

https://sustainabilityresearch-my.sharepoint.com/:w:/g/personal/josefina_regenerationla_org/IOA82bf9gtCdTLgW8Rc-gOq6Ad1dhFdVrV8G6-LhTMZjPbE?rttime=Z6PSeetZ3kg

Jargon, terms, definitions of agencies, practices, tools, etc.

Sources and resources

Potential activities

BILINGUAL FIELD BASED TRAINING CURRICULUM

Regenerative Agriculture and Farm Operations

CURRICULUM INTENT

This curriculum is designed to support farmers who

- Learn best by doing
- Hold deep experiential knowledge
- May have limited formal education or literacy
- Navigate structural barriers and exclusion

The curriculum centers dignity, trust, and practical learning. It does not assume familiarity with paperwork, academic language, or formal business systems.

PEDAGOGICAL FOUNDATIONS

All modules follow these principles

- Oral first learning
- Visual and physical activities
- Minimal reading and writing
- Learning through stories and practice
- Collective reflection rather than individual testing
- Farmer knowledge treated as expertise

Each session includes

1. Opening circle and grounding
2. Field walk or demonstration
3. Hands on activity
4. Collective reflection
5. Informal documentation by facilitators

METHODS FOR CAPTURING LEARNING AND REFLECTION

Reflection is captured in ways that respect low literacy and cultural norms

- Group discussion and storytelling
- Voting by hands, objects, or movement
- Visual mapping on paper or ground
- Photos of activities and outputs

- Facilitator observation notes
 - Key phrases repeated by farmers
- Stories, comments, and shared realizations are treated as data.

MODULE 1

The Farm as a Business

Core message

Farming is work. Work must pay.

Purpose

To help farmers understand that farming is not only production, but also decisions, planning, and money flow.

Learning outcomes

Farmers will

- Recognize the farm as a business
- Understand the difference between working hard and earning income
- Identify why farms struggle financially

Activity 1: Opening Story Circle

Time 30 minutes

Facilitator invites farmers into a circle and asks

“Can you remember a season where you worked very hard but money was still tight?”

Farmers share voluntarily. Facilitator listens for patterns without correcting or teaching yet.

Activity 2: Money Flow Mapping

Time 45 minutes

Materials

Large paper or board

Markers

Beans or stones

Facilitator draws a simple farm in the center. Arrows show money coming in and going out.

Farmers name expenses and income verbally. Objects are placed to show flow.

Key teaching point

If money leaves faster than it enters, the farm struggles even if crops look good.

Resources for facilitators

- Visual income and expense icons
- Sample farm stories
- Simple diagrams showing money leaks

Reflection capture

- Facilitator notes repeated phrases
- Group votes on statements that feel true
- Photo of money flow map

MODULE 2

Planning Before Planting

Core message

Not everything that grows should be planted.

Purpose

To help farmers plan crops based on market demand, timing, and labor.

Learning outcomes

Farmers will

- Understand why planting without a plan costs money
- Ask who will buy their crop
- Think about quantity and timing

Activity 1: Crop Walk and Talk

Time 30 minutes

Group walks the field together. At each crop, facilitator asks

Why did you plant this

Who buys it

Is it easy or hard to sell

Farmers answer each other. Facilitator listens more than speaks.

Activity 2: Market Sorting Game

Time 45 minutes

Materials

Crop photos or cards

Three ground signs

Easy to sell

Hard to sell

No market

Farmers place crops under signs and discuss differences.

Resources for facilitators

- Local market price ranges
- Buyer examples
- Seasonal calendars

Reflection capture

- Ask what surprised them
- Facilitator writes key insights
- Photo of sorted crops

MODULE 3

Soil, Water, and Life

Core message

Healthy land costs less and produces more.

Purpose

To connect soil and water care to productivity, cost, and long term sustainability.

Learning outcomes

Farmers will

- Understand soil as living
- See links between soil health and income
- Learn simple soil and water practices

Activity 1: Soil Comparison Walk

Time 45 minutes

Farmers dig in two different areas. They touch, smell, and observe soil.

Activity 2: Soil Jar Test

Time 30 minutes

Soil and water are shaken in jars and allowed to settle. Layers are observed and discussed.

Key teaching point

Soil tells its story if we pay attention.

Resources for facilitators

- Compost visuals
- Soil health guides simplified
- Water conservation examples

Reflection capture

- Farmers point to soil they prefer
- Facilitator notes reasons shared

MODULE 4

Harvest, Handling, and Sales

Core message

What looks good sells better.

Purpose

To improve product quality, reduce losses, and increase value.

Learning outcomes

Farmers will

- Harvest at the right time
- Handle crops to reduce damage
- Improve presentation

Activity 1: Good vs Poor Harvest Comparison

Time 30 minutes

Two harvest piles are compared. Farmers discuss which would sell and why.

Activity 2: Packing Practice

Time 45 minutes

Farmers practice packing, cleaning, and presentation. Role play selling scenarios.

Resources for facilitators

- Market quality photos
- Packing examples
- Food safety basics

Reflection capture

- Farmers vote on value difference
- Photos of packed product

MODULE 5

Navigating the System

Core message

The system is not fair, but knowing it helps.

Purpose

To reduce fear around permits, rules, and institutions.

Learning outcomes

Farmers will

- Identify which rules matter most
- Know when to ask for help
- Feel more confident navigating systems

Activity 1: Fear Mapping

Time 30 minutes

Facilitator asks

What systems or paperwork scare you

Words are written and normalized.

Activity 2: Sorting the Rules

Time 45 minutes

Rules are sorted into

Required

Helpful

Optional

Resources for facilitators

- Permit summaries
- Trusted agency contacts
- Market rule explanations

Reflection capture

- Ask which rule feels less scary
- Facilitator records responses

MODULE 6

Tools, Technology, and Labor

Core message

The right tools save time and body.

Purpose

To support realistic decisions about tools and labor.

Learning outcomes

Farmers will

- Evaluate tools based on need
- Think about labor limits
- Recognize burnout

Activity 1: Tool Show and Tell

Time 45 minutes

Farmers demonstrate tools they use and discuss pros and cons.

Activity 2: Labor Mapping

Time 30 minutes

A seasonal timeline is created on the ground. Stones mark labor heavy periods.

Resources for facilitators

- Tool comparisons
- Labor planning visuals
- Ergonomic tips

Reflection capture

- Anonymous body check in
- Facilitator notes patterns

MODULE 7

Simple Recordkeeping

Core message

Memory is not a system.

Purpose

To introduce simple recordkeeping methods that do not rely on literacy.

Learning outcomes

Farmers will

- Understand why records protect them
- Learn simple tracking methods
- Feel less fear around numbers

Activity 1: Symbol Based Tracking

Time 30 minutes

Farmers track one market day using symbols or stickers.

Activity 2: Memory vs Record Exercise

Time 30 minutes

Farmers try to remember details from memory, then compare with a simple record.

Resources for facilitators

- Picture based logs
- Voice note tracking examples
- Simple calendars

Reflection capture

- Group chooses easiest method
- Facilitator documents preference