Learn about the Trainer Standards

What are the Trainer Standards?

The five Trainer Standards capture the knowledge, skills, and abilities that we would like to see in state-approved trainers. The standards:

- Offer a shared language to talk about trainer preparation and support.
- Create clarity around expectations for trainers and training programs. For more information, please review the publication *DCYF's State-Approved Training Program* (EPS_0061) available online at **www.dcyf.wa.gov/sites/default/files/pubs/EPS_0061.pdf**.
- Guide professional development planning.
- Inform the development of professional learning for trainers.

How Are They Structured?

Each of the five standards are composed of competency areas. Each of the competency areas are broken down into indicators that range from foundational to more advanced.

STANDARD	COMPETENCY
Developing an Anti-Biased and Anti-Racist Approach	• Awareness of self • Practices that advance racial equity and social justice
Learning Environment	• Relational learning environment • Physical learning environment • Virtual learning environment
Preparing and Developing	• Engaging all participants • Learning content • Virtual design
Facilitating	• Supporting adult learners • Facilitation strategies
Evaluation and Assessment	• Evaluating achievement of learning objectives (summative assessment)

Professional Growth and Development

The Trainer Standards define what professionals need to know and be able to do. They may be used by trainers, trainer mentors, and individuals who supervise trainers to decide what type of professional development and learning would be a good fit for an individual.

If you support trainers in your organization:

- Become familiar with the Trainer Standards.
- Use the Trainer Standards to guide reflective conversations with trainers.
- Consider providing access to ongoing professional development related to the standards.
- Conduct annual evaluations that include trainer observation, participant evaluations, and self-reflection.

Trainer Observation Rubrics

The Trainer Standards form the basis for the trainer observation rubrics. The rubric is used during initial trainer and ongoing trainer observations. The rubric aligns with observable and measurable indicators and provides trainer applicants and current trainers with detailed feedback across the standard areas, so they can continue to strengthen their practice.

FOR MORE INFORMATION

Contact the Professional Development team at **training@dcyf.wa.gov**.

If you would like free copies of this publication in an alternative format or language, please contact DCYF Constituent Relations at 1-800-723-4831 or email communications@dcyf.wa.gov.

DCYF PUBLICATION EPS_0060 (04-2025)