

Instruction Methodology - Train-the-Trainer

Sponsored by Colorado POST Greater Metro Training Region



When: October 20-24 2025 0800-1600 hours
Where: City of Arvada Police Department
8101 Ralston Road Arvada, CO 80002
Cost: Funded by CO POST, please see GMTR website for guidelines
To Enroll: <https://greatermetroregion.com/>

The Moser Training Solutions, LLC General Instructor Development (Instruction Methodology) course is an intensive 40-hour hands-on course, with likely after-hour course preparation work. This 5-day course consists of ten primary modules which address the CO POST curriculum concepts and required topics:

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| 1) Learner-centric training | 6) Training/Instructional Aids |
| 2) Adult learning concepts & training methods | 7) Communicating Effectively |
| 3) Curriculum development & domains of learning | 8) Improving cognitive recall |
| 4) Instructional standards & lesson plan creation | 9) Training Liability |
| 5) Accomplishing engagement/effective facilitation | 10) Practical Application |

Goal: In accordance with CO POST Rules, the student will demonstrate the ability to develop and deliver effective, ethical, realistic performance-based training for law enforcement academies and agencies.

The instruction methodology certification course is designed to develop the participants' abilities to promote active learning within their Agency courses. Emphasis will be placed on creating learner-centric training environments and facilitation approaches that accomplish student engagement. Throughout the week attendees will independently create curriculum, prepare a formatted lesson plan, and then facilitate their developed course for classmate feedback and evaluation.

Objectives:

- Create curriculum associated with an assigned topic
- Develop a lesson plan using a four-step process
- Write learning objectives using the domains of learning and Bloom's Taxonomies at various levels
- Conduct a task analysis in conjunction with course design
- Distinguish variances between training, instruction, and education
- Define learning and discuss adult learning preferences
- Summarize principles of adult learning and learner-centric training approaches
- Format a lesson plan consistent with CO POST practices
- Facilitate a mock training course following a lesson plan
- Demonstrate how to promote involvement and effectively "manage" the classroom
- Use learned techniques to enhance overall communication and presentation skills
- Develop techniques to inspire and engage students in active learning
- Name training resources and aids, and demonstrate proper application in the classroom
- Design clear test questions
- Demonstrate excitement and energy in training
- Compose an effective presentation opening
- Define techniques for capturing and holding audience attention
- Develop a plan for facilitating difficult discussions and working with challenging audiences
- Discuss instructor related liability and methods to manage associated risk
- Use vocal range, tone, and body language to enhance presentations
- Write a closing to a presentation that inspires action

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