

## Thinking of sending a staff person to become a Nationally Certified ROMA Trainer (NCRT)?

While every CAA is unique, there are core principles that bring us together as a network. Results Oriented Management and Accountability (ROMA) is the performance management system adopted by the Community Action network to meet the requirements of the CSBG act. It is important for everyone in the field (CAA agencies, Associations and State offices, e.g.) to have a basic understanding of what ROMA is all about. ROMA is embedded in the Organizational Standards and the CSBG Performance Management Framework.

The cadre of Certified Trainers is the vehicle for assuring standardized knowledge of the basic principles and practices of ROMA across the country for staff, board members, volunteers and partners. Having completed the training process, the Nationally Certified ROMA Trainer is available to provide the one day Introduction to ROMA training to share the foundational concepts that make up the ROMA Cycle. The Trainer is also available to assist in reviewing agency practices to support compliance with the Organizational Standards and helping to create a results-orientation to decision-making, capacity building and achieving the goals of your agency.

### **Why would your agency need a Trainer on staff?**

You have a large staff with turnover and need regular Introduction to ROMA training offered to meet these demands.

Your agency has a model of service delivery where you provide training for other agencies in other topic areas, and want to add ROMA to the menu of trainings.

Your agency is a leader in the state, region, nation regarding Performance Management and CSBG issues and you are able to provide staff to assist your peers.

### **Who should become an NCRT?**

The person who has training skills, experience in providing trainings and likes to provide training to others.

Someone who is interested in sharing information about ROMA to new staff, volunteers, board members, and partners.

### **Questions to consider when selecting an individual to become an NCRT:**

- What is the staff person's current workload? Will they have time to devote to providing training both within the agency and in the network?
- Does the individual have opportunity and ability to communicate with the state Community Action Association and State CSBG office directly to work on setting up training opportunities?
- Will the individual have time/ability/resources to participate in ROMA activities across the state/region/nation?