

Best Practices from Train the Trainer Workshops

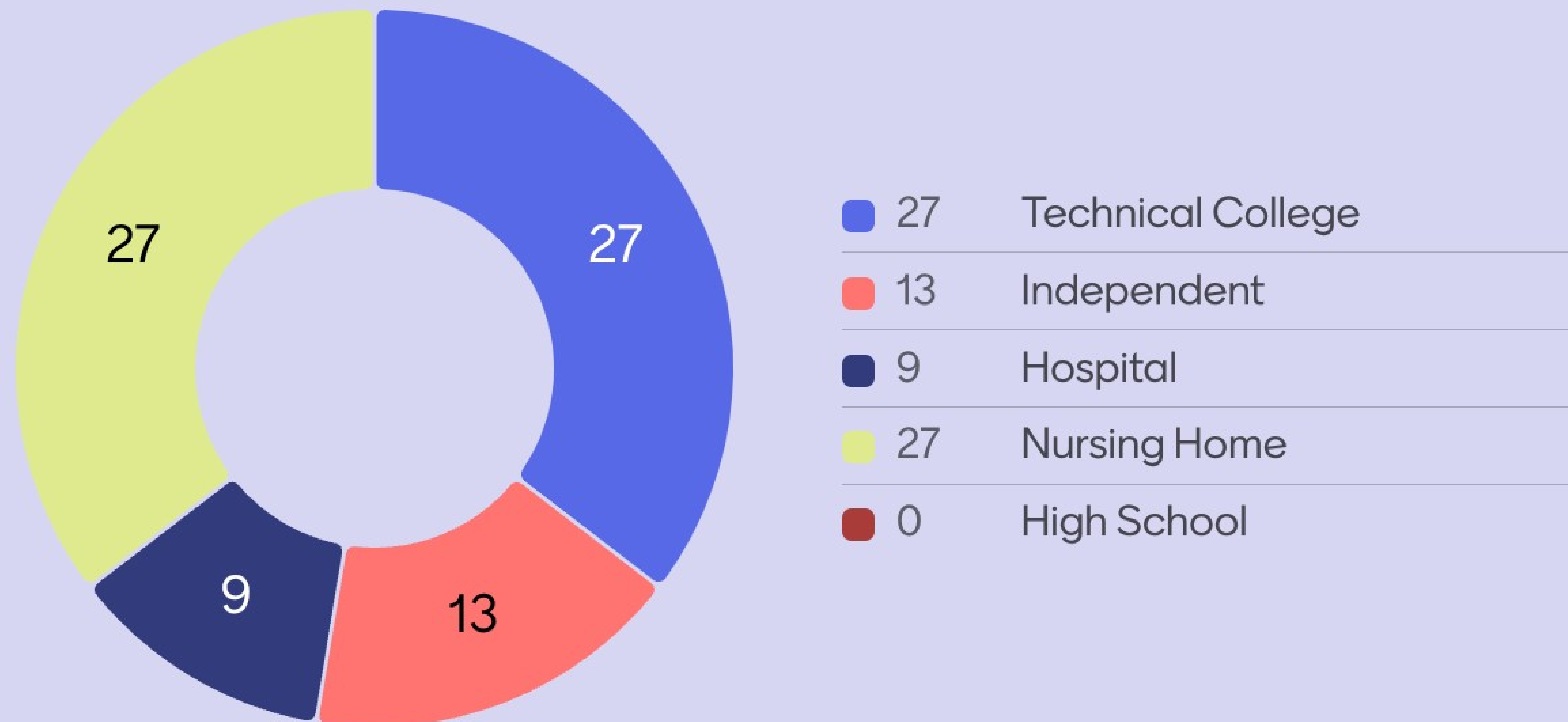
September 2025



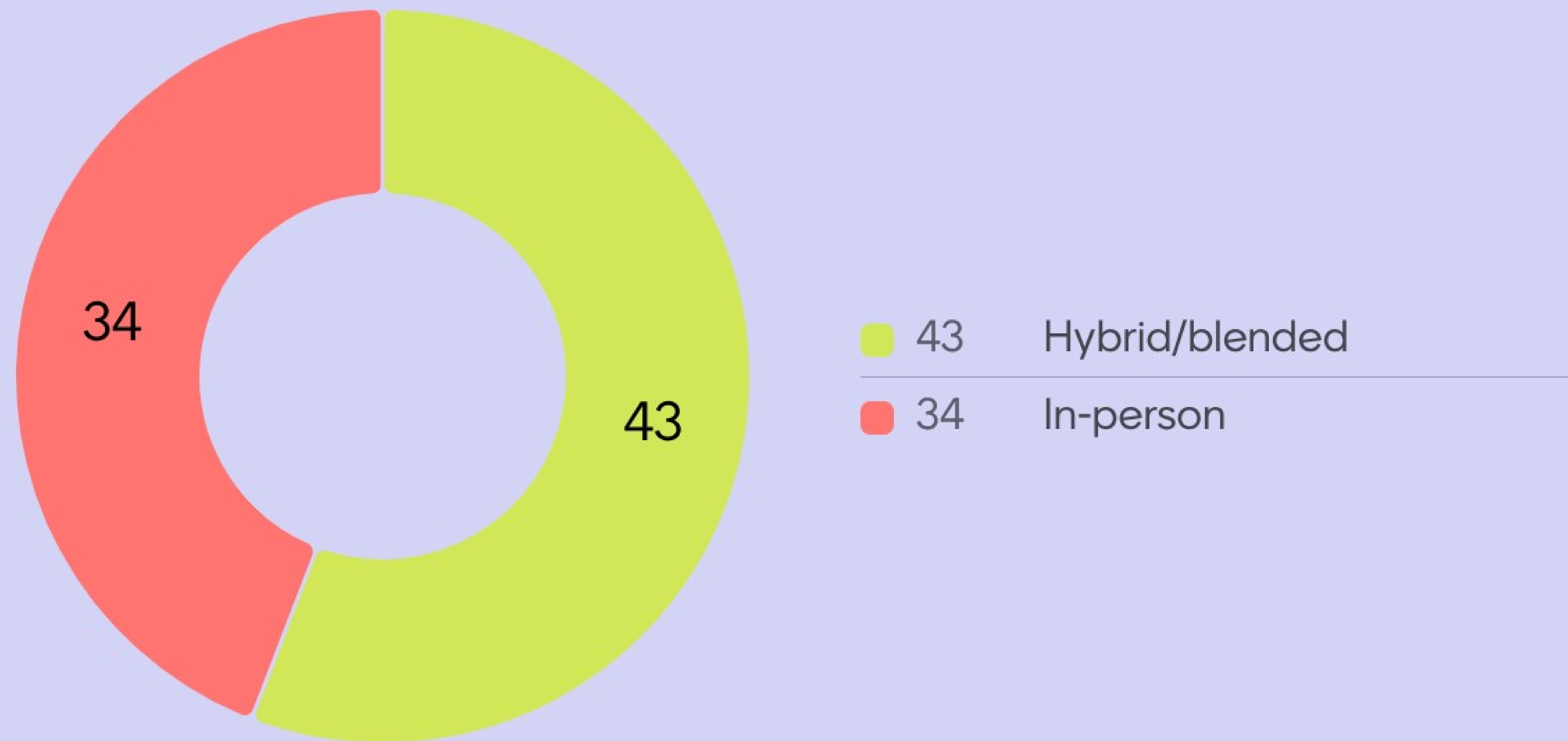
Now part of  **ADVOCATEHEALTH**

Let's Play!!

What type of C.N.A. program do you have?



Is your CNA Training Program a hybrid/blended course or an in-person course?



Think of your favorite teacher that you have had...what characteristics did that teacher have?



