

# “Navigating the Future” **2022 Conference Program**

April 6 & 7  
Harrisburg



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# PCCYFS MESSAGE FROM THE PRESIDENT/CEO

Dear Friends & Colleagues:

Welcome to our 2022 Conference: Navigating the Future. As President and CEO of Pennsylvania's premier association for children's service providers, we are excited to bring you another event-filled conference with excellent opportunities for learning and networking with others in the field.

The conference will include workshops, presentations and discussions reflecting on understanding how we carve a path forward to overcome the obstacles the pandemic and other crises have created for those serving children, youth and families.

While our organization continues to make changes during a time of larger nation-wide and global change, the world of human services is an exciting area in which to work and study. With that being said, we will continue to bring inspired people together in forums like this to ensure our organization remains at the cutting edge of growth and adaptation in an ever-changing environment.

As always, I appreciate you being here with us - your presence here tells us how committed you are to advancing our shared goals and vision for paving our way into the future.

Sincerely,

Terry L. Clark, MPA



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# WEDNESDAY/APRIL 6

7:30 - 9	Registration & Hot Breakfast Sponsored by <b>Brown &amp; Brown</b>		
7:30 - 5	Exhibits Open		
8:30 - 9	Welcoming Remarks		
9 - 10	Keynote: Ilonka Deaton		
10 - 10:30	Break, Please Visit Our Exhibitor Booths		
Session 1 10:30 - noon	Rep. Kate Klunk & Greenlee - Insurance Liability Central Room E	Child Welfare x Data: Improving Outcomes with Innovation Central Room D	Promoting Resilience & Wellness Through Multi-Tiered Trauma-Informed Practices Heritage Room CEU
noon - 1	Networking Luncheon		
Session 2 1 - 2:30	Internships: Necessity or Nuisance, Helpful or Hindrance Central Room E	Using Clinical Data to Improve Outcomes Central Room D	Using BACW's Race Equity Strategy Areas to Improve Child Welfare Outcomes Heritage Room CEU
2:30 - 3:30	Ice Cream Social Sponsored by <b>Cove Prep &amp; Academy Schools</b>		
Session 3 3 - 4:30	Helping Older Youth Navigate a Successful Transition from Foster Care Central Room E	How to Become a High Performing Nonprofit Board Central Room D	Strategies to Support Effective Retention & Recruitment Heritage Room
5 - 6	PCCYFS Board Meeting		
6	Dinner on Your Own but Not Alone! Join a Group of Your Choice		
6:30 - 8:30	Networking Event		
8:30 - 11	Hospitality Suite Sponsored by <b>Cove Prep &amp; Academy Schools</b>		

## KEYNOTE Ilonka Deaton

At age 12, Ilonka won a national singing competition in South Africa that landed her a recording deal. She was excited by the birth of her career and the prospects thereof, but her music manager had something different in mind. Shortly after her first album release that same year, Ilonka's manager brutally assaulted her and threatened to kill her and her family if she spoke a word. For the next 5 years, he held her in sexual slavery bondage while selling her likeness and performances to big casino CEO's and conglomerates. Ilonka was finally rescued at age 17 when an undercover police officer saw her manager physically attacking her in a Johannesburg casino. The manager went on the run and was finally found and arrested in 2012.

Silenced by the secrets she was forced to keep for years, Ilonka fled to the United States to pursue a fresh start in the music industry. Bound by the nightmares of her past, Ilonka suffered debilitating bouts of depression and attempted suicide. This landed her in a psychiatric hospital. Three short months after her attempt, she was invited with her now-husband and music producer, Bill Deaton, to attend a church. Faced with the realization that she needed healing, Ilonka cried out to God for help.

