

## Trainings Attendance Expectations For Family Strengthening (FS)



The Children's Trust is committed to strengthening agencies' ability to effectively deliver needed services and manage their operations, therefore providing positive impact to the children and families in the communities being served. To that end, The Trust's partners offer high quality, relevant trainings specific to initiative and audience needs. Providers must ensure appropriate staff and subcontractors attend various initiative-specific trainings administered by The Trust Academy partners.

Trainings offered through Project RISE, The Advocacy Network on Disabilities (AND), Injury Free Coalition, UM Team COACH, Training and Implementation Associates, and various specialized and evidenced-based programs (EBP) are listed in the attached chart. Each training specifies if the training is required, recommended or optional, and for which intended audience and at what frequency. Those offered by Trust Academy Collective providers will be found in [Trust Academy LMS](#).

In addition, please note and abide by the following:

All provider staff members must participate in **at least one inclusion training** provided by The Advocacy Network on Disabilities. Each staff member may choose from the listed offerings:

- Discovering Inclusion 1
- Successful Inclusion of Children with Autism Spectrum Disorders (ASD) Part 1
- Successful Inclusion of Children with Autism Spectrum Disorders (ASD) Part 2

Cardiopulmonary Resuscitation (CPR) training from other organizations, i.e., the American Red Cross, is accepted **if it meets CPR certification**.

Based upon results of program metrics, additional trainings for specific staff and/or entire provider agencies will be required. Providers are encouraged to access trainings and opportunities from other quality professional development organizations. encouraged to access trainings and opportunities from other quality professional development organizations.

Trainings Title and Provider	Required	Description	Format	Frequency	Staff
	Recommended				
	Optional				
Cardiopulmonary Resuscitation (CPR)		First Aid/CPR/AED is a 4 hour training that teaches providers how to recognize and respond appropriately to cardiac, breathing and first aid emergencies. Provider will have the knowledge and skills needed to give immediate care to an injured or ill person and to decide whether advanced medical care is needed. Training from other organizations, i.e. The American Red Cross, is accepted <i>if it meets CPR certification</i> . Courses in Trust Academy LMS do not meet this requirement.	In-person and/or online	Based on certification date; upon hire	Program supervisors and direct service staff
Identifying and Reporting Child Abuse and Neglect		1-hour continuing education activity to learn ways to recognize various forms of child abuse and neglect, reasons for and results of child abuse and neglect, typical traits of abusive or neglectful parents, the caregiver's responsibility in reporting it, and ways caregivers can help children who are the victims of child abuse and neglect. Also learn specific strategies to strengthen families and reduce the risk. <a href="http://www.myilfamilies.com/service-programs/abuse-hotline/training">http://www.myilfamilies.com/service-programs/abuse-hotline/training</a>	Online	At least once every 24 months; upon hire	Program supervisors and direct service staff
Evidence based, or Research Informed Programs (EBP) - TF-CBT, CIFFTA, and PCIT		Programs funded as Family Strengthening Programs are evidence based programs (EPB). These EBPs require specialized staff training to ensure fidelity to the models. Targeted training will be provided to program staff and supervisors to support the children and families of funded EBPs periodically by The Children's Trust. Providers are responsible for securing EBP training for new staff and/or upon implementation of new EBP as approved.	Live Training and/or Online	Upon hire; upon implementation of a new EBP. Some EBPs require refresher classes.	Program supervisors and direct service staff
Successfully Engaging Youth and their Families into Services Training & Implementation Associates (TIA)		Family members can play an important role in supporting children and adolescents around their healthy development, school success, and physical and mental health. Family member behavior can sometimes represent risk factors for youth, while at other times they may be untapped protective and resiliency factors. The purpose of this course is to share some of the hidden dynamics that make engagement quite challenging and the effective family engagement strategies than can be used to address the challenges to family engagement.	Online Course	At least once; upon hire	Administration, Program supervisors, all direct service staff
Considering Delivering Services Through Video Conferencing: Where Do I Start? Training & Implementation Associates (TIA) & UM Team COACH		Our children and families need your warmth, guidance and expertise as a provider now more than ever before! But how can you reach them while everyone is staying at home? This training provides answers by helping you start delivering video conferencing services for your families. Whether you are just starting out delivering services this way, or have been doing so for a while, this training has something for you. It's time to jump on the digital highway! This course is appropriate for provider staff, supervisors, and agencies working with directly with children and families in family and neighborhood support, parenting, therapy, and/or family therapy programs.	Online Course	Once	Program supervisors and direct service staff
Ready, Set, Zoom! Strategies for effectively implementing your program virtually Training & Implementation Associates (TIA) & UM Team COACH	*	Delivering services to children and families through video conferencing can feel overwhelming. What are your options when it comes to electronic consent? How can you make families feel most at ease with new or unfamiliar technology? What should you do when technology fails? This training will help you answer these questions and more by offering practical strategies to help you deliver your program via video conferencing. You will find strategies that apply to all family services programs, as well as strategies tailored to specific service delivery formats. This course is appropriate for provider staff, supervisors, and agencies working with directly with children and families in parenting, family strengthening, and/or family therapy programs.	Online Course	Once	Program supervisors and direct service staff *Required if providing telehealth