Is this YOU?

- Kind
- Patient
- Pleasant
- Sense of Humor
- Flexible
- Helpful
- Organized
- Impartial
- Technically proficient
- Effective communicator

Train the Trainer

- Where to find a Train the Trainer course
- Individual programs all have the same goal
- [Nurse Aide Program: Starting or Maintaining a Nurse Aide Training Program | Wisconsin Department of Health Services](#)



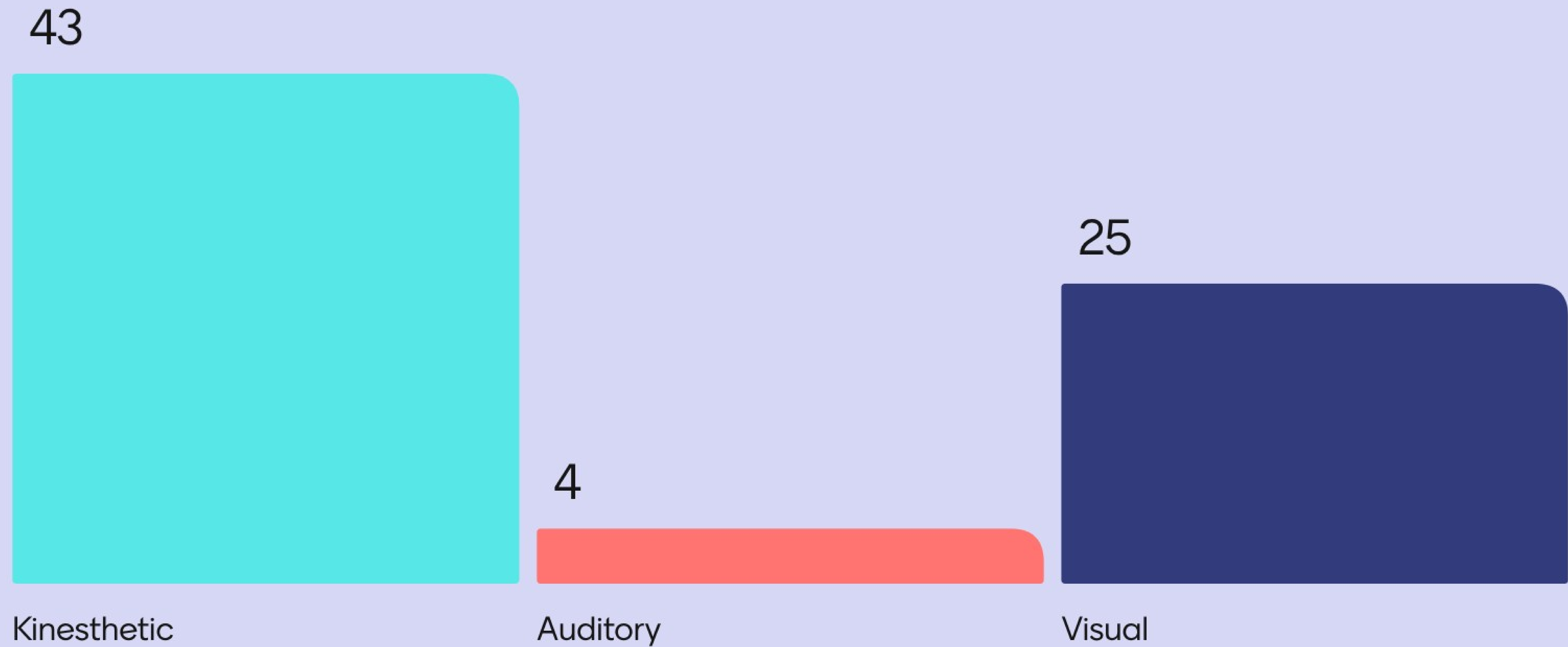
Nursing Assistant Teaching Best Practices

Please share your creative ways to
teach topics in the Nursing Assistant
course!