She is now rescued, redeemed, and set free, and is a healthy, full of life, complete woman in Jesus Christ. She encourages individuals that no matter how hard your story is, you can have victory over it and have a full and hopeful life. She advocates for the healing process of counseling for individuals who have been

sexually abused in any way and speaks words of life into their lives. Her inspiring message is one of victorious life, freedom, tears, laughter, and hope for any wounded heart. Her appearances fund her own organization, Ilonka Ministries Clinic, based in Nashville, which provides free counseling for hurting women. Ilonka joined filmmaker Jaco Booyens, of After Eden Pictures, in a heroic film called "8 Days" about human trafficking, where she also wrote and performed one of the title theme songs called "8 Days." Her husband, Bill Deaton, wrote and produced the music score for the film. Ilonka uses her voice to give other victims a voice and a chance of seeing hope again.



# THURSDAY/APRIL 7

7:30 - 9	Registration & Hot Breakfast Sponsored by <b>Brown &amp; Brown</b>		
7 - 4:30	Exhibits Open		
8:45 - 9	Welcoming Remarks		
9 - 10	Keynote: Deputy Secretary Panel Sponsored by <b>enkompas</b>		
10 - 10:30	Deputy Secretary Panel Coffee Reception Sponsored by <b>enkompas</b> Break, Please Visit Our Exhibitor Booths		
Session 1 10:30 - noon	Creating a Data Excellence Framework Heritage Room	Creating a PLAN to Keep Individuals with Autism Safe Central Room E	Shifting the Lens Central Room D CEU
noon - 1	Networking Luncheon & Raffle		
Session 2 1 - 2:30	Finding Your North Star Through Strategic Planning Central Room D	Trauma: A Journey Through Healing Heritage Room CEU	Engaging New Communities: Connecting with Prospective LGBTQ+ Foster & Adoptive Parents Central Room E
2:30 - 2:45	Break. Please Visit Our Exhibitor Booths		
Session 3 2:45 - 4:15	Increasing Gang Awareness Central Room D	Leadership & Emotional Intelligence Heritage Room	Connected Care: Using Animal-Assisted Strategies to Prevent Adolescent Suicide Central Room E CEU

# KEYNOTE PA Deputy Secretaries Panel

## Looking Ahead to the Needs of Children, Youth & Families: A Panel Discussion with Pennsylvania Deputy Secretaries

**Thursday, April 7**

9-10 am panel

10 am coffee with the panel

Join us for a lively discussion with Pennsylvania's leading officials in social services. Each speaker will discuss initiatives happening within their offices. A Q&A will follow.

Stay afterward for coffee and conversation, meet and take a photo with the panel. Don't miss this special opportunity!



Terry Clark  
**Moderator**  
President/CEO PCCYFS



Ellen DiDomenico  
Deputy Secretary, PA  
Department of Drug  
& Alcohol Programs



Kristen Houser  
Deputy Secretary, PA  
Department of Human  
Services, Office of Mental  
Health & Substance  
Abuse Services



Jonathan Rubin  
Deputy Secretary,  
PA Department of  
Human Services, Office of  
Children, Youth & Families



Sally Kozak  
Deputy Secretary,  
PA Department of  
Human Services,  
Office of Medical  
Assistance Programs



Kristin Ahrens  
Deputy Secretary,  
PA Department of Human  
Services,  
Office of Developmental  
Programs

# WEDNESDAY PRESENTERS

## 10:30 - noon

### Child Welfare x Data: Improving Outcomes with Innovation

Veronica Davis & Dr. Kimberly Lohrfink

Join Binti and Pressley Ridge in an interactive dialogue on the power of data and how technology can be used to promote effective Child Welfare practice and policy. Each organization will highlight their respective innovative strategies, sharing with participants key ways that they too can harness data to drive positive change within their own organizations. This session, which is designed to facilitate knowledge-sharing and dialogue, will illustrate that the effective use of technology and data can help agencies improve outcomes and make a meaningful impact on children and families.

