

Participant/Facilitator Structure

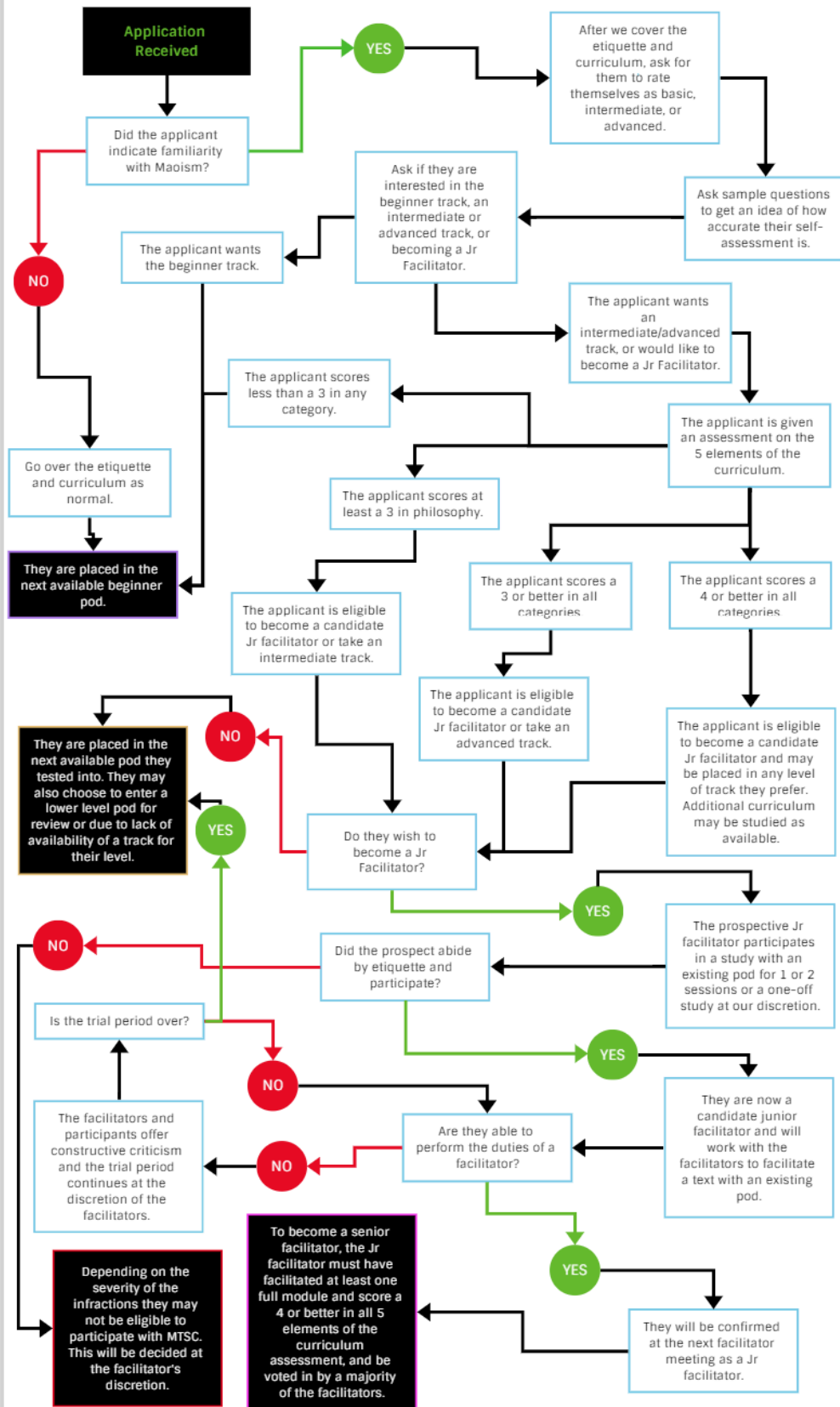
As we've continued to develop as an organization, we've found that the rate in which we develop facilitators is far slower than the pace in which we could accumulate participants. As a consequence, this new structure will allow for those participants willing and able to take on the work of a facilitator to be able to quickly while still being able to effectively satisfy the goals of MTSC for all those involved. To that end, the structure aims to clearly describe the different roles that exist within MTSC, their responsibilities, and the conditions for transition from one role to another. As elaborated below in the flowchart (Click [here](#) to view better), the process of advancement allows for maintaining a high standard on the one hand and flexibility to account for the individualized needs of each student of Marxism.

MTSC currently consists of participants, junior facilitators, and facilitators. The rights which distinguish them are provided below. For clarification, anyone is welcome to join facilitator studies; studies specifically made for facilitators' continued education.

	Participant	Junior Facilitators	Facilitators
Attend Facilitator meetings	x	x	x
Vote in Facilitator meetings		x	x
Facilitate <i>approved</i> studies alone		x	x
Facilitate <i>all</i> studies alone			x
Vote on Promotions to Facilitator			x
Start local study circles in MTSC's name/represent the group			x
Required to Participate in Facilitator Studies			x

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MTSC Participant and Junior Facilitator Process



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Process for Joining to become a Participant or Junior Facilitator

First, an applicant fills out the interest form on the website. Based on the form an initial idea of their familiarity with Maoism, if any, would be ascertained. At the end of their orientation, (provided that familiarity with Maoism) we ask if they think their understanding of the curriculum is basic, intermediate, or advanced. At this point, we can ask a few **sample questions** to confirm the self-assessment.