Padlet

What is your learning style?



DHS 129.06 Principles of Adult Learning and Training Techniques

- Recognizing personality traits- your own and your students
- Meet student learning styles
- "Read the room"
- Change up room arrangement
- Be the example and YOU ARE THE EXPERT

DHS 129.06 Training objectives, performance criteria

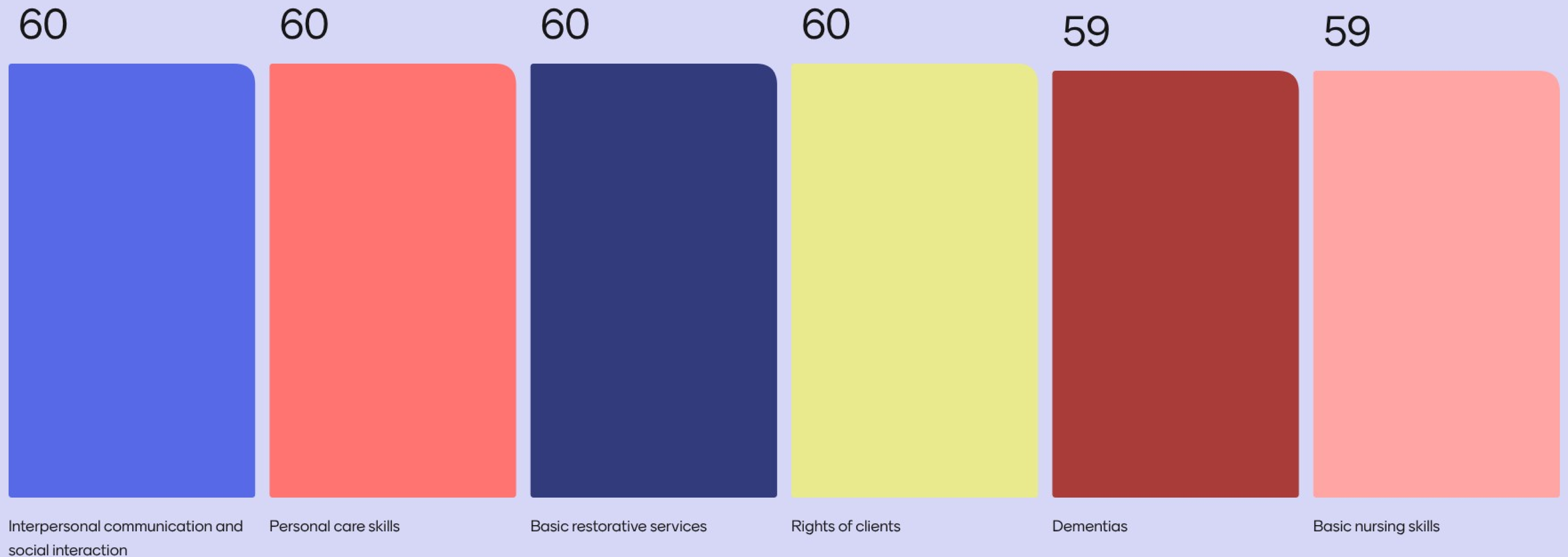
- Written tests
- Rubrics
- Knowledge of criteria given at start of course



What topics need to be covered within the first 16 hours of your CNA Course?



