

Training Principles

Concept before technique	Ensure understanding of why before how
Observation before execution	Watch correctly performed work first
Guided practice before independence	Supervised execution with feedback
Verification before certification	Demonstrated competence required

Training Phases

Phase 1: Foundation Theory	5-7 days	Philosophy, mapping, models, assessment
Phase 2: Observation	3-5 days	Observe 10+ services, discuss decisions
Phase 3: Guided Practice	10-14 days	20+ supervised services with feedback
Phase 4: Monitored Independence	14-21 days	Independent work with periodic review
Phase 5: Certification	—	Final assessment and documentation review

Competency Areas

Technical: Mapping accuracy, model selection, adaptation decisions, execution
Professional: Communication, expectation management, documentation, protocols

Feedback Framework

- **What went well: Specific positive observations**
- **What to adjust: Specific improvements with rationale**
- **What to practice: Focus areas before next session**

Ongoing Development

- **Monthly documentation audits (5+ records)**
- **Quarterly observation with feedback**
- **Annual recertification assessment**
- **Continuous improvement goals**