### PA House Representative Kate A. Klunk (District 169) & Greenlee Partners panel

Provider agencies are facing limited liability insurance coverage options and high premium prices. Solutions to improve providers' ability to access professional liability coverage is a PCCYFS priority. Join PCCYFS leadership for a panel featuring State Representative Kate Klunk, Greenlee Partners, Every Child Inc., and Brown & Brown Insurance for a discussion on challenges and solutions for providers in accessing liability insurance. Attendees will hear about trends in the insurance market, legislative solutions, work of other jurisdictions, and strategies for providers to engage.

### Promoting Resilience and Wellness Through Multi-Tiered Trauma-Informed Practices

Dr. Lisa Thomas & Dr. Brittany Zakszeski

(1.5 CEU Credits)

This session is designed to introduce participants to opportunities to select and embed school-based, trauma-informed practices and programs within a multi-tiered system of support (MTSS) framework. The MTSS framework enables school-based professionals to efficiently and effectively deliver prevention and intervention services that are matched to individual students' level of need. Within this framework, universal trauma-informed practices are provided at Tier 1 to all students, targeted trauma-informed practices are provided at Tier 2 to students at increased risk for experiencing challenges related to traumatic stress, and intensive practices are provided at Tier 3 to students demonstrating chronic or elevated needs related to traumatic stress.

Across the tiers of support, data-based decision making is used to achieve positive system and individual outcomes. Schools across Pennsylvania are using and enhancing MTSS frameworks to address traumatic stress as well as risk factors for traumatic stress, such as those associated with the COVID-19 pandemic. This session will highlight example applications of practices and data collection methods. In doing so, this session will support participants in explaining the assumptions and values of a trauma-informed lens; identifying the outcomes, data, systems, and practices of an MTSS framework; and describing examples of universal, targeted, and intensive trauma-informed practices within a multi-tiered system.



# WEDNESDAY PRESENTERS

**1 - 2:30**

## Using Clinical Data To Improve Outcomes

Dominick DiSalvo

Clinical Outcomes are measures used to identify if services provided to the client made the intended outcome of the program or service. Programs should utilize clinical outcomes so they can demonstrate the quality of the service, ensure effectiveness and efficiency, build trust with customers and payors, help to provide a systematic approach to use data-based decisions to improve care, help to prevent the failure of care, treatment or service, evaluate progress in a quantifiable manner throughout care, treatment or service and improve opportunities for rate increases. In this presentation I will demonstrate our PA Residential Program's journey and rewards from using clinical outcomes.

## Using BACW's Race Equity Strategy Areas to Improve Child Welfare Outcomes

Yakiciwey Mitchell

(1.5 CEU Credits)

BACW's Racial Equity Strategy Areas (RESA) were first published in 2011 to provide guidance to promote equity for Black/African American children and families. It has been ten years since the initial launch of the RESA, and there is more recognition of disproportionality and disparities that Black/African Americans face in child welfare and related systems. RESA 2.0 provides specific direction and support for the field from BACW on HOW to improve outcomes for Black/African American children and families. This guide has been updated to address the most prevalent issues today; drive practice improvements; and ensure the efficacy of strategies to reduce overrepresentation and disparities for Black/African American children and families in the child welfare system.

## Internships: Necessity or Nuisance, Helpful or Hindrance

Dr. Joseph Birl

The presentation will review the concept of partnerships with educational institutions for providing internship experiences and being a well prepared organization to receive Intern candidates.

1. Goal – to establish and maintain a successful partnership with educational institutions while strengthening the workforce with well educated/ prepared candidates for potential transition from internship to full employment.
2. Objectives – Best practice in beginning or re-establishing an internship program for a non-profit human services organization. How to provide the most valuable internship experience for both the intern and the placement provider.
3. Establish criteria/acceptance and process for intern candidates of the educational institution and the placement provider.
4. Requirements of candidates vs. desired candidate elements (what to look for in the ideal candidate).
5. Importance of the interview, orientation, training and internship plan/contract.
6. Challenges of interns and how best to mitigate conflicts. What to do when the internship falls apart ... "Nothing is ever set in stone".
7. Share the testimonials of interns and their experiences.



