

PAC Trainers help train others in Teepa Snow's Positive Approach™ to Care (PAC) philosophy, providing dementia related awareness, knowledge, and skill demonstration in a classroom, community, or support group setting. PAC Certified Independent Trainers have an education license to train others using PAC materials covering the following topics:

- Aging; What's Normal/ What's Not Normal?
- Positive Physical Approach™ and Hand Under Hand™ care partnering techniques
- Teepa's GEMS®

The PAC philosophy and care partnering techniques serve as the foundation for all PAC Trainer interactions to grow – **Awareness – Knowledge – Skill – Competence**

UNAWARE TRAINER

An Unaware Trainer may be: *a strong Trainer who is unaware of the PAC specific methods. Though previous experience may have brought awareness to PAC and Teepa's knowledge and skills related to dementia care, without the PAC Certification process completion, everyone would fall into the unaware category. Even with completion of your certification, some areas of this criteria may be marked as unaware, meaning that you haven't seen a use for the material or have not tried it out at all yet.*

NOVICE/AWARE TRAINER *AWARE*

A Novice Trainer can: *identify, label, list, define, describe, and recognize the criteria for trainer certification. Demonstrate in their training video and planning your workshop paperwork that they have a basic understanding of the criteria for certification and AELC through various methods. A Novice trainer will utilize their PAC materials as the format during their training. A Novice trainer is able to identify the multiple intelligences and personality traits.*

A Novice Trainer will be able to meet the following criteria:

1. Demonstrate in their training video and planning your workshop paperwork that they can identify specific learning objectives and have a basic understanding of the criteria for certification and AELC.
2. Identify basic knowledge of dementia and its symptoms.
 - Primitive Brain/Thinking Brain
 - Umbrella concept, Delirium, Depression
 - Four truths about dementia
3. Demonstrate organizational skills related to PAC materials.
4. Recognize that learners need ongoing practice and support.
5. Utilize PAC materials as the format during their training.
6. Able to identify the multiple intelligences and personality traits.
7. When reviewing Accomplished or Master video or training, learner able to identify modifications the trainer made for learner preferred styles, raised questions, or observed needs with PAC Mentor support.
8. Presentation skill includes:
 - Face the camera and audience during the training
 - Turn off sound/calls on cell phone during the training
 - Print multiple sign-in sheets for learners, if needed
 - Keeping hands and other objects from directly touching presentation screen

Where are you?

Unaware
Novice
Proficient
Accomplished
Master

PROFICIENT TRAINER **KNOWLEDGEABLE**

A Proficient Trainer can: *Explain, illustrate and use examples* of their knowledge, abilities and attitude during their trainings and in their coaching calls. *Demonstrate in their training and planning your workshop paperwork that they are using the AELC for each learning objective in their trainings and can identify opportunities for use of the AELC upon review of their video with their Mentor.* Proficient trainers integrate PAC materials in their trainings by utilizing these as a guide while using questions rather than statements when presented with the opportunity during their training. The Proficient trainer will identify how to meet the needs of different personality traits and learning styles and why this is important.

A Proficient Trainer will be able to meet the following criteria:

1. Demonstrate in their training and planning your workshop paperwork that they are using the AELC for each learning objective in their trainings and can identify opportunities for use of the AELC upon review of their video with their coach.
2. Explain basic knowledge of dementia and its symptoms.
 - Primitive Brain/Thinking Brain
 - Umbrella concept, Delirium, Depression
 - Four truths about Dementia
3. Demonstrate organizational skills related to PAC materials and space set-up.
4. Facilitates learners in ongoing practice and support.
5. Use PAC materials in their trainings by utilizing these as a guide and use questions rather than statements when presented with the opportunity during their training.
6. Identify how to meet the needs of different personality traits and learning styles and why this is important.
7. When completing a follow up coaching session on personal PAC Training Session, a Proficient Trainer will be able to briefly describe when and what modification to meet individual learner needs/preferences/requests could have been offered, regardless if the modification may not have been offered at the time.
8. Presentation Skill Includes:
 - Face the camera and audience during the training
 - Turn off sound/calls on cell phone during the training
 - Print multiple sign-in sheets for learners, if needed
 - Keep hands and other objects from directly touching presentation screen
 - Set-up recording device in best capture area
 - Stay out of projector light
 - Turn off emails/notifications on computer or display device
 - Show awareness of *um, so, etc...* pausing or nervous phrases
 - Use a presenter to advance slides or control the presentation

ACCOMPLISHED TRAINER SKILLED

An Accomplished Trainer can: Compare, analyze, distinguish, prioritize and differentiate the learning objectives as they pertain to their learners, individuals living with dementia and their care partners.

Demonstrate in their training and planning your workshop paperwork that they are consistent with PAC learning objectives and can clearly analyze their training video upon review by identifying opportunities to utilize the AELC not specified in their planning paperwork but as the opportunities are presented during the training. They are consistently using the AELC throughout their training. An Accomplished Trainer will demonstrate that they can and do use *teachable moments* by asking questions and the AELC. Accomplished Trainer use PAC materials as tools and supporting material. The Accomplished Trainer will identify different personality traits and leaning styles of their participants and make adjustments during the training.

