

Wisconsin Family Resource Center Professional Development System Trainings For Parent Leaders

This document is designed to provide an overview and description of trainings [available to Parent Leaders](#) from the Family Resource Center Professional Development System located within the Wisconsin Child Welfare Professional Development System. The dates of the trainings or time within which they will be scheduled are on the [website](#).

There are a number of benefits to providing parent leaders with the opportunity to participate in professional development trainings:

There are benefits for your organization

- According to parent leaders, parent participants are sometimes more comfortable talking to other parents about issues they might be having. Training helps parent leaders be better prepared to respond. They are in a better position to understand the purpose and structure of your FRC efforts and to be able to refer parents to the most appropriate staff member or services within your FRC.
- When parent leaders understand the reasoning behind your programming and structure, they are better able to provide useful input and to support staff within programming. They can advocate for strategies within programming and help to gain participation and buy-in.
- Parents who participate in professional development are often in a better position to lend their voice more effectively and advise leadership and staff on policies, strategic planning, and programming choices.
- Being the only person who is not familiar with a particular framework or program structure while sitting on an advisory group can be very isolating. Providing parent leaders with some of the same background information as FRC staff can reduce that sense of isolation or tokenism.
- Professional development training opportunities can be a good –low cost, minimal effort- incentive for recruitment and retention of parent leaders.

There are benefits for parent leaders

- Professional development is a growth opportunity for parents. They can learn more about something they are passionate about, their children. They can use their knowledge to grow as parents and leaders.
- They gain confidence and feel better prepared for their roles. They feel valued by this investment in them, which increases their connection to your organization.
- They can use professional development as a resume builder for future work and career aspirations.

With each professional development opportunity, staff need to collaborate with parents:

Choose thoughtfully

- When selecting training opportunities with parent leaders, it is important that FRC staff are clear on the purpose for this particular parent leader to attend the training (for example: providing input on programming or administration, taking on a new parent advisory group role, assisting in facilitation of a particular program).
- Equally important is matching parent leaders' capacity and interests to the professional development training. Staff members will need to be familiar with an overview of the content and objectives of each training available to parents, so they can ensure that a training is appropriate for

that the parent, that their interests, availability, and learning style match with the opportunity. There are broad descriptions of the benefits and usefulness of each training for parents immediately following the actual description of the training itself.

Prepare Parent Leaders

- Make sure that prior to registering for the training, you discuss with the parent what to expect at the training (time commitment, format – in person, online or virtual, asynchronous, or synchronous, homework requirements, whether there will be other parents there or only professionals)
- Share *why* you think that the training will be beneficial and clarify your purpose for suggesting the training to the parent.
 - For informational purposes
 - To advise FRC leadership and staff
 - To communicate information to other parents
 - To build leadership skills
- Discuss participation norms for the training. If a parent leader is new to the professional development system and/or virtual training, make sure that they know what to expect and how to interact comfortably. Preparing parent leaders for participation norms will ease their nervousness and also benefit the instructor and other participants in the training.
 - Familiarize them with Zoom and how to interact on a Zoom training (leaving your screen on, using the chat, using the icons, getting into a breakout room etc.)
 - Talk about how and when to contribute, whether they might want to take notes, how and when to ask questions.

Ensure that the FRC PD System is accommodating to parents

- Setting up an account can be confusing for parent leaders. Walk through it with them, either virtually or in person. They will get set up in the same way any FRC employee from your organization does. At this point, set up their account within the system the same way as you would an employee. Tell them the name of the supervisor that they should select. That supervisor will have access to their transcript just like any other employee. Once a parent leader has their account set up, you still need to guide them in registering for the appropriate training. Not all of the trainings open to FRC staff are available to parent leaders. Check the list.
- Make sure to prepare the facilitator to welcome the parent so that they can be welcoming of parent leaders and have time to think of how to be inclusive of parents in the training examples and activities.

To alert instructors that a parent or parents will be attending an upcoming training, send an email to WCWPDS-Mke@uwm.edu well ahead of the start of the training. Indicate the name and dates of the training, the name of the parent leader(s), and your name and email, in case of a need for follow-up. The WCS PDS staff will reach out to the instructor to let them know.