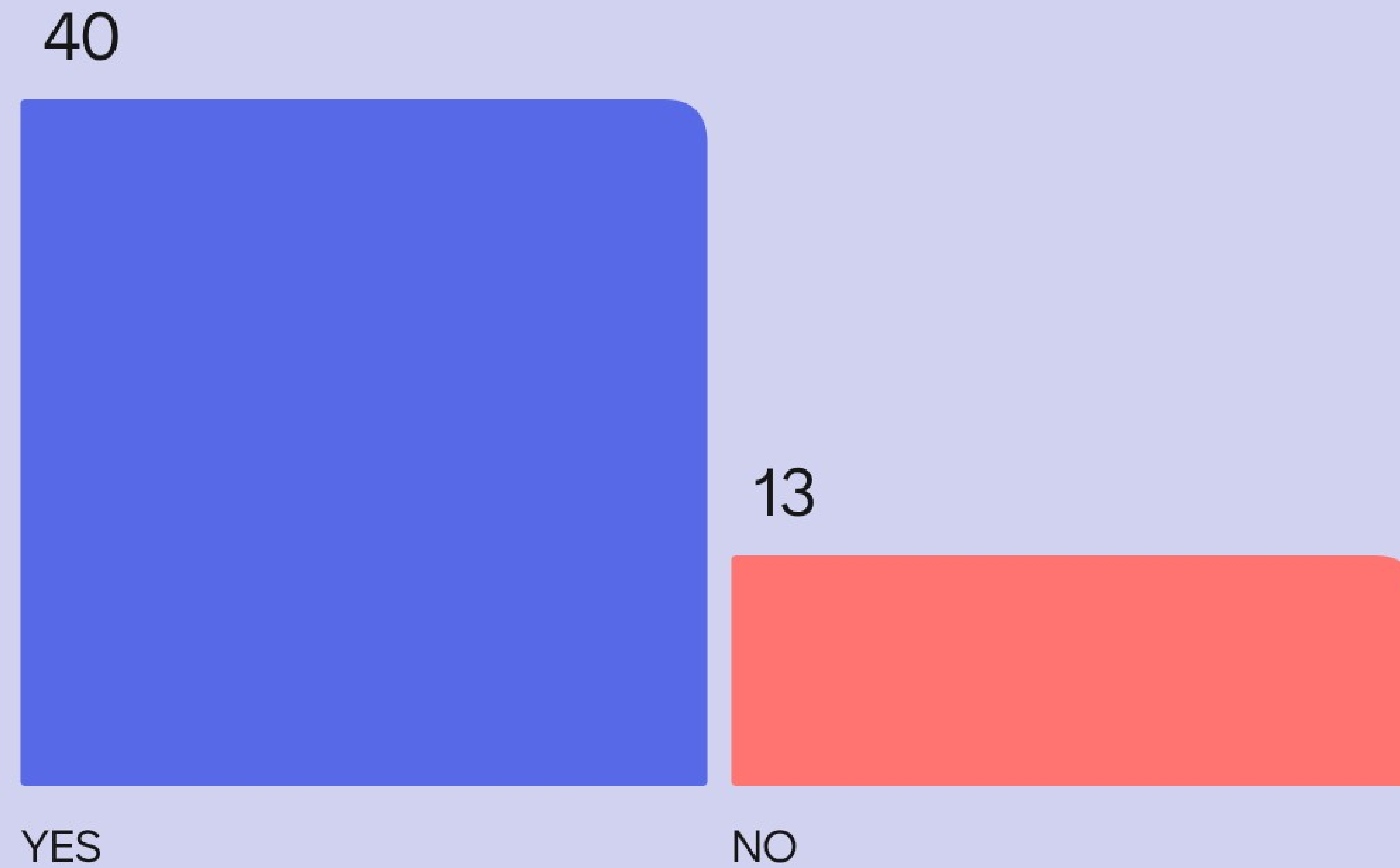
What are the core areas a CNA course must cover?



DHS 129.06 Curriculum Design

- Logical organization of material
- Teach theory, then the skill (know the why before the how)
- Syllabus and plan for the day
- Follow DHS requirements

Do you assign homework in your CNA class?



If you use a textbook or an online resource, which one do you use?

Text

Textbook

Online

Online

Textbook-Hartman

OER

Online

Textbook

If you use a textbook or an online resource, which one do you use?

Textbook

OER

Textbook- Hartman

Text book. Hartman

Text

OER

Online

Textbook

If you use a textbook or an online resource, which one do you use?

