



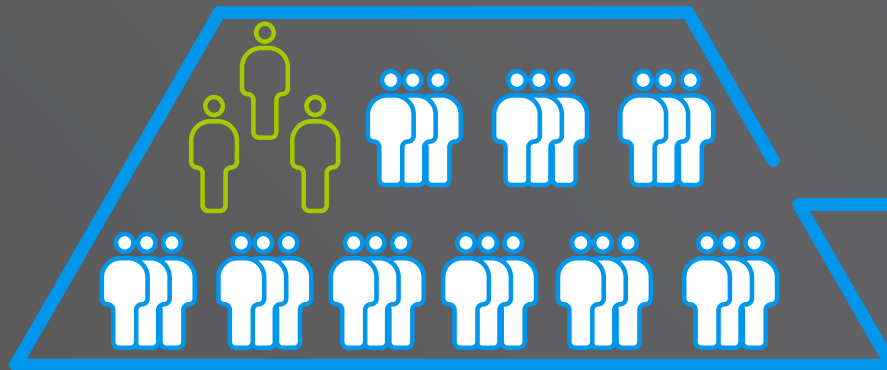
Building Capacity with the AFT Professional Learning Program



Phase 1

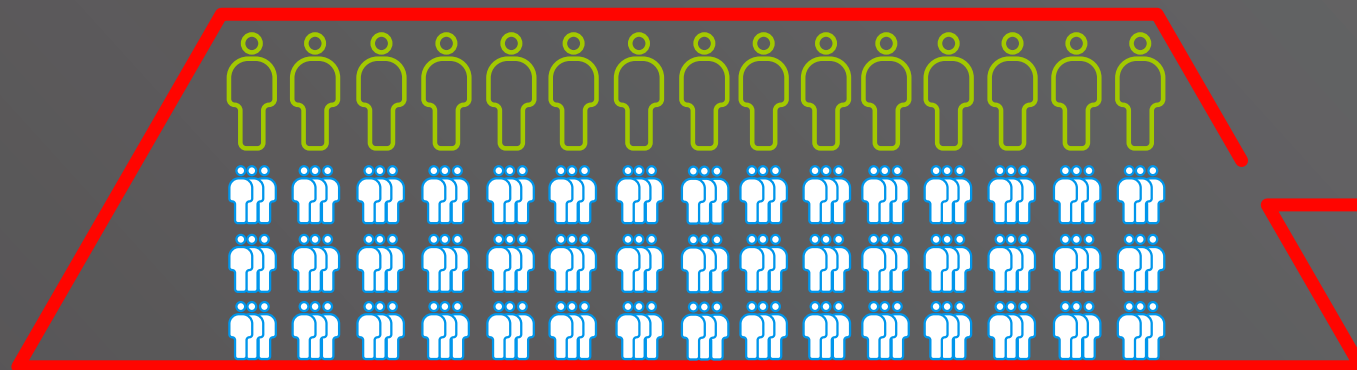
Local XYZ sends a **different** member to Summer Educator Academy in 2015, 2016 and 2017.

- ▶ Lorna enrolls in Foundations I in 2015
- ▶ Tom enrolls in Managing Behavior in School Communities in 2016
- ▶ Sally enrolls in Instructional Strategies that Work for All Disciplines (ISTWAD) in 2017



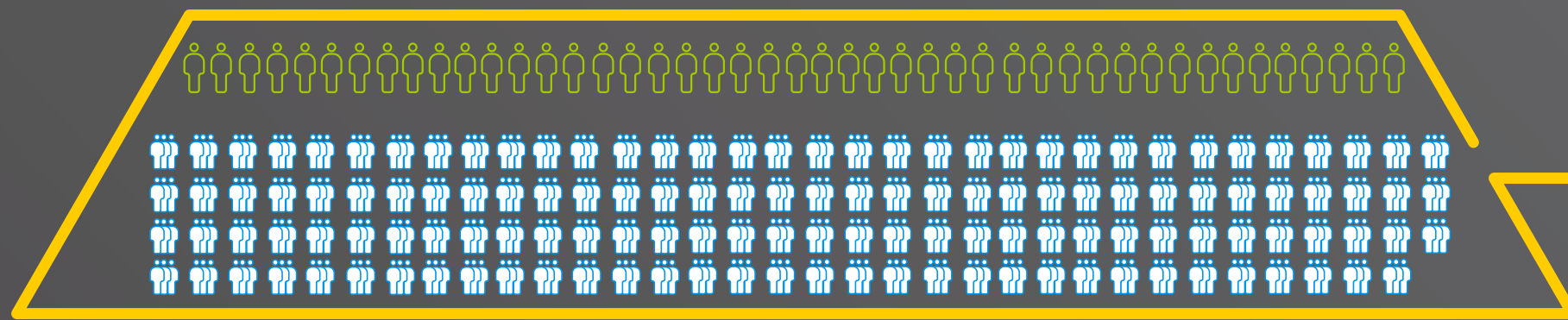
Phase 2

All 3 members return to the local and conduct 3 trainings of 15 new participants each. While training, Lorna identifies 4 individuals who would make excellent trainers. Tom identifies 5 more individuals, and Sally identifies 3. Each trainer seeks the AFT's assistance to certify these individuals as trainers.



Phase 3

All 15 trainers conduct 3 trainings of 15 new participants and each identify 2 more individuals who could become certified and assist with trainings.



Phase 4

All 45 trainers conduct 3 trainings of 15 new participants.

At the end of the 3-year cycle, local XYZ now has 45 trainers in 3 different courses and has trained more than 2,800 members (approximately). Local XYZ begins planning for the next 3 years.