Support Parent Leaders in implementing what they have learned

- Make sure that you have a plan and a process that allows the parent to reflect upon, share, and/or utilize what they have learned from the training. This might be a follow-up discussion with a staff member, a discussion with other parents, advising the organization, or using the information in their leadership role (with support from staff).

Beginning in FY26 there will be a nominal registration fee for all trainings for both staff and parent leaders.

Description and Registration Information:

This document is designed to give you an overview and description of the trainings available in the Family Resource Center Professional Development System located within the Wisconsin Child Welfare Professional Development System (WCWPDS). The dates of the trainings or time within which they will be scheduled are on the [website](#).

Foundational Trainings:

Standards of Quality for Family Strengthening and Support Training: The nationally adopted Standards of Quality for Family Strengthening & Support are designed to be used by all Family Strengthening and Support stakeholders as a tool for planning, providing, and assessing quality services to ensure that families are supported and strengthened through quality practice. The Standards create common language and expectations in the Family Support field across different kinds of programs, such as Family Resource Centers, home visiting programs, and child development programs. The Standards demonstrate and measure how to utilize a family-centered, strengths-based, multigenerational approach to support families in building research-based, evidence-informed protective factors that increase family stability, enhance child development, and reduce child abuse and neglect.

This 2-day (12 hour) training is provided by Supporting Families Together Association (SFTA). Promotion of this training and registration will be available through the online Professional Development System.

This training is beneficial for parent leaders who will be participating in the Standards of Quality Self-Assessment, advising administration, participating in strategic planning or action plan development, advocating for the FRC in the community or serving on the Parent Advisory Committee, Board of Directors, or similar type of function.

Bringing the Protective Factors Framework to Life in Your Work Training: This training is designed to help professionals to integrate the five protective factors, comprising the evidence-informed protective factors framework, into their work with families and their organizational culture. The training emphasizes the importance of partnership with families and a shared understanding of how family protective factors contribute to family strengths and clarify needs, so families have the tools to support the optimal development of children, while also reducing the likelihood of child abuse and neglect.

This 12-hour training is coordinated by the Prevention Board and is provided twice per year, once by SFTA and once by WCWPDS through the FRC Professional Development System. Additional training is offered periodically at various agencies throughout Wisconsin that have certified trainers on staff. The training is offered both virtually and in-person formats, depending on the location.

This training is beneficial to parent leaders who are working closely with the FRC Protective Factors Coordinator to advise on the integration of protective factors different aspects of the FRC and to parent leaders who have the need to communicate protective factors to other parents. Parent leaders and parents exploring their own family strengths and gaining more in-depth knowledge of their own protective factors, should participate in the Five for Families Parent Curriculum facilitated by family support staff.

Parent Leadership: The Key to a Successful Family Resource Center Training: Intentionally partnering with parents/caregivers within agencies is a highly effective strategy to ensure programming is successful while

supporting and building parent leadership skills. This training will explore why supporting parent leadership is important, what partnership looks like, how to get staff buy-in, and various strategies to incorporate in your agency.

This 12-hour training is provided by Supporting Families Together Association in three ½ day segments. Promotion of this training and registration will be available through the online Professional Development System.

This training is appropriate for committed parent leaders in order to help them understand the purpose, structure and variety of opportunities for expression of parent leadership.

Darkness to Light's Stewards of Children Child Sexual Abuse Prevention Training: The approved training for child sexual abuse prevention is the Darkness to Light's Stewards of Children®, an award-winning program created to educate and support professionals and community members in protecting children from sexual abuse. The program focuses on the concept that ending child sexual abuse will require a cooperative, community effort. It also seeks to build personal empowerment that provides adults with the capacity and momentum to take action against child sexual abuse. With personal empowerment, adults can make choices, take risks, and support each other.

This 2-hour training is offered annually by SFTA through the FRC Professional Development System. It is also available at various local agencies throughout Wisconsin that have certified trainers on staff.

This training is appropriate for any interested parent.

Period of PURPLE Crying Abusive Head Trauma Prevention Training: This one-hour self-paced, online training teaches ways to help parents understand the characteristics of a normative period of early infancy, which is characterized by periods of extended crying. It describes the normal crying curve, the characteristics of the Period of Purple Crying, and what the acronym PURPLE stands for. The training also delves into the fact that crying is a risk factor for shaking a baby and how it is important for parents to put strategies in place that allow them to remain calm and create a plan to deal with crying related stress.