Online

CVTC OER

Textbook

OER

Textbook

Textbook

Both

OER Textbook

If you use a textbook or an online resource, which one do you use?

Textbook

Textbook

OER discused earlier

Text

Textbook

ReadyCNA - Online
Textbook

Text Book

Online textbook

If you use a textbook or an online resource, which one do you use?

Both

Textbook

Hartman: The Basics

OER

Hartman

Textbook

Textbook

Online

If you use a textbook or an online resource, which one do you use?

OER

Hartman Textbook

OER

Cinematic health

Cinematic Health Ready
CNA

Hartman

Textbook. Hartman

Online OER

If you use a textbook or an online resource, which one do you use?

Online. Cinematic
Health Education

OER

Hartman

OER

Online

Hartman

Both. Mostly textbook

Hartman

If you use a textbook or an online resource, which one do you use?

Mosby

Hartman

Chippewa OER

Hartmann

Hartman

Nursing Assistant OER

Textbook Hartman

OER nursing assistant

If you use a textbook or an online resource, which one do you use?

Text- Hartman

Nursing Assistant

Hartman textbook

Textbook

Hartmann

Online OER

Hartman

Textbook OER

If you use a textbook or an online resource, which one do you use?

CNA textbook lol

Hartman

Hartman textbook

Nursing Assistant OER

Online

Textbook Sue Roe

AHCA -How to be a
Nursing Assistant

Chippewa OER

If you use a textbook or an online resource, which one do you use?

Pullman

Online textbook

Cinematic

Cinemax

Ready CNA

Libre text

Cinematic Ready CNA

OER- Libretext

If you use a textbook or an online resource, which one do you use?

August Learning

ReadyCNA Cinematic
uses Mosby

Reuter Libtext OER

Oer-

DHS 129.06 Developing Lesson Plans

- Expectations
- Homework and due dates
- Materials needed
- Create activities to motivate students/meet objectives

DHS 129.06 Developing Learning Materials

- Materials
 - PowerPoints
 - Handouts
 - Activities
 - Padlet

DHS 129.06 Teaching Strategies and Methods

- Online versus in-person: Pros/cons
- Storytelling
- Group work
- PowerPoint and Lecture
- Games
- Videos



DHS 129.06 Applying Methods for Evaluating Learning

- Monitor participation and engagement
- Assess return demonstration, test performance
- Monitor progress/consider pre and post quizzes
- Reinforce skills using different methods
- Create acronyms to help students remember



What is one tool that your table discussed that helps with learning and retention?

Games

Teachback

Quizzes

Observation

Teach back

Cares in pairs

Kahoots

Muddiest points

What is one tool that your table discussed that helps with learning and retention?

Review questions

Teach back

Leading by example

Demonstrations

Return demonstrations

Kahoots

Calling them out

Scenarios

What is one tool that your table discussed that helps with learning and retention?

Games

Student lead i struction

Games

Mock headmaster

Student feedback

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DHS 129.06 Supervising in the Clinical Setting

- How are students paired up?
- Do you change the residents/patients and the student partners?
- All students under primary instructor
- How are you evaluating students?



DHS 129.06 Criteria for Successful Achievement of Objectives

- Evaluations of students
- Evaluations of course
- Students must know expectations for success

DHS 129.06 Develop a Recordkeeping System

- Document completed hours
- Document success of skill demonstration

What is your mentorship plan for your new instructor?

What is one thing you learned that you will bring back to your CNA Program?

headmaster testing info
 various activities
 provide a syllabus
 change in 3 skills
 change in skills check of
 teaching tips
 care in pairs
 put the wc together
 buzzers
escape room
 being creative
 make it fun
 developi learning mate
 new training techniques
 ideas problem solving
 engaging is resourceful
 unique teaching strategie
 mobile lac
 mobile lab

Thank you!!