<p>The Big 5: Questions and Tips to Support Your Emotional Well-Being During COVID-19 Training &amp; Implementation Associates (TIA) &amp; UM Team COACH</p>	<p>Even during unprecedented times, taking steps to maintain or improve your emotional health is easier and quicker than you might think. In this course, you'll learn simple, actionable steps to building a more emotionally healthy you. While we cover just two questions and three tips, making these tips a habit will have a lasting impact on your physical and emotional well-being. This course is appropriate for provider staff, supervisors, and agencies working directly with children and families.</p>	<p>Online Course</p>	<p>Once</p>	<p>All Staff</p>
<p>Navigating Uncertainty: Helping Families Cope with COVID-19 Trust Academy Collective</p>	<p>This training briefly covers topics related to helping families cope with stressors associated with COVID-19. We also provide links to nationally vetted resources for additional training and resources beyond this introduction. The Trust Academy provider that supports your program can also provide you with additional assistance related to these topics.</p>	<p>Online Course</p>	<p>Once</p>	<p>Program supervisors and direct service staff</p>
<p>Getting Families Through the Door: A Toolkit for Parenting Programs</p>	<p>Every person on your team plays a key role in getting families to attend your parenting program. In this course, we cover common challenges to recruiting families and give strategies for how to overcome them. Whether you offer parenting groups, in-home services, or peer-to-peer support, you'll find practical strategies for tailoring your recruitment efforts to meet your program model.</p>	<p>Online Course</p>	<p>At least once every 24 months; upon hire</p>	<p>Program supervisors and direct service staff</p>
<p>Building the Road to Family Engagement: Practical Tools for Parenting Programs UM Team COACH</p>	<p>When families attend, stick with, and participate actively in parenting programs, they are able to realize the full benefits of services. Yet, families face many barriers to engagement and it takes creativity, flexibility, and effort to support families in meeting their goals! After this training, you'll be able to identify at least three tools and strategies to improve caregiver engagement and retention in your program. We know that every provider and program experiences different challenges related to engagement, so this session will be tailored to the needs of the attendees.</p>	<p>Live Training (In-person or virtual)</p>	<p>Once</p>	<p>Program Directors, Administrators, and direct staff</p>
<p>Promoting Father Involvement in Parenting Programs UM Team COACH</p>	<p>We know that when it comes to positive parenting, the more people a child has in their life who are on the same page, the better. Involving fathers in parenting programs has positive effects on children's learning and social-emotional development. However, in some instances, it can be difficult to recruit fathers or father figures into services and keep them engaged throughout. In this course, you'll follow John and his family as he joins a parenting program, and learn practical strategies to support father involvement along the way.</p>	<p>Online Course</p>	<p>At least once every 24 months; upon hire</p>	<p>Program supervisors and direct service staff</p>
<p>Finding Stress Management Strategies that Work for You UM Team COACH</p>	<p>Months of coping with the stressors of quarantines, social-distancing, shutdowns, losses, grief, uncertainty, and anxiety are taking a toll on our emotional health. If you are feeling stressed and overwhelmed, you are not alone! In this training, you will learn and practice strategies to calm your body and mind.</p>	<p>Live Training (In-person or virtual)</p>	<p>Once</p>	<p>All Staff</p>
<p>An Administrator's Introduction to the Americans with Disabilities Act (ADA) AND</p>	<p>Are you an Administrator, site director, or the person responsible for your organization meeting its legal obligations under the ADA? Join us to be sure you are up to date on enrollment eligibility, reasonable accommodations, policies and procedures, and more.</p>	<p>Live Training (In-person or virtual)</p>	<p>At least once every 24 months (and upon ADA changes, as announced); upon hire</p>	<p>Administration, Administrative Staff, Program supervisors</p>

