

HFNY Training Descriptions

FFS Core – Foundations for Family Support

Foundations for Family Support (FFS Core) is a week-long, virtual training which targets new hires, staff who are new to the FSS and/or FRS position and all new Supervisors. This training includes live sessions and self-paced activities (reading, videos, discussion boards, and partner activities). Self-paced activities must be completed prior to connecting to the next live session. FFS Core is a Healthy Families America training and includes information that is specific to Healthy Families New York programs.

Trainees will learn to employ a strengths-based, trauma-informed, culturally humble approach and utilize the infant mental health perspective to build healthy helping relationships with families and support the parent-child relationship using CHEERS and Reflective Strategies. The training will also help trainees recognize the impacts of early experiences on brain development. Trainees will identify their own implicit biases and differentiate between facts, feelings, and interpretation. Lastly, trainees will identify and utilize self-care strategies.

FRS Core – Family Resilience and Opportunities for Growth (FROG)

Family Resilience and Opportunities for Growth (FROG) is a week-long, virtual training which targets new hires, staff who are new to the FSS and/or FRS position, and all new Supervisors. This training is required before administering a FROG scale with families, along with those supervising staff who administer the FROG scale. This training includes live sessions and self-paced activities (reading, videos, discussion boards, and partner activities). Self-paced activities must be completed prior to connecting to the next live session. FROG (FRS) Core is a Healthy Families America training and includes information that is specific to Healthy Families New York programs.

Trainees will learn that Healthy Families is a relationship-based model, which means that building a relationship with each family becomes the foundation for the work we do with them. They will also learn that by inviting parents to share their stories we engage them in the process of building the relationship. The most effective way of doing that is by having a conversation since research shows that conversation builds trust—and trust is essential for a healthy relationship. The FROG (Family Resource and Opportunities for Growth) Scale is a structured tool for learning another person's story, understanding the strengths and challenges that affect that person, and setting the stage for a family's entry into what will be a supportive, meaningful relationship as a part of Healthy Families.

Supervisor Core

Supervisor Core training is a week-long, virtual training which targets new supervisors and program managers, or those who are being promoted into one of these roles and will be supervising direct staff at the time of the training.

This training includes live sessions, skills practice, and group learning activities. Topics include Reflective Practice, Supporting staff with CHEERS, Service Plans and other aspects of their work, Motivational Interviewing, Supervisor Documentation, Crisis and Safety, the MIS, Adhering to the Best Practice Standards, and Quality Assurance activities and approaches. Supervisor Core is a Healthy Families New York training developed by Prevent Child Abuse New York for program staff.

*Please note: Participants must have taken FFS or FROG Core training to attend Supervisor Core. This training is only for supervisors and PMs who are currently in that role or who are being promoted into it and will be supervising at the time of the training. It is not geared for future supervisors/PMs and is only for "team leads" when that position has been formalized.

HFNY Training Descriptions

FROG Supervisor Core

FROG Supervisor Core training is a two-day, virtual training which targets new FRS Supervisors hired on or promoted to the supervisor role after 1/1/2022. This training consists of live sessions where participants will develop skills to support staff who use the FROG Scale with families. Topics include providing feedback on FROG documentation, Reflective Supervision and Quality Assurance supports. *Please note: Participants are required to complete the FROG (FRS) Core training prior to attending FROG Supervisor core, to ensure familiarity with the FROG visit approach and the use of the FROG Scale.

Supervisors will learn to develop skills to support staff through reflective supervision and use of HFA Reflective Strategies in supervision and to understand the expectations and responsibilities of the Supervisor role as expressed in the HFA Best Practice Standards and HFNY policy. Supervisors will also learn how to use their regular scheduled supervision to review and confirm documentation is complete, that scoring is accurate, and FROG conversations with families build on the relationship, is respectful, culturally responsive, and strength-based. Supervisors will also learn the importance of observing the staff conducting the FROG Scale with families.

Program Manager Orientation

Program Manager Orientation is a one-day, virtual orientation designed to familiarize new Program Managers to their role within Healthy Families New York. The orientation includes a workbook that is used by new PMs in preparation for and follow up to the live session. This offering also includes time spent with a panel of seasoned program managers. PM Orientation sessions are facilitated by representatives from Prevent Child Abuse New York, OCFS, and CHSR. Topics include multi-site structure, resources, support, contracts/budgeting/reporting, personnel & staffing, and capacity building.

Family Goals Training (Wraparound training required for all staff by 3 months of hire). This self-paced training will help staff learn the purpose of Family Goals, obstacles to goal setting and tools to help families move towards change. Staff will use the standardized In-House FGP Study Guide developed by PCA-NY located here: [TOL Internal \(HFNY\) Training Resources](#)

Prenatal Training (Wraparound training required for all staff by 6 months of hire) This prenatal training prepares home visitors for work with prenatal families including approaches to building trust with prenatal families as they work through the tasks of pregnancy, barriers to prenatal care, how to support prenatal nutrition and bonding and barriers to bonding such as toxic stress, trauma and depression. The stages of perinatal grief will be discussed as well as how to support families with birth planning and family planning. Staff access the standardized training developed by PCA-NY here: [TOL Internal \(HFNY\) Training Resources](#)

For those programs implementing Child Welfare Protocols, please reference the [CWP tab](#) on the HFNY New Hire checklist for more details on [Motivational Interviewing and Supporting Reflective Supervision](#) facilitated by PCA-NY.