This training is free and can be accessed through the FRC Professional Development webpage.

This training is appropriate for any parent and might be particularly beneficial for parent leaders who will be taking a leadership role with families of newborns and young infants

Awareness to Action Policies and Procedures Training: This training and technical assistance program for organizations, based on the Center for Disease Control and Prevention's guide Preventing Child Sexual Abuse Within Youth-serving Organizations, is designed for communities and organizations. Over the course of 6 months, participating organizations receive an in depth 3-hour training and follow-up support to implement prevention strategies to protect the children in their programs. Promotion of the training and registration will be available through the FRC Professional Development System.

This training is beneficial for parent leaders who will be part of the development or revision of an organization's child sexual abuse prevention policies and procedures.

Additional Family Support Professional Development Training Opportunities:

Cultural Humility Training: Cultural Humility is an approach that can help us effectively work and live with differences. Originally developed by doctors Melanie Tervalon and Jann Murray-Garcia (1998), to address health disparities and institutional inequalities in medicine, Cultural Humility is now used in social work education, public health and nonprofit management. It is a framework for people to deal with hierarchical relationships, changing organizational policy, and building relationships based on trust. The goal of this training is to support professionals as they seek to work with families within a framework of Cultural Humility; to be culturally respectful and curious, to stretch their cultural comfort zones, and acknowledge their personal biases through self-reflection.

The total training time is 6 hours (3 hours self-paced, 3 hours virtual instructor led)

This training is beneficial for parent leaders, who are interested in exploring their own understandings and reactions to differences and in efforts to support the inclusion of marginalized members of the community in their FRC.

The Growing Brain: This training supports participants' exploration of key concepts, research, and concrete strategies from ZERO TO THREE's The Growing Brain: From Birth to 5 Years Old curriculum. Participants explore how the brain grows and develops from conception to 5 years old and how to support healthy brain development including cognitive development, social-emotional development and how play builds children's capacities in all areas of development.

This is a virtual training. Total training time is 8 hours.

This training is beneficial to any parent of young children and may be particularly helpful to those who take on a supportive role as a parent leader in play groups.

Creating Cultural Connections for Change: Developed as a follow-up to WCWPDS-Milwaukee's Cultural Humility class, C3 combines self-reflection, new concepts, and skills, to help participants develop strategies for cultivating deeper connections with families. Focusing on self-awareness, the Canvas section fosters a deeper understanding of oneself, within the cultural contexts of power, privilege, personal values, and social change, based on the tenet, "Self-awareness leads to better service for families." We will also explore the concepts and healing powers of Cultural Resilience and Belonging, and practice the skill of curious, respectful inquiry in the Zoom session. The culminating class activity utilizes class content to develop an action plan for strengthening connections with families, as a springboard for positive change, for families and you!

The total training time is 9.5 hours and includes self-paced and virtual instructor led components.

This training is beneficial for parent leaders who want to embrace and build their understanding of family diversity and how that impacts their interactions with other families.

Sight Development: Learn about the impact of challenges with sight, how to identify those challenges and how to support families in getting assistance.

This 1-hour module is available online and accessible as a self-paced module. This training is free and can be accessed through the FRC Professional Development webpage. This training is free and can be accessed through the FRC Professional Development webpage.

This training is beneficial for any parent leaders who want to learn more about this aspect of child development.

Sound Beginnings: Considerations of the Ear and in Hearing: Learn about what it means for a child to have difficulty hearing – anatomically, physiologically, and developmentally. Discover what family serving professionals can do to help with early identification and intervention for children who have trouble hearing.

This 1-hour module is available online and accessible as a self-paced module. This training is free and can be accessed through the FRC Professional Development webpage.

This training is beneficial for any parent leaders who want to learn more about this aspect of child development.

Play Group Facilitation: This training delves into what is known about best practice for play groups, how to assess and support the dyadic relationship between caregiver and child and how to create and structure environments and activities that support the developmental domains of children. The first half of the training focuses on the research and best practices pertaining to Play Groups. The second part digs deeper into the implementation of Play Groups and strategies to support staff with getting them started. Participants will leave with lessons plan ideas that they developed in collaboration with others in the training.

Total training time is 6 hours divided into two ½ day trainings.

This training is beneficial for parents who take a leadership role in supporting facilitators with Play Groups.