

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 program and professional development providers or in partnership with The Trust.

Trainings offered through Project RISE, ACT, Injury Free Coalition, and various specialized and evidenced-based programs (EBP) are listed in the attached chart. Additional training and coaching may be required with the implementation of the program and professional development providers for Family Services programs.

Each training specifies if the training is required, recommended or optional, and for which intended audience and at what frequency, and in what format the training is offered.

In addition, please note and abide by the following:

New hires must begin this training within three months of work start date; required training must be completed within first year of employment.

All provider staff members must participate in at least two All Children Together (ACT) Resource Network-provided trainings. Each staff member may choose from the ten (10) listed offerings: Administrator Overview of the ADA, Navigating Community Resources, Discovering Inclusion Part 1, Discovering Inclusion 2: Beyond Awareness (note prerequisite), Count Me In: Teaching Children to Embrace Diversity, Successful Inclusion of Children with Autism Spectrum Disorders Part 1, Successful Inclusion of Children with Autism Spectrum Disorders Part 2, Let's Play Together: Practical Solutions for Adapting Recreational Activities, Structure for Success, and Inclusion Institute.

Cardiopulmonary Resuscitation (CPR) training from other organizations, i.e., the American Red Cross, is accepted if it meets CPR certification. The Children's Trust offers a limited number of CPR trainings as first come, first served. Providers are responsible for this training requirement regardless of Trust-sponsored availability.

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.

Training Title and Provider	Required	Description	Format	Frequency	Staff
	Recommended				
	Optional				
An Administrator's Introduction to the Americans with Disabilities Act (ADA) ACT		This training is specifically designed for administrators of Trust-funded programs including but not limited to agency, program and site directors. It provides an introductory working knowledge of an agency's legal requirements under the ADA. Topics include eligibility for enrollment, reasonable accommodations, and policies and procedures. Opportunities for peer learning occurs through sharing experiences, raising questions, and problem-solving real life situations.	In-person 4 sessions offered per year	At least once every 24 months (and upon ADA changes, as announced); upon hire	Administrative Staff
Discovering Inclusion Part 1 ACT		This introductory on-line training is appropriate for new program staff, and/or program staff with little or no previous knowledge about youth with disabilities and their inclusion into programs with typically developing peers. The workshop content 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. There is also an opportunity to examine personal beliefs and values.	Online	At least once every 24 months; upon hire	Program Coordinator/Site Coordinator and direct service staff
Discovering Inclusion Part 2: Beyond Awareness ACT		Training content includes in-depth information about specific disabilities, and strategies for developing and implementing accommodations and adaptations for each. This targets direct services staff and supervisors working in Youth Development programs serving children in Grades K-5 and 6-12. PRE-REQUISITE: DISCOVERING INCLUSION Part 1	In-person	At least once every 24 months; after pre-requisite	Program Coordinator/Site Coordinator and direct service staff
Inclusion Kick-Off ACT		The Inclusion Kick-Off is a one time outreach event delivered during the first quarter of the contract year. Trust funded youth development providers have the opportunity to learn about the ACT Resource Network and the services it provides; meet their program's Inclusion Specialist; receive a copy of the Pathways to Inclusion; learn about how The Advocacy Network on Disabilities helps families; and experience activities that simulate different disabilities. The interaction between peers may serve as the incubator for future peer learning groups.	In-Person offered once per year	At least once every 24 months	Program Coordinator/Site Coordinator and direct service staff
Navigating Community Resources ACT		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. The target audience includes Youth Development program staff, Service Partnership Care Coordinators, and Parent Educators.	In-person 3 sessions offered per year	At least once every 24 months (unless updates as announced); upon hire	Administrative Staff and Program Coordinator/ Site Coordinator and Parent Educators

