To: NJRPA Pre-Conference Participants  
From: Kim Aycock

You are cordially invited to a Training Smorgasbord guaranteed to satisfy a hearty appetite! “Appetizers”, a 3-course “Meal”, and “Dessert” will be provided. See menu for today’s specials.

**Date:** Sunday, March 3rd, 2013  
**Time:** 11:00 a.m. – 4:00 p.m.  
**Place:** Taj Mahal, Atlantic City

Casual attire is requested. Please bring a “hat”, a penny, and a writing utensil.

Come “hungry”! Leave full of staff orientation ideas that will add “spice” to any training session.

RSVP to Dina Trunzo...first come, first served.

p.s. No shirt, no shoes, no service!

*Please wait to peek at the handouts until after session has begun...thanks!

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1. **True or False**: Emotions greatly influence learning.

2. **True or False**: The brain remembers words better than pictures.

3. On average, when information is solely presented in a lecture format, only ______% of the information is recalled 24 hours later. However, ______% of the information will be remembered if it is taught to someone else.

4. The percentage of information remembered (increases or decreases) as the learning episode shortens and (increases or decreases) as the lesson time lengthens.

5. In learning, at least ______% of your time should be spent reviewing new information.

6. The brain remembers best what is taught F___________ and L___________.


**Implications for Staff Training**

1.

2.

3.

4.

5.

6.
NO RESERVATIONS NEEDED!

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On a Lincoln penny, locate the following:

1. A serving of corn: ____________________________
2. A fruit: ____________________________
3. A type of flower: ____________________________
4. A type of hot or cold beverage: ____________________________
5. Large body of salt water: ____________________________
6. A rabbit: ____________________________
7. Part of a needle: ____________________________
8. Part of a stream, as it enters a river: ____________________________
9. A messenger is... (2 words): ____________________________
10. A sacred place: ____________________________
11. Wooden part of railroad tracks: ____________________________
12. The side of a road: ____________________________

(Source: The Game Finder: A Leader’s Guide to Great Activities by Annette C. Moore, p. 27)
FOOD FOR THOUGHT

Napkin: What comes to mind first?

Plate: What is on your plate right now regarding staff training?

Fork: What would you like to take a “stab” at this summer?

Spoon: What would you like to have help with in planning staff orientation training?

Knife: What is an idea you would like to “spread” to camp staff?

Glass: What would you like to have more of? Refills are free!

Salt and Pepper: What would you like add “spice” to this summer?

p.s. Don’t forget the candles!!

Reference: A Teachable Moment - A Facilitator's Guide to Activities for Processing, Debriefing, Reviewing and Reflection by Jim Cain, Michelle Cummings, and Jennifer Staunchfield, p. 107

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**Encourage MINTS from the Chef:**

- Aim for a candlelight dinner at a fancy restaurant vs. going through the drive-thru.
- Take a “no thank-you” helping. You never know if you will like it unless you try it!
- Cut down on portion-size of training sessions and meet more often.
- Don’t bite off more than your staff can chew at any one time. (LESS IS MORE in this case!)
- Training Food Pyramid: Feed the eyes more than the ears.
- Give staff time to digest their food after each “course”...it only takes 60 seconds!
- Training sessions should be INTERACTIVE and ENGAGING. (Silence can be painful!)
- It’s OK to get up from the table every now and then (or try a new restaurant location).
- Re-fills are always FREE!!
- Avoid over-eating...too much training makes for sleepy staff. You can always go back later for seconds (and thirds). Have a snack later!
- Save room for dessert - it will be remembered long after the training session is complete.
- Put any leftover ideas in the freezer and take out later in the summer during on-going staff meetings/trainings. You can even take out unused ideas next year!