# WEDNESDAY PRESENTERS

**3 - 4:30**

## Helping Older Youth Navigate a Successful Transition from Foster Care

Meghan O'Hare

This presentation will highlight providers that deliver innovative independent living and transition services to older youth in PA. This will include an overview of the increased supports offered to youth during the COVID-19 pandemic through the Consolidated Appropriations Act. Through panel discussion, participants will learn about the variety of independent living services available to older youth, how those services may vary region to region and best practices to afford youth a successful transition from foster care. Panelists will share how they support youth virtually, keep youth educated about relevant issues including racial equity and social justice as well as their commitment to encouraging youth advocacy. Panelists will discuss engagement tools including social media, how to help youth plan financially, the use of wellness check-ins with youth, and outlets for youth that are informal group settings that are youth-driven and led. Participants will leave this session with a well-rounded perspective of the population of youth being served and what the needs of older youth are as they prepare for and transition out of care.

## Strategies to Support Effective Recruitment & Retention

Colleen Cox & Christina Fatzinger

The struggle to retain a seasoned and experienced workforce is at a critical junction across the country and in many fields. Lack of a stable and competent workforce affects so much: the workforce itself, the quality of services provided, and the budget overall. As agencies working with children and families this can lead to adverse outcomes for the people you are trying to help most. Now more than ever, retaining and recruiting your workforce is mission critical to the functioning of your agency. This course will identify concrete and evidence informed strategies for retaining and recruiting a quality workforce.

## How to Become a High-Performing Non-Profit Board

Dennis C. Miller

An engaging and motivating discussion on how to become a high performing nonprofit board.

Topics covered include:

1. Characteristics of high performing nonprofit boards, and the common obstacles to high performance
2. Board leadership succession and how to effectively address it
3. Board recruitment, reappointment and best practices
4. The board and CEO relationship
5. Today's executive leadership competencies
6. The board's role in strategic planning
7. How to increase your nonprofit stock price
8. How to engage your board to create a culture of philanthropy without fear of asking for money
9. Addressing difficult board member behavior and measuring and evaluating the board's annual performance – Good boards evaluate their CEO, great boards evaluate themselves.

Attendees will learn how the board can mature and how to transition beyond the traditional roles of fiduciary, business and strategic advisors to be one of being in a "true partnership with the CEO providing leadership in helping your organization achieve your strategic vision and goals. The ultimate beneficiaries will be those you serve in your community.

# NETWORKING EVENTS

This year's conference offers many opportunities for networking. Wednesday, April 6, there will be an Ice Cream Social for all attendees to enjoy a sweet treat while talking to fellow attendees and exhibitors. The event will be held in the area by registration.

From 6:30 to 8:30 pm that evening, there will be another networking mixer. This event allows attendees a relaxed atmosphere to talk to other attendees and visit with exhibitors. Hot hors d' oeuvres and an open bar will be available.

And 8:30 to 11 pm Wednesday, attendees can stop by the Hospitality Suite for some free, delicious desserts and snacks.

On Thursday, April 7, there will be a networking luncheon from noon to 1 pm.

Additionally, exhibitors/booths will be available throughout the conference.



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# THURSDAY PRESENTERS

**10:30 - noon**

## Shifting the Lens: Understanding the Benefit of Using an Adoption-Competent Lens When Providing Mental Health & Child Welfare Services to Children and their Families Navigating the Lifelong Adoption Journey

Nicolee Hiltz & Shelly Castillo

(1.5 CEU Credits)

This presentation will explore why adoptive families may experience issues related to trauma and loss after an adoption has occurred and how using an adoption-competent lens is critical in supporting these families as they navigate their future.

The speakers will explore the Center for Adoption Support and Education's (C.A.S.E.) definition and research of adoption-competency and its implications in the mental health and child welfare fields. Through interactive case scenarios, participants will practice using an adoption-competent lens when analyzing service delivery for adopted children and their families.

