



Bringing the Protective Factors Framework to Life for Michigan's Families

The Michigan Federation for Children and Families is proud to be partnering with the Michigan Department of Health and Human Services to continue to deliver training developed by Federation member agency leaders who have been certified by the **Children's Trust Fund Alliance** to deliver the training, **"Bringing the Protective Factors Framework to Life in Your Work."**

These certified trainers developed and continue to refine a Protective Factors curriculum specific to Michigan families, adapting what they have learned about bringing this framework to life in their everyday work.

Through the availability of both recorded webinars and live training events, workers and supervisors in family preservation, foster care—including residential treatment, and adoption agencies can access this specialized training package **FREE OF CHARGE**.

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Recorded Webinars

Recorded webinars provide individuals with a foundational understanding of the Protective Factors Framework. By observing the recorded webinars, individuals will gain the knowledge needed to actively participate in more in-depth discussions featured in the live training sessions.

Introduction to Protective Factors Framework in Michigan*

*Pre-requisite for Protective Factors for Family Preservation Workers

Target audience:	Family preservation staff, including new hires, family workers, ongoing staff, and supervisors
Description:	This training features the Michigan Protective Factors certified trainers describing the philosophy, how this framework is important in Michigan's family preservation work, what the family preservation contracts require, and how to think about this in your daily work with families. The session closes with the trainers providing an overview of the modules available on each Protective Factor through the Children's Trust Fund Alliance (CTFA).
Training objectives:	Learners will be able to: <ul style="list-style-type: none"> a. Describe the Protective Factors philosophy and how the framework is important to Michigan's family preservation work b. Identify what the Michigan family preservation contracts require specific to Protective Factors c. Connect how the Protective Factors Framework applies to their daily work with families d. Recognize and know where to locate the modules available on each Protective Factor through the CTFA
Time needed to complete:	1 hour
How to access:	Recorded webinar housed on Michfed member site, accessible any time

Children's Trust Fund Alliance (CTFA) Training Modules

Target audience:	All child welfare staff
Description:	The Children's Trust Fund Alliance has made available online training to support implementation of the Strengthening Families™ Protective Factors Framework in multiple settings. This curriculum includes new materials on partnering with parents and addresses promising strategies to strengthen families. Available through CTFA are the following modules: <ol style="list-style-type: none"> 1. Introduction (can be viewed as a supplement to the MI Introduction)—2 hours 2. Concrete support in times of need—2 hours 3. Parental resilience—2 hours 4. Knowledge of parenting and child development—2 hours 5. Social and emotional competence of children—2 hours 6. Social connections—2 hours 7. Knowledge to action wrap-up—1 hour

Training objectives:	<p>You will find the training objectives for each module listed on the participant worksheet/handout.</p> <p>Outline of Online Curriculum available through CTFA:</p> <p>Introduction/Strengthening Families™ 101</p> <ul style="list-style-type: none"> • Background information on the Strengthening Families™ Protective Factors approach • Introduction of the Protective Factors Framework • Strength-based work with families • Introduction of the Strengthening Families™ Protective Factors Framework Self-Assessment • Appropriate as a stand-alone orientation to the framework <p>The Five Protective Factors Courses</p> <ul style="list-style-type: none"> • Purpose and learning objectives for each course • Definition and explanation of the Protective Factor • Definition and explanation of program strategy (or strategies) and everyday actions • Quizzes, activities, and reflective questions • Real-life parent stories, documenting the power of building Protective Factors • Engaging mix of written text, video, and audio examples • Individualized Action Plan (IAP) work • A direct link in the Websites and Resources section to the Strengthening Families™ Self-Assessment for that Protective Factor <p>Moving from Knowledge to Action</p> <ul style="list-style-type: none"> • Recap of the curriculum, using the logic model as a visual summary • Introduction to the systems concepts of the Strengthening Families™ “Core Functions” and their ability to impact change at a systems level • Review of the user’s portfolio and Individualized Action Plan (IAP) • Add user reflections and update the IAP to reflect progress made while completing the curriculum
Time needed to complete:	11-13 hours
How to access:	The curriculum consists of seven courses, each recorded webinar being about two hours in length. The trainings are available free of charge at https://www.prosolutionstraining.com/strengtheningfamilies/index.cfm

Live Trainings

Protective Factors for Family Preservation Workers

Target audience:	Family preservation new and ongoing workers who have completed the Federation’s Protective Factors Introduction webinar
Description:	Family preservation new and ongoing workers will learn from expert trainers how to integrate Protective Factors into conversations with families, document in case notes, and use the surveys. This training uses Michigan-specific case examples and policies that can be applied to the day-to-day responsibilities of family preservation staff.
Training objectives:	<p>Learners will be able to:</p> <ol style="list-style-type: none"> Identify the five Protective Factors Explain strength-based theory Use available resources and tools to integrate the Protective Factors Framework in their day-to-day work Implement the use of Protective Factors when working with families
Time needed to complete:	Two 3-hour sessions (6 hours total)
How to access:	Live training session (hosted on Zoom)



Protective Factors for Family Preservation Supervisors

NOTE: If you would like a refresher on any of the five factors, please visit the Children's Trust Fund Alliance website to access any of the free training modules available at <https://www.prosolutionstraining.com/strengtheningfamilies/index.cfm>.

