys and young men's lives. *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.*

The subject matter relates to the scope of practice in community based settings and juvenile justice in its particular attention to boys' developmental stages and needs, building staff skills to meet a core developmental need in boys for strong, positive relationships. The Council recognizes boys' strengths and capacities, challenges stereotypes, questions unsafe attitudes about masculinity, and encourages solidarity through personal and collective responsibility. Staff will learn how to create a healthy and structured environment whereby boys and young men can gain the vital opportunity to address masculine definitions and behaviors and build their capacities to find their innate value and create good lives, individually and collectively.

DAY ONE

Title	Description and Objectives
Opening	Welcome and Introduction/Group Icebreaker Creation of Training Community Guidelines
Theoretical Framework of The Council	Masculinity theory research and practices, building on boys abilities for resiliency, the relational-cultural framework of working with boys, young men's identity formation with a perspective on socio-cultural and ethnic identity, brain development, rites of passage, traumatic experience, and gender-specific development. Strategies address "what works with boys."
The Council Model	Presentation of the overall structure and framework of The Council, including the Seven Step Council Format to create structure, security, and boys' connection; combining verbal, creative, and physical activities to encourage boy's self-expression, help boys to identify and normalize a full range of emotions and perspectives, and make decisions in a respectful, nonjudgmental community. Recommendations for specific age levels and strategies for developmentally matched strategies. <i>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.</i>

The Primary Role of the Facilitator	Defining and clarifying the role of the facilitator regarding legal and ethical considerations, confidentiality and its limitations; responding to high risk situations. Recognizing group stages of development and understanding the facilitator’s role and tasks to promote healthy interactions and functioning at each stage of group development.
The Council Agreements: Promoting Respect in the Group	Foundational principles and group agreements used to promote pro-social behaviors and values, helping boys to become allies with one another and within all of their relationships, building trust, and group cohesion; how to engage boys and young men to develop group agreements using a strengths-based approach, methods to establish commitment and ownership of the agreements.
Challenging Behaviors: Anticipating, Reducing and Responding Effectively	Effective strengths-based methods to manage common difficult group dynamics, preventions and interventions to meet the different demands and behaviors of boys; promoting safe and healthy behaviors, minimizing disruptions and maximizing cohesion. <i>Participants and facilitators will role-play challenging group dynamics and practice resolving difficult behaviors within a group setting.</i>
DAY TWO	
Opening	Opening, Announcements, De-Brief of Day One
Preliminary Outcomes and Participating in The Council Research and Evaluation	Presentation of pilot study outcomes. How to participate in a national study of the The Council programs in conjunction with Portland State University, administrative procedures, research protocol, measuring boys' attitudes and behaviors - especially related to risk and protective behaviors associated with violence prevention, substance abuse prevention, and interpersonal skills.
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, modeling effective group behavior, and pitfalls to avoid.
Promoting Dialogue and Discussion	Engaging and promoting dialogue and reflective discussion with boys and young men, presentation of the “Experiential Group Discussion Model,” open, structured and experiential models of discussion, advantages of group discussion, preparation to lead a experiential activity and reflective discussion, and techniques for making discussions engaging and lively to promote critical thinking in boys’ lives.
Effective Group Facilitation Skills Practice	Each participant practices the “experiential group discussion model” by leading a small group activity and reflective discussion followed by constructive feedback from the facilitators and their peers.
Closing	De-brief , Closing, Evaluations, and Certificates