

2002 BRMRG Instructor Orientation

Training Goals:

- Promote all dedicated and qualified CQs to FTL by the end of the year
- Foster a sense of professionalism and responsibility amongst our members
- Teaching as a means of learning: older members will continue to develop and improve their skills by teaching at trainings

Training Philosophy:

We train to exceed the standards. The ASRC training standards are the baseline. They define and require certain areas and degrees of competence and skill that we must meet. However, BRMRG strives to exceed the standards to produce the most competent, skilled, and confident personnel.

How do we do this?

OBJECTIVE-BASED CLASSES

Structure each class upon clearly defined objectives. You can derive these directly from the ASRC standards. State them at the beginning of the class, so trainees will know what direction the class will take and will have a sense of purpose.

Relate all material that follows to the objectives.

Why are we learning X? Because it helps us achieve objective A.

- **USE REINFORCEMENT:** always bring the lecture/discussion points back to the objective

REINFORCEMENT of SKILLS

Land Nav training does not end after Mit teaches the Wednesday and Saturday classes. Trainees learn skills through continual practice and reinforcement. This engenders confidence in trainees as well.

Carrying gear out to a semitech training with a bunch of trainees?

Quiz them about the land nav features you're passing and how they might use them as a guide when on a task.

Waiting for class to start?

Haul out some perlon and ask trainees to tie you a bowline while they tell you about their day.

POSITIVE REINFORCEMENT

People learn best in a positive environment.

Acknowledge both achievements and mistakes.

Always preface and follow constructive criticism with something positive:

“You did well with A. You could do better with X. But great effort with X.”

- If trainees do something incorrectly, tell them... “You could do better with X”...
 - Try to get them to correct it on their own.
 - Give guidance as needed, but try to get them to **think on their own.**

More about how we train to exceed the standards...

In any given search and rescue situation (or any training, for that matter), unanticipated variables and challenges may arise that we’ve never seen or experienced. It is impossible to train people to know how to deal with every particular SAR situation. **HOWEVER**, it is entirely possible, and I would say *imperative*, to train people to think on their own and to think outside the box. That way, despite new variables and challenges, a BRMRGer will be able to think creatively and work around and/or work with the problem and the elements involved.

The ASRC standards give us a baseline level of skill that we must meet, and with that level of skill we can assess and effectively resolve problems and challenges in wilderness SAR emergencies. Yet we must be prepared to encounter and deal with *any* wilderness SAR emergency, and that is why we must train out trainees to think on their own and think outside the box. This is how we exceed the standards.

Guide for Constructing Classes

1. Appeal to ASRC training standards- we must meet them, but how can we exceed them?
2. Employ objective-based teaching and reinforcement (described above) in your arsenal of teaching strategies, but also consider:

Creative classes involving small-group exercises, brainstorming sessions, games, audio-visuals to stimulate trainees and get them enthused about what they’re learning and what they’ll be doing

In the Wed. night theory classes, try to incorporate some hands-on activities, or at least bring in some of the equipment that the trainees will be using in the practical training the following weekend.

3. For class material and info, look to handouts from previous years, talk with older members who have taught the class before.
4. Meet/talk with Training officer about your ideas and format, submit handouts you'll use, ***by Monday night before the Wednesday class.***
5. Be sure to rehearse your lecture before you give it on Wednesday... some concepts are easier to write about than to speak about (and vice versa) but talking it out before your class will help ensure that you communicate your lesson to your trainees well. *Make sure you have an objective-based lesson (state those objectives right at the beginning) and connect all the material that follows back to the objectives throughout the course of your lesson.*
6. Show up for your class *10-15 minutes before it starts.* Wear your ASRC shirt.

Any questions/concerns/quirks that need addressing?

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I'm pumped for this year, and I hope you all feel the same. I look forward to working with all of you.