## Creating a Data Excellence Framework: Leveraging the Power of Data Warehousing & Business Intelligence to Drive Organizational Improvement

Scott Bachik & Steve Mello

The presentation will highlight two case studies of how KidsPeace & SPIN leveraged the power of data warehousing and Business Intelligence (BI) to organize cross-functional data, create data analytics, remove organizational data silos, and provide insights and knowledge to move their organizations forward. The presentation will outline their journey from their organization's initial state through their organizational transformation. We will review what worked, what did not work, outline the keys to success, and provide insights into building BI yourself "Make" versus using an outside partner "Buy". The presentation will also review the methods and techniques used to automate data maintenance, drive alignment across the full enterprise, and define implementation techniques to optimize the adoption and ROI of implementing this game changing technology.

## Finding Your North Star Through Strategic Planning

Gregory Nielsen

Youth and family leaders and board members face countless challenges, and strategic planning can sometimes seem like a daunting undertaking. There is hope, and a path to a far more energizing and effective plan.

An organization's vision represents its north star, that destination and desired future state toward which all activities, programs, and actions orient. A strategic plan serves as a roadmap to enable an organization to set priorities and measure progress. This interactive workshop takes the fear out of strategic planning. Combining interactive discussions with presentation, attendees will learn about the value of developing a culture of planning while understanding the components of an effective, inclusive planning process. We will also explore ways to manage the critical inflection point of translating vision into reality by seamlessly moving from planning to implementation.

# THURSDAY PRESENTERS

1 - 2:30

## Engaging New Communities: Connecting with Prospective LGBTQ+ Foster & Adoptive Parents

Jaime Simmons & Sydney Rabinovitz

Did you know that LGBTQ+ families are 3 times as likely to adopt children?

In 2021, Every Child, Inc. became the first organization in Southwestern Pennsylvania to receive the highest level of recognition from the Human Rights Campaign's All Children – All Families initiative, earned by agencies that have built and implemented innovative approaches to LGBTQ+ inclusion in their policies and practices.

Join this session to hear how Every Child boosted their foster parent pipeline through authentically engaging members of the LGBTQ+ community. Their commitment to inclusive services combined with targeted marketing and outreach efforts has garnered national attention. Learn about steps your organization can take to use both inclusive and targeted marketing, as well as changes you can take to ensure an equitable and welcoming environment.

## Creating a PLAN to Keep Individuals with Autism Safe

Kate Hooven

Interactions with law enforcement and/or first responders can be distressing for individuals with autism and the behaviors they may present in an emergency situation can be confusing for first responders. This distress and confusion by all parties can lead to negative and unforeseen outcomes. Learning how to PLAN (Prepare Learn Advise and Notify) can better prepare individuals with autism, their family and support staff if an interaction with law enforcement or first responders occurs. Having a PLAN keeps everyone safer.

## Trauma: A Journey Through Healing

Speaker: Joseph Birli

(1.5 CEU Credits)

In this session, attendees will engage in discussion about a video entitled "Butterfly Circus" everyone will watch. This video is about release from remaining captive to history of trauma and components that maintain limitations due to acute and chronic trauma. The group will engage in an exercise related to self-awareness and why it is important to be self-aware when working with children & youth that have encountered trauma of various degrees.

Discussion will be had on the In's and Out's of Trauma – a framework as provided by SAMHSA, as well as the effects of trauma, common reactions to trauma, trauma informed goals – skills everyone can learn, how to be action oriented when working with an individual that has encountered trauma, the nature and evolution of the healing journey throughout the life span and reducing the potential for re-traumatizing.

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# THURSDAY PRESENTERS

**2:45 - 4:15**

## Increasing Gang Awareness

David Christian & Devon O'Connor

This presentation will walk participants through information about real gangs membership and the difference between juvenile, adult and female gang membership, including gang initiations. Participants will be exposed to the signs and tags of gangs, and how social media highlights gang activity. Participants will learn about the history of modern gangs and the criminal/delinquent activity associated with gang membership.

