

Trainings Attendance Expectations

For Parenting Programs (PAR)



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 program and professional development providers 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's 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:

- Let's Play Together: Practical Solutions for Adapting Recreational Activities
- Count Me In: Teaching Children to Embrace Diversity
- Creating a Welcoming Environment for All Students
- 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
- Structure for Success

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

Providers are responsible for securing evidenced-based program (EBP) training for new staff and/or upon implementation of new EBP as approved. 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.

August 2021

Training Title and Provider	Required	Description	Format	Frequency	Staff
	Recommended				
	Optional				
The Big 5: Questions and Tips to Support Your Emotional Well-Being During COVID-19 UM Team COACH		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.	Online Course	Once	All staff
Considering Delivering Services Through Video Conferencing: Where Do I Start? UM Team COACH & Training & Implementation Associates (TIA)		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 directly with children and families in family and neighborhood support, parenting, therapy, and/or family therapy programs.	Online Course	Once	Program supervisors and direct staff
Ready, Set, Zoom! Strategies for effectively implementing your program virtually UM Team COACH & Training & Implementation Associates (TIA)	*	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 directly with children and families in parenting, family strengthening, and/or family therapy programs.	Online Course	Once	Program supervisors and direct staff *Required if providing virtual programming
Navigating Uncertainty: Helping Families Cope with COVID-19 Trust Academy Collective		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.	Online Course	Once	Program supervisors and direct staff

<p>Overcoming Challenges of Home Visiting UM Team COACH</p>	<p>While meeting families in their home offers many benefits, there are a lot of challenges associated with home visiting programs! In this course, we will discuss common challenges and concerns, and provide strategies to overcome these challenges. We will cover how to prepare for home visits, safety tips, ethical considerations, and supervision. At the end of the course, providers will be able to: identify benefits of home visiting programs, name common challenges faced by home visitors, and identify and select effective strategies to manage these challenges.</p>	<p>Online Course</p>	<p>At least once every 24 months; upon hire</p>	<p>Program supervisors and direct staff in programs which offer in-home services</p>
<p>Getting Families Through the Door: A Toolkit for Parenting Programs UM Team COACH</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>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, 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 (online and/or virtual)</p>	<p>At least once, upon hire</p>	<p>All 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 (online and/or virtual)</p>	<p>At least once, upon hire</p>	<p>Program supervisors and direct service staff</p>

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
An Administrator's Introduction to the Americans with Disabilities Act (ADA) AND	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.	Live Training (in-person /virtual)	At least once every 24 months (and upon ADA changes, as announced); upon hire	Administration, Administrative Staff, Program supervisors
Discovering Inclusion Part 1 (slated to be revised January 2021) AND	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.	Online	At least once every 24 months; upon hire	Program supervisors and direct service staff
Navigating Community Resources AND	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.	Live Training (in-person /virtual)	At least once every 24 months (unless updates as announced); upon hire	Administration, Administrative Staff and Program Coordinator/ Program supervisors and Parent Educators
Count Me In: Teaching Children to Embrace Diversity AND *Inclusion Training	One of our most popular trainings, come learn fun, meaningful activities to do with your students to build their disability awareness, and encourage them to appreciate differences. Teaches staff, through the use of hands-on activities, how to build disability awareness and encourage children to appreciate differences.	Live Training (in-person /virtual)	At least once every 24 months	Program supervisors and direct service staff
Creating a Welcoming Environment for All Students AND *Inclusion Training	Problem solving based learning workshop focusing on the application of specific accommodation and adaptation strategies. Through individual case studies, participants learn to successfully adapt activities and materials to include all learners. For those who successfully completed Discovering Inclusion on-line course.	Live Training (in-person /virtual)	At least once every 24 months	Program supervisors and direct service staff