An Accomplished Trainer will be able to meet the following criteria:

1. Consistently use the AELC throughout planning and training experiences. Demonstrates that they can and do use *teachable moments* by asking questions and use the AELC to help identify and facilitate opportunities for learning rather than answering a question with a statement.
2. Can generalize knowledge of dementia and its symptoms.
 - Primitive Brain/Thinking Brain
 - Umbrella concept, Delirium, Depression
 - Four truths about Dementia
3. Able to organize the PAC materials, room and learners to better suit the specific training objectives. This may include groupings, room-set up, next steps, etc...
4. When conducting a PAC training session, an Accomplished Trainer will make at least 2 to 3 modifications to their pre-planned agenda based on demonstrated learner need/preference/requests. Facilitate learners in ongoing practice and support.
5. Use PAC materials as tools and supporting material. Prioritize learning materials and objectives.
6. Consistently use structure and format that addresses all personality traits and leaning styles of their participants and make adjustments when needed during the training.
7. Clearly analyze their training video upon review by identifying opportunities to utilize the AELC not specified in their planning paperwork but as the opportunities are presented during the training.
8. Presentation Skills Include:
 - Face the camera and audience during the training
 - Turn off sound/calls on cell phone during the training
 - Print multiple sign-in sheets for learners, if needed
 - Keep hands and other objects from directly touching presentation screen
 - Set-up recording device in best capture area with center and focus on presenter and skill
 - Stay out of projector light and work to find any natural light
 - Turn off emails/notifications on computer or display device
 - Work to decrease the use of *um, so, etc...* pausing or nervous phrases
 - Use a presenter to advance slides or control the presentation
 - Use bottom, stage left for important moments in the presentation
 - Set chairs, if in auditorium style, with 3" between the legs
 - Take a 1-3 min breathing break before beginning presentation to center yourself
 - Know where, and how to use, the light switches and temperature controls within the room
 - Repeat audience questions or answers before simply responding

MASTER TRAINER *COMPETENT*

A Master Trainer can: *Plan, create, organize, develop, evaluate, support, strategize and recommend* information and skill to meet the needs of individuals living with dementia and their care partners using the criteria for PAC trainer certification. **Demonstrate in their training and planning your workshop paperwork that they consistently use PAC information and the AELC throughout their training as planned and when opportunities arise during their training. They recognize and demonstrate that learners benefit from the “fish bowl” where everyone can learn as they watch a question being played out. Master Trainers ask open-ended questions and facilitate the learning process through these guided questions and exploratory role plays. These questions and opportunities demonstrate that they trainer has a clear understanding of and can affectively adapt to learning styles and personality traits. Therefore they adapt their trainings to meet the needs of the learners present**

A Master Trainer will be able to meet the following criteria:

1. Demonstrate in their training and planning your workshop paperwork that they consistently use PAC information and the AELC throughout their training as planned and when opportunities arise during their training. Ask open ended questions and facilitate the learning process through these guided questions and exploratory role plays.
2. Competent and integrated knowledge of dementia and its symptoms.
 - Primitive Brain/Thinking Brain
 - Umbrella concept, Delirium, Depression
 - Four truths about Dementia
3. Able to train other to organize the PAC materials, room and learners to better suit the specific training objectives. This may include groupings, room-set up, next steps, etc...
4. Recognize and demonstrate that learners benefit from the “fish bowl” where everyone can learn as they watch a question being played out. Facilitate learners in ongoing practice and support. Adapt their trainings to meet the needs of the learners present.
5. Evaluate, create or adapt learning materials and learning objectives.
6. Questions and opportunities demonstrate that the trainer has a clear understanding of and can effectively adapt to learning styles and personality traits.
7. Distinguish between a single time modification recommendation and a course modification for improved learner experience, with input from others, and make the changes. When conducting PAC trainings or assisting another PAC Trainer with trainings, a Master Trainer can collaborate, guide, and assist with modifications and adjustments to the content and techniques based on the learner reactions and responses throughout the session.
8. Presentation Skills Include:
 - Face the camera and audience during the training
 - Turn off sound/calls on cell phone during the training
 - Print multiple sign-in sheets for learners, if needed
 - Keep hands and other objects from directly touching presentation screen
 - Set-up recording device in best capture area with center and focus on presenter and skill
 - Stay out of projector light and work to find any natural light
 - Turn off emails/notifications on computer or display device
 - Work to decrease the use of *um, so, etc...* pausing or nervous phrases
 - Use a presenter to advance slides or control the presentation

PAC Trainer Criteria

- Use bottom, stage left for important moments in the presentation
- Set chairs, if in auditorium style, with 3” between the legs
- Take a 1-3 min breathing break before beginning presentation to center yourself
- Know where, and how to direct others to use, the light switches and temperature controls within the room
- Repeat audience questions or answers before simply responding, possibly generalizing if too long