



# All Children – All Families Training of Facilitators

## Purpose:

This comprehensive training prepares agency facilitators to train the evidence-informed All Children-All Families (ACAF) Training. Facilitators will learn how to deliver the ACAF training as well as facilitate difficult conversation and help dispel myths and stereotypes associated with LGBTQ+ people.

Prospective facilitators begin by observing training as participants and then complete classroom instruction with ACAF Expert Trainers. Prospective facilitators conduct teach-back presentations and receive feedback from ACAF Expert Trainers to ensure a firm grasp of content and teaching methods. Following completion of full program and achievement of baseline fidelity levels, participants conduct co-trainings with expert trainers as a final step to full certification to deliver content to the organization's specific training audience. Each training component includes a pre/post-test and training quality evaluation tool.

## TOF Program Curricula:

- Setting the Foundation: LGBTQ+ Inclusion for Child Welfare Professionals (6 hour, for professional audience)
- Building Safety & Trust: Supporting Youth with Diverse SOGIE (3 hour, for caregiver audience)



## Evidence-Informed Training

The ACAF Training has been evaluated by Innovations Institute at the University of Connecticut School of Social Work. Not only has this training been informed by the best available evidence on serving LGBTQ+ populations, it has also been found to increase LGBTQ+ knowledge and improve attitudes and affirming behaviors towards LGBTQ+ people.



## Testimonials

“I gained knowledge of the challenges and triumphs LGBTQ youth encounter. Their stories, journeys and personal experiences inspire me to learn more, and quite frankly, make me want to be a better person.”

“The ACAF TOF experience is the most comprehensive in terms of preparation and support that I have participated in. Both the team of Master trainers and the well-developed materials serve as great learning supports for Facilitators entering this work at all levels.”

“I gained so much confidence in my ability to deliver this incredibly important material in a competent, heartfelt, and professional way. I really feel like I have the tools to carry on this very important work.”

# Implementation Details

## Training of Facilitators

Over multiple days, the TOF equips prospective facilitators to deliver All Children – All Families training content.

- **Observation:** Prospective facilitators begin by observing training as participants and then complete classroom instruction with ACAF Expert Trainers.
- **Teach-Backs:** Prospective facilitators conduct teach-back presentations and receive feedback from ACAF Expert Trainers to ensure a firm grasp of content and teaching methods.
- **Certification:** Following completion of full program and achievement of baseline fidelity levels, participants conduct co-trainings with expert trainers as a final step to full certification to deliver content to organization's specific training audience

*Final Training of Facilitators cost is dependent upon number of facilitators, number of workers trained, location, days of training, etc. Travel expenses included in overall cost.*

## Participant Materials

Each participant in the training will receive an All Children – All Families Facilitators Guide with all resources and PowerPoints necessary to deliver content. Access to updated materials available through online portal.

## Program Licensing Fees

The program licensing fee allows the agency to utilize copyrighted materials to train all staff members of agency and provides permission to facilitators to access the All Children – All Families online portal which includes electronic resources.

**Agency must commit to working with All Children – All Families Expert Trainers and staff for a minimum of 2 years.** Licensing fee remains in effect as long as agency complies with implementation requirements.

*Final licensing fee is dependent upon duration of license, size and scope of training to be completed by facilitators.*

## Implementation Support

Pre-implementation activities include:

- Readiness assessment
- Application process for facilitators
- Climate Assessment
- Post-TOF Rollout planning

After the Training of Facilitators is completed, All Children – All Families will provide up to 5 hours/month of consultation to include the following:

- Ongoing facilitator support, including:
  - Individual coaching via phone, email, webcam;
  - Group coaching via phone, email, webcam;
- Quarterly webinars for facilitators
- Ongoing agency consultation, including:
  - 1 Executive Briefing and/or presentation to All Children – All Families team leads
  - Up to 2 customized group technical assistance sessions
  - Consultation on policy and practice change
  - Consultation on communications

*Final cost for program implementation support is dependent upon the ongoing coaching and support built into contract. Some aspects of ongoing facilitator coaching and support are required of all participants.*

## Evaluation

All Children – All Families provides the following tools to evaluate training initiatives and ensure fidelity. Each tool is available online or hard copy.

- Pre- and post-tests for each day of training offered
- Facilitator self-evaluation tool to monitor fidelity and identify ongoing support needs
- Facilitator evaluation tool for expert trainers

# Full Training of Facilitators Schedule

Schedule is approximate and depends on the goals of the agency.

## “SETTING THE FOUNDATION” CHILD WELFARE WORKER TRAINING

TRAINING	ACTIVITY	# PARTICIPANTS
#0	Facilitator Orientation (3 hour)	Up to 20 Facilitators
#1	Worker Training (Facilitators observe Expert Trainers)	30 (including 20 Facilitators)
#2	TOF Day 1 (How to Facilitate the Worker Training Day)	Up to 20 Facilitators
#3	TOF Day 2 (Facilitator Teach-Backs on Worker Training Material)	Up to 20 Facilitators
#4-#9	Worker Co-Trainings	180 Workers

## “BUILDING SAFETY & TRUST” FOSTER PARENT TRAINING

TRAINING	ACTIVITY	# PARTICIPANTS
#10	Facilitator Orientation (3 hour) Foster Parent Training (Facilitators observe Expert Trainers)	Up to 20 Facilitators
#11	TOF Day 1 (How to Facilitate the Foster Parent Training Day)	Up to 20 Facilitators
#12	TOF Day 2 (Facilitator Teach-Backs on Foster Parent Training Material)	Up to 20 Facilitators
#13-18	Caregiver Co-Trainings	180 Caregivers

### How do I get the ACAF Training of Facilitators to my organization?

To implement the ACAF Training of Facilitators in your agency, please email the National Quality Improvement Center on Tailored Services, Placement Stability, and Permanency for LGBTQ2S Children and Youth in Foster Care at [SOGIECenter@UConn.edu](mailto:SOGIECenter@UConn.edu).