The presentation will provide pictures, songs, and videos to highlight for participants how gang information and activity is prevalent with our society and the populations that we serve. There will be a portion of the training dedicated to question and answers from participants.

## Leadership & Emotional Intelligence

John Amato

Tune into the importance of emotional intelligence and interpersonal relationships in the workplace. Connecting with colleagues and employees on a genuine level is a direct result of high emotional intelligence and leads to better working relationships. Find out how self-awareness, social awareness, self-management, and social skills influence the way people handle themselves and their relationships. Also, discover how these strengths play a bigger role than cognitive intelligence in determining success in life and in work, as studied by Daniel Goleman, author of Emotional Intelligence and other writings on this subject.

## Connected Care: Using Animal-Assisted Strategies to Prevent Adolescent Suicide

Sarah Primak, Katie Linebarger & Heather Girvin

(1.5 CEU Credits)

This presentation explores suicide prevention and the ameliorative effects of the human-animal bond on behavioral health concerns, including suicide. The presenters will discuss several different frameworks that help us better understand interactions between horses and humans and how they intersect in meaningful ways with health.

After providing background on suicide prevention and Lone Oak Animal-Assisted Therapeutic & Educational Services, the presenters will describe the development, implementation, and preliminary assessment of an innovative program, Boss Mares, which partners young women and horses in the development of protective factors that have been identified as variables that reduce the risk of suicide.



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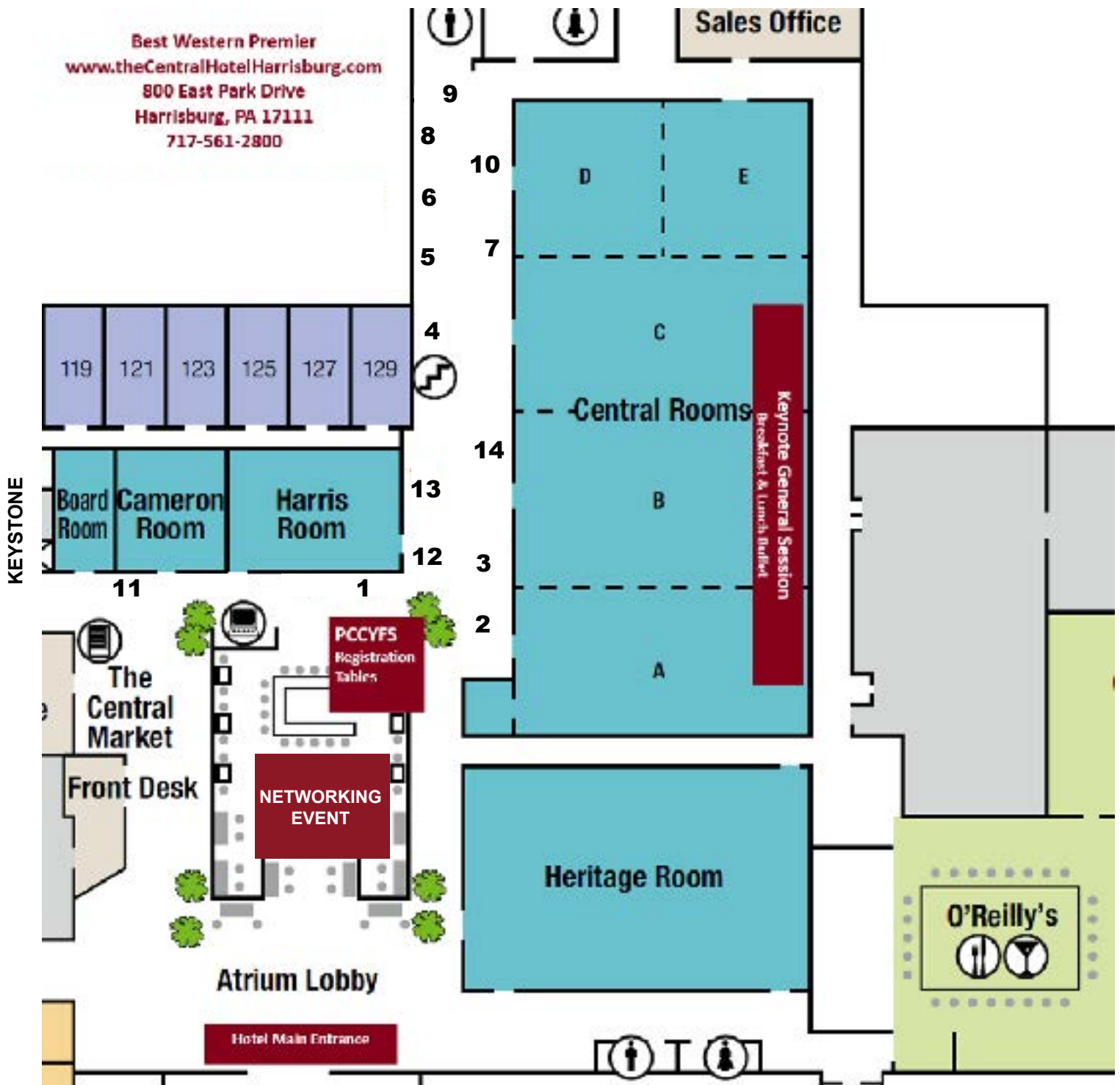