Let's Play Together: Practical Solutions for Adapting Recreational Activities AND *Inclusion Training	Provides participants a hands-on experience learning to adapt indoor and outdoor activities for children and youth with disabilities. Each participant is assigned a specific disability to simulate, and by working together with team members, is challenged to devise accommodations and adaptations that make it possible for everyone to participate.	Live Training (in-person /virtual)	At least once every 24 months	Program supervisors and direct service staff
Structure for Success AND *Inclusion Training	Youth both with and without disabilities can behave in challenging ways. Learn the seven basic needs youth exhibit and take away strategies for meeting these needs through positive, preventive approaches.	Live Training (in-person /virtual)	At least once every 24 months	Program supervisors and direct service staff
Customized Safety Injury Free	Customized Trainings targets prevention for young children or older children and teens. Customized Safety Trainings are based on the provider's interest/request and may last 1-2 hours per session.	Live Training (in-person /virtual)	At least once every 24 months; upon hire	Direct service staff
Home Safety Training Jackson Free Injury Free	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	Live Training (in-person /virtual)	At least once every 24 months; upon hire	Direct service staff of PAR providing individual services
Passenger Safety Education Training Jackson Health Injury Free	This two-hour training focuses primarily on restraint and passenger safety, these trainings and materials are offered to community providers to increase their capacity in passenger safety (appropriate use of car seats and booster seats, safe transport of children in motor vehicles, the importance of a safe ride for every moving vehicle, and how to implement new parent awareness/safe pick up and drop off policies).	Live Training (in-person /virtual)	At least once every 24 months; upon hire	Direct service staff
Car Passenger Certification Jackson Health Injury Free	Car Passenger Safety (CPS) Training: The national standardized child passenger safety technician certification course is four days long (32 hours) and combines classroom instruction, hands-on work with car seats and vehicles, and a community safety seat checkup event. At the checkup event, students demonstrate skills learned during class, following event procedures and instructions, proper use and installation of child restraints and safety belts and the ability to teach parents and caregivers how to properly protect their family on the road. *Optional if transporting children.	Live Training (in-person /virtual)	As required for certification	Program Director, Direct Service staff, transportation staff
Car Seat Inspections Jackson Health Injury Free	Thirty (30) minute training for parents/caregivers and service providers on how to properly install car seats and transport children safely in motor vehicles. Families in need of car seats, with defective or recalled seats, or with the wrong seat for their child are offered a new car seat. * Required if per home visitation EBP certification protocols	Live Training (in-person /virtual)	As required for certification	Program supervisors and direct staff

Evidence based, or Research Informed Programs (EBP) - Parenting	Programs funded as Parenting Programs are evidence based, or research informed programs (EPB). These EBPs require specialized staff training to ensure fidelity to the models. Targeted training will be provided to program staff to support the children and families of funded EBPs. The Children's Trust will only offer these during the first year of funding cycle unless deemed necessary. Providers are responsible for securing EBP training for new staff and/or upon implementation of new EBP as approved.	In-person and/or Online	Upon hire; upon implementation of a new EBP. Some EBP's require refresher classes.	Program supervisors and direct staff
Child and Parenting Assessment Measure Tools	Training on required child and parenting measures. Training includes how to administer, score and interpret the instruments. The Children's Trust will only offer these if deemed necessary. Some trainings are offered online (i.e. SEL). Providers are responsible for securing training for new staff.	In-person or Online	Once every year; upon hire; upon implementation of a new tool	Program supervisor and all direct service staff
Social Emotional Learning Outcome Assessment Tools Project RISE	Youth Development Program direct services staff responsible for administering Social Emotional Learning (SEL) assessments tools learn to administer required SEL assessment tools (K to 5th: The Child Trends Teacher Survey and Child Survey and 6th to 12th: The Positive Youth Development Inventory Retrospective and the Youth and Program Strengths Survey (YAPS)). Participants must pass a practical test at the end of the training in order to be certified to administer these assessment tools.	Online	Once every year; upon hire; upon implementation of a new tool	Administrative and direct service staff administering tool
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 if it meets CPR certification.	In-person or Online	Based on certification expiration date; upon hire	Staff of programs providing simultaneous group child activities
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 or online	Based on certification expiration date; upon hire	Program Coordinator and all other 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. http://www.myflfamilies.com/service-programs/abuse-hotline/training	Online	At least once every 24 months; upon hire	Program Coordinator and all direct service staff

<p>Nutrition Education Training</p> <p>Partner Agency: Florida Introduces Physical Activity and Nutrition to Youth, Inc (FLIPANY)</p>	<p>Workshops and cooking demonstrations based on evidence-based nutrition information from United State Department of Agriculture (USDA) and Cooking Matters in your Community Curriculum.</p> <p>The workshops provide specific information about basic nutrition principles, the importance of a good nutrition as well as information about a well balace nutritius diet and appropriate portions. The workshops also provide information about how to read and understand food labels, understanding and identifying whole grain, the importance of reading the ingredient list, and options for snacks.</p> <p>Interactive healthy food demonstartion is provided during the workshops that incorporate three (3) or more food groups based on the USDA current standards.</p>	<p>Live Training (in-person /virtual)</p>	<p>At least once every 24 months</p>	<p>Program supervisor 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:</p> <ul style="list-style-type: none"> • 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>Online or in-person</p>	<p>At least once every 24 months</p>	<p>Program supervisor 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>Online or In-person</p>	<p>At least once every 24 months</p>	<p>Program supervisor and direct service staff</p>