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<th>Appetizers</th>
<th>PRIME THE BRAIN: Ways to Get “Hooked”!</th>
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<tbody>
<tr>
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<td>- Preview (Invitation/Menu)</td>
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<td>- Give out or staff bring random object to meeting (hat)</td>
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<td>- Give “quiz” on topic (what do you already know?)</td>
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<td>- Post Agenda</td>
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<td>- Letter found on ground (from camper or parent)</td>
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<td>- Pose a question (give staff time to brainstorm possible answers before asking for group responses)</td>
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<td>- Storytelling (“The True Story of the 3 Little Pigs”)</td>
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<td>- Present a challenge/problem to solve (Penny Pondering)</td>
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<td>- Activity (Ceiling Clock)</td>
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<th>PREPARE TASTEBUDS FOR LEARNING</th>
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<td>- Make Connections (to learning goals, previous knowledge about topic, and other staff)</td>
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<td>- Look at the end first (How do you want to be remembered by your campers at the end of a session?)</td>
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<th>Course 1: Brain Bites</th>
<th>FEED THE BRAIN</th>
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<td></td>
<td>- Humor (jokes, comics, cartoons)</td>
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<td>- Provide opportunities to brainstorm &amp; discuss</td>
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<td>- Use props/models (flip-flops, toilet paper, tools to be a GREAT counselor, etc.)</td>
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<td>- Metaphors/analogies (diner, counselor “tool”, activity “twists”)</td>
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<td>- Mnemonic devices (Acronyms: SMILE, MAGIC)</td>
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<td>- Pass the apple (have more than one teacher)</td>
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<td>- Jigsaw: each person in group becomes “expert” on 1 aspect</td>
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<td>- “Open Space” or Conference Style</td>
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<th>Digest in 60 seconds!</th>
<th>RE-CAP OFTEN! (every 10-20-30 minutes)</th>
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<td>- Wear a hat to signify this part of the training</td>
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<td>- Games to review (Jeopardy, Bingo, Deal/No Deal)</td>
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<td>- Banana Split (short discussion with a partner)</td>
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<td>- Check, Please! (Number: facts you know, questions you have, ways you can use information presented, etc.)</td>
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<td>- Waiter! (Ex: clap hands if agree, stomp feet if disagree)</td>
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<td></td>
<td>- Bendables (PETE: Patience, Energy, Try, Excellence)</td>
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<td>- Silly Bandz (colors can signify important points)</td>
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<td>- Banagrams, “Tweet” or Text Message to summarize</td>
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<td>- Tip Jar (Wow!, How about?, 3 main ideas on index card, graffiti wall, etc.)</td>
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## Course 2: Movement Morsels Accompanied by Music

**LET’S GET PHYSICAL!**  (Facilitator moves, too!)
- Thumbs up/down or “Pop-Up” (stand up/sit down)
- Creative groups (animal sounds, birthday month, etc.)
- Middle of the Road (show where you stand)
- 4 Corners (each corner represents an idea)
- Food Court (stations)
- Ball Toss (brainstorm, answer questions, etc.)
- Walk-Talk About
- Role play, Skits, Charades
- “Popcorn” Balls
- Try a new restaurant (go to dining hall, campsite, cabin/bunk, etc.)
- Change words to camp/popular song
- Play music during brainstorming time (share idea when music stops)

## Hungry for More?!

**FIDGET FOOD**
- Gummy worms (get hooked!)
- Skittles/M&M’s (share one idea for each color)
- Licorice (activity “twists”)
- Gum (name 3 things that will “stick” with you)
- Pay Day (something you learned that will “pay off”)
- Hershey’s Treasure (share a treasured memory)
- Red Hots (name 3 things that got you “fired up”)
- Fortune Cookies (discussion ?’s, jokes, etc.)
- Healthy Choice (what are you feeling “green” about?)

## Course 3: See-Food Sampler

**VISUAL AIDS**
- Sign outside meeting room
- Visualization (Think back to when you were 8, 11, 14...)
- Graphic organizers (diagrams, show relationships, identify sequence of events, cause/effect, etc.)
- Design magazine/book cover/homepage of website/poster, picture/slideshow, draw/label a process
- Slide Show (digital or flip camera)

## Feast Your Eyes!

**THE “EYES” HAVE IT**
- Doodle!
- Take Notes (Grocery List Phenomena)
- Handouts (Fill-in-the-blank, lwhite space, clip-art)
- Write key words/phrases on flip chart - use COLORED markers
- Code Notes (Star, underline, circle, question mark, post-it-note, etc.)
- Sidewalk Chalk

## Dessert...Save Your Fork!

**SPRINKLES ON TOP: SAVOR WHAT YOU LEARNED!**
- Later Letters/Postcard (staff write highlights of orientation and receive a letter later in summer)
- Shaving cream (write most important points)
- Play-Doh/Wire/Pipe Cleaner/Paper Creations
- Impression Feet/Hands (www.training-wheels.com)
- Food for Thought (knife, fork, spoon, plate, etc.)
- Decorate a Cake!
- After Dinner Mints (AccomplishMINTS, PerforMINTS, etc.)
- Doggie Bag (save unused ideas for later!)

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**References:**
- *Worksheets Don’t Grow Dendrites: 20 Instructional Strategies That Engage the Brain* by Marcia L. Tate
- *The Ten-Minute Trainer: 150 Ways To Teach It Quick and Make It Stick!* by Sharon L. Bowman (www.Bowperson.com)
- *Classroom Activators: 64 Novel Ways to Energize Learners* by Jerry Evanski

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