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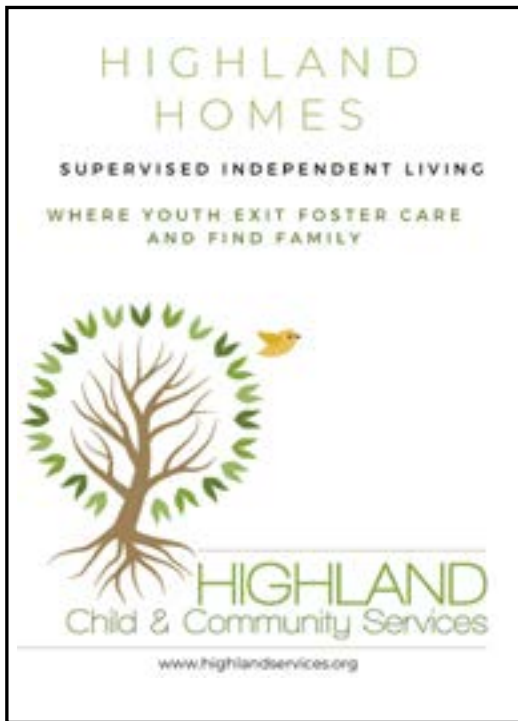
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# PCCYFS STATEMENT OF VALUES

*The membership of PCCYFS is committed to high quality, flexible, and innovative services for children, youth, and families that are easily accessible and support personal independence. In pursuit of this goal, we recognize a shared value base and foundation of practice that supports professional development and education, advocacy, and efforts to influence the funding environment.*

## **WE VALUE:**

Children and their families. We support a strength-based approach in our work, recognizing the value and worth of each child and family.

### **Respect for Each Other**

We hold that each individual and agency is a valuable part of our common work and worthy of respect.

### **Strength in Cultural Diversity**

We promote the strength of our cultural, racial, and historical diversity.

### **Unity of Voice and Action**

We know the value of speaking with a united voice and common language derived from our shared experiences and are committed to acting decisively and collectively.

### **Integrated and Coordinated Services**

We value a full array of services delivered through an integrated systems-of-care delivery process.

### **Multi-Level Involvement**

We encourage active participation and leadership in Council committees, workgroups, and activities from administrative, management, and program staff within member agencies.

