F. Training and Development

***What kind of training do my tutors need and where do I find a trainer?***

Wisconsin Literacy has developed a manual called “The Wisconsin Handbook on Tutor Training – Standards and Best Practices.” It is free to Wisconsin Literacy members and discusses the essential components for a quality tutor training along with giving examples of how these components can be

presented. A manual can be requested either through **All tutors must be**

your Regional Literacy Consultant or through the **trained.**

Wisconsin Literacy main office.

All tutors **must** have some form of tutor training. The components can be adjusted to cover those items that are important to individual programs. It is crucial that tutors are introduced to adult learning theory and understand the differences between working with children and working with adults. Retired teachers frequently volunteer to be tutors and often feel they do not need extra training. It is important that they understand the mission of your organization and the special challenges that adult learners face on a daily basis. Even experienced, professional educators benefit from a quality tutor training.

**A bad tutor is NOT** Wisconsin Literacy’s Regional Literacy Consultants can **better than no tutor** help an organization find a trainer or training type that **at all.**

is useful for the organization. Train the trainer sessions can

be facilitated through Wisconsin Literacy, as well. These trainers can be volunteers in an organization.

Tutor trainings often vary in length depending on the needs of the individual program and the amount of emphasis put on particular components by the organization. Blended or hybrid trainings are also available that combine the use of online courses with hands-on training. Wisconsin Literacy has contracted with Evelyn Renner for the use of her five-hour tutor training *Great Start 5* that is delivered through a video format. This training is free to Wisconsin Literacy members and can be accessed through your Regional Literacy Consultant. The ideal training models the concepts that tutors are taught and uses the same multi- sensory approaches that Wisconsin Literacy recommends using with learners.