We'll then ask if they're interested in becoming a facilitator or want a more advanced track (i.e. plugging into an existing group). If they want to be a facilitator or do an advanced track, then we'll schedule an [assessment](#) based on the curriculum. In order to qualify for an intermediate track and Jr facilitator eligibility they must score at least a 3/5 in the philosophy 1 section. For advanced tracks the applicant must score a 3 or better in all categories. If they score a 4 or better in each category we will either recommend they join an active pod if they would like to review, join facilitator studies, or set up an additional curriculum at our discretion.

Once qualified, a prospective junior facilitator will participate in a study that one of our pods is already doing for a session or two to see how they respond to a study environment; unless they have already participated in an existing study pod. At our discretion and based on availability we may alternatively substitute this requirement with a one-off study. If they pass their participation trial, we can formalize them as a *candidate-junior* facilitator and record what level of understanding they have for either participation or facilitation. The level of understanding demonstrated for facilitation will help determine which studies they can facilitate solo or with another junior facilitator. Alternatively, one can become a candidate-junior facilitator with the support of a majority of the facilitators.

The last step for them is to work with the facilitators in facilitating a text. During this process they will be assessed on whether they're able to perform the duties of a facilitator in practice. We will also solicit feedback from the participants regarding the candidate's performance. If they are struggling, constructive criticism and assistance will be provided. If they are not able to facilitate satisfactorily, we will reject their candidacy and they will remain or be placed as a participant. *While all of this is quite formal, we'll emphasize that the candidate should not feel pressured and that it is not a difficult position to grow into.*

Process for Becoming a Facilitator

All facilitators must start as junior facilitators and go through a mandatory probation period of facilitating at least one full module. Exceptions may be made on a case by case basis with proven prior competency in other organizing efforts (E.g, we've worked with someone over the years in other orgs and have established trust), though they would still have to go through the candidacy period of jr facilitator to demonstrate their facilitation abilities.

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Further, a junior facilitator must demonstrate mastery (score a 4 or better) in each of the 5 elements of the curriculum. Anything less is used to determine their progress as a junior facilitator and which studies they focus on to continue development.

To encourage advancement, junior facilitators should prioritize facilitation rather than participation in a given pod. They can still learn through the avenues of facilitating, participation in other pods, and accelerated studies. These one-on-one studies (on a rotating basis) represent an individual track for development conducted either by the facilitators or fellow jr facilitators.

Assessment and Grading:

Assessment

The [assessment](#) is divided into 5 parts as shown in the chart below. Each part has 3 sections (module 1, module 2, and bonus) corresponding to what would qualify the assessment-taker for a 3, 4, or 5 in each category respectively.

The assessment will be proctored by facilitator(s) who would be available for clarifying questions. Assessment-takers can skip around on the questions within a section as they please. This isn't timed; however, a time frame for a session should be given for reasonable scheduling. Scoring is representative as explained here:

- a 1 represents an understanding of less than 1/3 of the first module;
- a 2 represents an incomplete understanding of the first module;
- a 3 represents a complete understanding of the first module (passing score);
- a 4 represents a complete understanding of the second module of the curriculum;
- a 5 represents an understanding that exceeds what is covered in the curriculum.

	(1) Unsatisfactory	(2) Incomplete	(3) Satisfactory	(4) Mastery	(5) Expertise
Dialectical Materialism					
Political Economy					
Scientific Socialism					
Historical Materialism					
MLM					

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Grading

Types of questions on the assessment:

Short answer; answer the question in full.

Application/example; Problem solving, explaining how they would approach the situation, or providing an example addressing the prompt.

Open response (bonus); an opportunity to add information and share what they can either in response to a prompt or a certain topic (this is how we evaluate for understanding beyond the curriculum).

Grading for *all* questions is as follows:

- A complete and accurate answer will give a full 3 points.
- An answer that is mostly satisfactory will get 2 points.
- An answer that is superficial or doesn't answer the question completely gets 1 point.
- An answer that doesn't satisfy the question at all will get 0 points.

Each simple question will have an objective answer(s) that the participant's answer is scored against. The application/example question will be scored by the facilitators based on the 3 point criteria. The open response questions will be evaluated on a case by case basis. $\geq 80\%$ correct answers in a module counts as a passing score, except for sections that are pass/fail.

How the question scores are used to determine the level of understanding:

If you get a passing score in module 1 questions, you get a 3.

If you pass module 1 and 2, you get a 4.

If you pass module 1 and 2, and demonstrate further knowledge in bonus, you get a 5.

All questions will be derived directly from the texts in the curriculum. This will help us ascertain where more attention is needed and what they can facilitate. This is in case someone understands one portion of a module not the other. For questions that cover points found in multiple texts will be noted as such. This makes known where there may be small gaps where the individual is otherwise very close to passing. Consequently, facilitators can determine what should be prepared for them accordingly.

An example of a score sheet is provided below:

	Philosophy	PE	Sci Soc	Hist Mat	MLM
Module 1	28/36	31/36	10/36	22/36	11/12
Module 2	3/12	30/36	20/36	5/36	14/18
Bonus	3/?	7/?	0/?	5/?	1/?
Score	2*	5	1	2	3

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Based on this assessment, the individual demonstrated some expertise in political economy, advanced knowledge of MLM, intermediate knowledge of philosophy and Hist mat, and beginner knowledge of sci soc. Based on this assessment, the individual should have a refresher, one-off, or be plugged into a pod for a relevant session to fill the gaps in their knowledge. This person is very close to jr facilitator and intermediate eligibility. If they became a Jr facilitator, then they'd be good to help with political economy in particular. This person would also fit in well in a pod doing sci-soc module 1.