<p>Navigating Community Resources ACT</p>	<p>Provided via a live webinar, Navigating Community Resources 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. The target audience includes Youth Development program staff, Service Partnership Care Coordinators, and Parent Educators. The training provides peer learning opportunities as participants share resources they know about, and what works for them.</p>	<p>Live Webinar 2 webinars offered per year</p>	<p>At least once every 24 months (unless updates as announced); upon hire</p>	<p>Administrative Staff and Program Coordinator/ Site Coordinator and Parent Educators</p>
<p>Count Me In: Teaching Children to Embrace Diversity ACT *Supplemental Inclusion Training</p>	<p>Teaches staff, through the use of hands-on activities, how to build disability awareness and encourage children to appreciate differences.</p>	<p>In-person 2 sessions offered per year</p>	<p>At least once every 24 months</p>	<p>Program Coordinator/Site Coordinator and direct service staff</p>
<p>Count Me In: Teaching Children to Embrace Diversity ACT *Supplemental Inclusion Training</p>	<p>Teaches staff, through the use of hands-on activities, how to build disability awareness and encourage children to appreciate differences.</p>	<p>Live Webinar 1 webinar offered per year</p>	<p>At least once every 24 months</p>	<p>Program Coordinator/Site Coordinator and direct service staff</p>
<p>Creating a Welcoming Environment for All Students ACT *Supplemental Inclusion Training</p>	<p>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. Additionally, staff will leave the workshop with an application level knowledge of peer support activities.</p>	<p>In-person 2 sessions offered per year</p>	<p>At least once every 24 months</p>	<p>Program Coordinator/Site Coordinator and direct service staff</p>
<p>Creating a Welcoming Environment for All Students ACT *Supplemental Inclusion Training</p>	<p>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. Additionally, staff will leave the workshop with an application level knowledge of peer support activities.</p>	<p>Live Webinar 1 webinar offered per year</p>	<p>At least once every 24 months</p>	<p>Program Coordinator/Site Coordinator and direct service staff</p>
<p>Let's Play Together: Practical Solutions for Adapting Recreational Activities ACT *Supplemental Inclusion Training</p>	<p>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.</p>	<p>In-Person 2 sessions offered per year</p>	<p>At least once every 24 months</p>	<p>Program Coordinator/Site Coordinator and direct service staff</p>
<p>Structure for Success ACT *Supplemental Inclusion Training</p>	<p>Provides participants with a toolbox of preventative strategies for working with teens with and without disabilities who are experiencing behavioral challenges. Incorporate the seven needs that teens exhibit (attention-seeking, avoiding failure, expressing anger, boredom, etc.) and methods of meeting their needs though positive, preventative approaches.</p>	<p>In-person 2 sessions offered per year</p>	<p>At least once every 24 months</p>	<p>Program Coordinator/Site Coordinator and direct service staff</p>

Structure for Success ACT *Supplemental Inclusion Training	Provides participants with a toolbox of preventative strategies for working with teens with and without disabilities who are experiencing behavioral challenges. Incorporate the seven needs that teens exhibit (attention-seeking, avoiding failure, expressing anger, boredom, etc.) and methods of meeting their needs through positive, preventative approaches.	Live Webinar 1 webinar offered per year	At least once every 24 months	Program Coordinator/Site Coordinator 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.	In-person sessions offered throughout the year	At least once every 24 months; upon hire	Direct service staff
Home Safety Training 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	In-person sessions offered throughout the year	At least once every 24 months; upon hire	Direct service staff
Passenger Safety Education Training 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).	In-person sessions offered throughout the year	At least once every 24 months; upon hire	Direct service 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 or On-line	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 On-line	Once every year; upon hire; upon implementation of a new tool	Program Coordinator/Site Coordinator and 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	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 if it meets CPR certification.	In-person	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 This is not correlated to Staff Credential Part 1 with DCF Licensing for YAS or Early Childhood Providers. This could be one topic as needed within yearly license renewal requirements.	Online	At least once every 24 months; upon hire	Program Coordinator and all direct service staff
Nutrition Education Training Partner Agency: Florida Introduces Physical Activity and Nutrition to Youth, Inc (FLIPANY)	Workshops and cooking demonstrations based on evidence-based nutrition information from United State Department of Agriculture (USDA) and Cooking Matters in your Community Curriculum. 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. Interactive healthy food demonstartion is provided during the workshops that incorporate three (3) or more food groups based on the USDA current standards.	On-line	At least once every 24 months	Program Coordinator/Site Coordinator and direct service staff
Motivational Interviewing (Independent Consultant)	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	On-line or in-person	At least once every 24 months	Program Coordinator/Site Coordinator and direct service staff

Mental Health First Aid (Adult)	<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; 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>	In-person	At least once every 24 months	Program Coordinator/Site Coordinator and direct service staff
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