Target audience:	Family preservation supervisors who have experience using the Protective Factors Framework in their daily work, have competence in each of the five factors, and would like support in how to integrate this training into supervision
Description:	<p>This training addresses how family preservation supervisors can meet their responsibilities as leaders utilizing the Protective Factors Framework. Using this framework, frontline workers can make significant shifts to consistently identify and support Protective Factors in families.</p> <p>The training focuses on three key areas in which all supervisors will learn to introduce workers to the framework through training, support, and reinforcing concepts. This session will prepare participants to be Protective Factors Framework advocates throughout their daily work.</p>
Training objectives:	<p>Learners will be able to:</p> <ul style="list-style-type: none"> a. Identify how to develop positive habits and strategies in day-to-day practice b. Describe key strengths of individuals on their team c. Engage in coaching activities to build worker skills d. Outline what to look for in case planning with families and youth e. Demonstrate how to strengthen Protective Factors Framework as leaders
Time needed to complete:	3.5 hours
How to access:	Live training session (hosted on Zoom)





Protective Factors for Foster Care and Adoption Staff

Target audience:	Foster care workers and supervisors—including residential treatment, and adoption workers and supervisors
Description:	This training has been developed to empower staff of foster care, including residential treatment, and adoption programs to enhance their ability to support families, focusing on strengthening families and reducing the risk of child abuse and neglect. Attendees will learn how implementing Protective Factors through everyday actions benefits all families and leads to better outcomes for children and families.
Training objectives:	Learners will be able to: <ol style="list-style-type: none"> Identify the five Protective Factors Utilize the Protective Factors Framework to help families build internal and external resources to combat the effects of trauma, adversity, and chronic stress Learn a strengths-based approach in working with families Recognize where to locate additional information and training opportunities around the Protective Factors Framework
Time needed to complete:	3 hours
How to access:	Live training session (hosted on Zoom)

Lunch-and-Learn Opportunities

Target audience:	Staff working in family preservation, foster care—including residential treatment, and adoption settings
Description:	<p>One-hour lunch-and-learn (or breakfast-and-learn) sessions provide an opportunity for continued learning and support in implementing the Protective Factors Framework in your day-to-day work.</p> <p>The lunch-and-learn format not only provides valuable information, but it also provides a unique opportunity for professionals across the state to connect and learn from each other.</p> <p>Each session addresses a specific topic such as:</p> <ul style="list-style-type: none"> Documenting Protective Factors in Case Notes & Reports Best Practices: Authentic Partnerships with Parents and Caregivers Documenting Protective Factors in Safety Plans & Family Goals
Time needed to complete:	1 hour
How to access:	Hosted live on Zoom

Where to Find Resources, Training Dates, and Registration Info

Federation member agency staff should visit the www.michfed.org **Member's Only Portal** and click on the **PROTECTIVE FACTORS TRAINING** tab.

If your employer is not a member of the Federation, visit www.michfed.org and click on **PROTECTIVE FACTORS TRAINING MI**.



Meet the Protective Factors Trainers



Annetra Bennett is the Director of SE Child & Family Services at Samaritas. She is an accomplished manager with more than 20 years of experience and extensive knowledge working with at-risk, delinquent, abused, and neglected youth and their families, addressing countless problems that hinder their development, emotional health, and ability to be successful. Annetra has extensive experience and knowledge of the family preservation, foster care and adoption, and juvenile systems, and is at the forefront of the planning, implementation, and maintenance of a shelter, a substance abuse program, a family preservation and prevention pilot program, Families First Programs, and Homebuilders. Annetra is also a talented trainer, including DV Safe and Together Approach and Protective Factors. Annetra also loves building Legos and taking naps.



Theresa Berden is a Program Manager with Wellspring Lutheran Services, where she has worked for the last 14 years. She currently oversees programs covering 22 counties in the Northern Lower Peninsula and Central and Eastern Upper Peninsula. These programs include Families First, Families Together Building Solutions, Foster Care Supportive Visitation, and In Home Family Services. Theresa has a strong passion for family preservation programs and is excited for their growth throughout the state. Outside of work, Theresa enjoys spending time outdoors near her home in Cheboygan and developing scavenger hunts for her friends to benefit local charities.



Elizabeth Cassise is an Adoption Supervisor at Judson Center and has been in child welfare for 14 years working directly with youth in foster care and adoption. She has a passion for the work she does, including training new and veteran specialists in the field. She feels privileged to partner with both Western Michigan University's Child Trauma Assessment Center to become a trainer in Trauma Informed Care, as well as Arizona State University and Wayne State University to train new and existing supervisors in the Strength-Based Supervision model. In her free time, she enjoys being outdoors at the beach or in nature with her husband and two children.