### **Quality**

We support continuous quality improvement and best standards of practice within our collective system of services.

### **Achievement of Positive Outcomes**

We strive to provide responsive services that reflect best practices and support achievement of positive safety, permanency, and well-being outcomes.

### **Professional Development**

We work to establish and sustain culturally competent services and are committed to sharing professional expertise and resources.

### **Mutual Support**

We value statewide support on local and regional issues.

### **Integrity and Accountability**

We work to maintain credibility and accountability in our interactions with regulatory offices, purchasers of service, the communities in which we work, and especially the families that we serve.

# PCCYFS SERVICES

*As thought leaders, PCCYFS supports continuous improvement within our collective system of services and strives to identify best practices that will achieve the most positive outcomes for the safety and well-being of children and families. PCCYFS offers member-driven solutions, education and professional development, and advocacy to its members in order to advance our field.*

## **Workgroups and Committees**

Each of our members has valuable insight to contribute as we identify issues, develop data-informed solutions, and promote best practices. PCCYFS members find great value in statewide and regional workgroups that address critical issues pertaining to agency operations and viability. These communities of practice provide excellent opportunities to elevate our field and develop solutions to benefit our agencies and the clients they serve. PCCYFS uses these discussions, proven solutions, and quality data to advise state and local decision makers.

## **Networking**

Members network and learn from one another both regionally and statewide. Through special events, workgroups, trainings, committees, regional councils, meetings, e-mail groups, and our members-only website, our members know they are never alone when facing a challenge. These forums also allow members to share unique solutions.

## **Communication**

Through relationships with state and

local officials, PCCYFS keeps members abreast of the latest developments in the field. Our staff and members have a voice at workgroups and task forces that ultimately influence the operations and direction of Pennsylvania's child serving system. PCCYFS diligently maintains consistent communication with members through regular e-communications such as a newsletter, regional meetings and a members-only website.

## **Professional Support**

Through our sizable network of non-provider vendor members, agencies also have access to a pool of services, often at a discount, to support their agency business functions.



# PCCYFS BECOME A MEMBER

For more than 45 years, Pennsylvania Council of Children, Youth and Family Services has been working to improve the quality of life for Pennsylvania's at-risk children and youth and their families.

PCCYFS works on behalf of its members to break down barriers and build relationships between counties and service providers. PCCYFS identifies system efficiencies to enhance services and service delivery in ways that make the client's experience more seamless. When special needs and issues arise, PCCYFS

leverages the resources of its provider members to quickly identify the best resources to address the challenge and achieve successful resolution.

Memberships are available in the categories of provider, supporting and individual. More information and membership applications can be found at [pccyfs.org](http://pccyfs.org).

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- "CHE made me feel like I belonged."
- "I felt like part of a family."

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*About Sarah Reed Children's Center*

Since 1871, the mission of Sarah Reed Children's Center has been to improve upon the well-being of children, families and individuals, helping them to realize their potential and experience success. The Center is a regional leader in mental health and behavioral health treatment, serving over 1,700 individuals and families annually from 50 counties in PA. With services offered at 5 Erie County campuses and throughout all 13 Erie County school districts, Sarah Reed is making a far-reaching impact for a brighter tomorrow.

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- School-Based Programs
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# PCCYFS TRAINING ACADEMY

## **MONTHLY TRAINING**

PCCYFS has an expansive portfolio of pertinent, thought-provoking trainings that it regularly presents. Visit our calendar of events for upcoming trainings at PCCYFS.ORG

## **WeDELIVER**

The PCCYFS Training Institute is available to organize on-demand training sessions both in-person or virtual for clinical teams, foster parent groups, social workers, probation officers, teachers, and other relevant stakeholders. The Training Institute will take care of all the administrative details of these trainings, including finding a trainer, scheduling at a time that works best for your team, certificates of attendance, and other specifics. You can select from our list of pre-existing training topics or we can design a curriculum for your group. Rates start at \$200/hour.



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