<p>Navigating Community Resources AND</p>	<p>This training introduces participants to the most commonly needed resources for children and youth with disabilities and the agencies and systems in which they reside. Upon successful completion, those attending will have the tools necessary to direct families to helpful resources, and to advise them on how to navigate the systems of care in which these resources are found.</p>	<p>Live Training (In-person or virtual)</p>	<p>At least once every 24 months(unless updates as announced); upon hire</p>	<p>Administration, Administrative Staff, Program supervisors, facilitators, home visitors</p>
<p>Discovering Inclusion Part 1 AND</p>	<p>The foundation for all other inclusion trainings, particularly appropriate for staff with little or no previous knowledge about youth with disabilities and their inclusion into programs with typically developing peers, this course introduces various types of disabilities, identifies the benefits of inclusion for all, provides information on using People First Language and respectful etiquette, and explores the characteristics of an inclusive program.</p>	<p>Online Course</p>	<p>At least once every 24 months; upon hire</p>	<p>Program supervisors and direct service staff</p>
<p>Successful Inclusion of Children with Autism Spectrum Disorders Part 1 AND</p>	<p>You hear a lot about it, but do you really know what Autism Spectrum Disorder is, and the different ways it appears in different children and youth? Learn the facts, and how to recognize and accommodate those with sensory sensitivities, foster social competence, address bullying, and ensure a safe environment. This online course is a pre-requisite for Successful Inclusion of Children with Autism Spectrum Disorders Part 2.</p>	<p>Online Course</p>	<p>At least once every 24 months; upon hire</p>	<p>Program supervisors and direct service staff</p>
<p>Successful Inclusion of Children with Autism Spectrum Disorders Part 2 AND</p>	<p>Program staff who successfully completed Part 1 participate in hands-on activities developing picture schedules, learning commonly used American Sign Language words, and creating a sensory friendly environment. Other topics include keeping children safe and using Social Stories to prepare students for new social environments and experiences. PREREQUISITE: Successful Inclusion of Children with Autism Spectrum Disorders Part 1</p>	<p>Live Training (In-person/Virtual)</p>	<p>At least once every 24 months; upon hire</p>	<p>Program supervisors and direct service staff</p>
<p>Mental Health First Aid ( Adult)</p>	<p>The adult Mental Health First Aid course is appropriate for anyone 18 years and older who wants to learn how to help a person who may be experiencing a mental health related crisis or problem. Participants in a Mental Health First Aid course discuss; signs and symptoms; risk factors and warning signs of mental health problems; i information on depression, anxiety, trauma, psychosis, and addiction disorders; a 5-step action plan to help someone developing a mental health problem or in crisis; where to turn for help; professional, peer, and self-help resources.</p>	<p>Live Training</p>	<p>At least once every 24 months; upon hire</p>	<p>Program supervisors and direct service staff</p>
<p>Motivational Interviewing (Independent Consultant)</p>	<p>Motivational Interviewing (MI) is an evidence-based therapy designed to help people make healthy behavioral changes in their life. This training includes group activities, skill practice with feedback, discussions, and didactic learning. The objectives of the training allow participants to:• Be able to recognize core Motivational Interviewing skills, fundamentals, and consistent and inconsistent practice. • Obtain a basic understanding of how Motivational Interviewing can be applied to work with difficult to engage clients. • Be able to identify specific ways to incorporate Motivational Interviewing into one’s own clinical practice</p>	<p>Live Training</p>	<p>At least once every 24 months; upon hire</p>	<p>Program supervisors and direct service staff</p>
<p>Home Safety Training Jackson Health - Injury Free</p>	<p>Parents/caregivers and service providers participate in a 45 to 60-minute interactive guided training on home safety onboard the Injury Free Mobile Unit. Topics covered include identification of the following risks and action steps for prevention: poison, choking, suffocation, burns, strangulation, falls, supervision, and gun violence.</p>	<p>Live Training</p>	<p>Once; upon hire</p>	<p>Program supervisors and direct service staff</p>