Callista Cook is a Program Manager at Family & Children Services, Inc. who focuses on crisis prevention, intervention, and family preservation. She is devoted to respecting and honoring the right of every child to remain safe and connected with their family. She believes as service providers we have a responsibility to empower families and work alongside them. In her free time, Callista enjoys painting, spending time with her friends and family, and playing with her pets.



Stephanie Dettloff began her career with Child and Family Services of Northeast Michigan many years ago. Stephanie returned to Child and Family Services as a Board Member and assumed the role of Executive Director in October 2017. Stephanie has a passion for working with children, youth, and families. Stephanie has worked extensively as a direct service worker, coach, consultant, trainer, and supervisor in a variety of settings, including Great Start to Quality Northeast Resource Center, Early Childhood Investment Corporation, Families Together Building Solutions, and Wraparound. Stephanie received her BS degree in Health Services Management and earned an MA in Organizational Management and Development through Spring Arbor University. In her spare time, Stephanie enjoys spending time with her family on her small hobby farm and hanging out with her 6-year-old grandson.



Kayly Grice is a Family Preservation Supervisor at Catholic Charities West Michigan with over ten years of experience serving at-risk children and their families. Kayly has a strong foundation of the Protective Factors Framework, with over eight years of implementing the framework directly with families and training staff. Kayly is passionate about strengthening families and is dedicated to empowering service providers and families using Protective Factors. Kayly is excited to continue to advocate, implement, and improve child and family serving programs in Michigan. Kayly enjoys time with her three children, family, and friends.



Tonia Hayes is Director of Foster Care and Adoption at Vista Maria in Dearborn Heights. Tonia is a graduate of Siena Heights University (Master of Arts: Counseling) and University of Phoenix (Bachelor of Science: Business Management). Tonia is a life-long-learner with a passion for helping children and families in the various roles she has held within the Human Services field, such as Residential Treatment (starting as a Direct Care Staff to Vice President of Programs), Juvenile Probation (Drug Court), Foster Care (starting as Program Manager to Director), Licensing (Supervisor), Independent Living Programs for Youth (Supervisor), and Family Preservation (Program Manager). Her experience includes training countless staff in helping the next generation of professionals understand the complex world of adult and children’s services, with the goal of creating successful outcomes. She is known for her love of her two sons, who are Detroit Fire Fighters, and spends her free time shopping and enjoying her three grandsons.



Emily Hughey is a Supervisor at Samaritas and has worked in preservation for over six years. Emily started her career with the Family Reunification Program and then worked with Homebuilders. Emily is now a supervisor for Families First of Michigan, where she uses the Protective Factors Framework with her clients as well as the staff that she supervises. Emily has a passion for working with children, youth, and families, with the goal of keeping families together. Emily lives eight minutes from Lake Michigan and loves spending time with her friends and family, reading (mostly listening) to books, and cooking new recipes.



Aryn Manni is a Program Manager at Samaritas, has worked in preservation for over eight years, and is a Licensed Masters Social Worker. Aryn is formally trained in the Protective Factors Framework and has a passion for utilizing Protective Factors in reducing the risk for families and children. Aryn brings an uplifting positive approach to teaching Protective Factors to staff and families. Aryn enjoys a good themed party, especially with every holiday.



Larry Smith is the Training and Development Manager at D.A. Blodgett-St. Johns. He earned his Bachelor of Arts degree from Huntington University, Huntington, Indiana. Larry has 15 years of experience working in the social services field at D.A. Blodgett-St. Johns and over 20 years of experience working with kids and families. Larry and his wife were foster parents for four years. Larry and his family are MSU Spartan fans and are often decked out in green and white.



Michelle Smith is a strong advocate for the work being done every day to help strengthen the lives of Michigan families. She believes that positive change happens when people are given the support they need to use their own strengths and recognize their potential. Michelle works as a program manager for multiple programs, including Families First, Family Reunification Program, and Foster Care Supportive Visitation, with Wellspring Lutheran Services. Michelle earned her Bachelor of Science in Psychology from John Carroll University and a Master of Arts in Family Studies from Spring Arbor University. Outside of work, Michelle enjoys watching her daughters dance and sing, and she can often be found in her kitchen trying out new cookie recipes!

Advocate. Collaborate. Make a difference.



Core values provide focus, drive decisions and are embraced by all member agencies:

All children deserve excellence in service and our best efforts to ensure they grow up in strong families and supportive communities.

Strategic advocacy is critical to assuring sound public policy and sufficient resources for quality services.

Partnerships and collaboration are essential to providing effective services and achieving **successful outcomes**.

Equity, diversity, and inclusiveness are vital elements in the full continuum of human services.



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