



## **Building Network Capacity through the Standards**

*Heather Nemour, San Diego Family Strengthening Network*

*Joe Buehrle, San Diego Military Family Collaborative*



**Vision:** *A cohesive Network with mutually beneficial relationships that is responsive to change through effective, integrated and progressive strategies resulting in thriving families in San Diego County.*

**Mission:** *Network of individuals in San Diego County committed to working collaboratively to provide a forum for the exchange of ideas & strategies to serve the well being of individuals, families & our communities.*



- **Founded in 2008**
- **Represent 65 family strengthening & support programs**
- **Unfunded Network/Volunteers Only**

# STANDARDS OF QUALITY FOR FAMILY STRENGTHENING & SUPPORT

## Network Implementation Continuum



Steps	Prepare	Promote	Attend Certification Training	Host Certification Training	Develop Network Trained Trainers	Develop Network Implementation Plan	Implement Topical Trainings Related to Standards
Sample Activities	<p>Download Standards from CA Network website: cnfsn.org</p> <p>Review and discuss Standards with stakeholders</p> <p>Talk with other networks/programs that have implemented Standards</p>	<p>Share promotional materials</p> <p>Put provided language and link to Standards on your website</p> <p>Integrate Standards in discussions with stakeholders</p> <p>Make presentations to stakeholders</p> <p>Hold network meetings focusing on particular sections of the Standards</p>	<p>Look at CA Network website to identify upcoming trainings</p> <p>Complete training and become certified for two years</p> <p>Be oriented to using Standards Implementation tools</p> <p>Develop an action plan for Program-level implementation</p>	<p>Contact CA Network to request and schedule training</p> <p>Seek local funding to cover costs, if necessary</p> <p>Identify ways to reduce costs by leveraging resources (e.g. partner prints workbooks, food donated, etc.)</p> <p>Choose what to charge participants ranging from \$0-\$100/person</p>	<p>Seek local funding to cover costs, if necessary</p> <p>Identify applicants to join the Trainer of Trainers Program</p> <p>Attend 4-day Training for Trainers Institute</p> <p>Begin offering certification trainings</p>	<p>Develop local network Standards implementation plan</p> <p>Integrate Standards into network membership expectations</p> <p>Include Standards language in grant proposal</p> <p>Conduct presentations to funders</p> <p>Include Standards in giving guidelines, request for proposals, grant monitoring</p>	<p>Dive deeper into the 5 sections of the Standards with additional training on:</p> <ul style="list-style-type: none"> <li>• Family Centeredness</li> <li>• Family Strengthening</li> <li>• Community Building</li> <li>• Embracing Diversity</li> <li>• Evaluation</li> </ul>
Resources	<p>CA Network provides:</p> <ul style="list-style-type: none"> <li>• Standards (website)</li> <li>• Standards implementation tools (website)</li> </ul>	<p>CA Network provides:</p> <ul style="list-style-type: none"> <li>• Standards Overview document (website)</li> <li>• Standards Overview PowerPoint</li> <li>• Standards promotion cards</li> <li>• Language for Standards link for Network website</li> <li>• Network Implementation Continuum (website)</li> </ul>	<p>CA Network provides:</p> <ul style="list-style-type: none"> <li>• Current list of trainings (website)</li> <li>• Certificates</li> </ul>	<p>CA Network provides:</p> <ul style="list-style-type: none"> <li>• Sample grant proposal for requesting local funding</li> <li>• Coordination of Certified Trainers to conduct training</li> <li>• Standardized training flyer</li> <li>• Online registration system</li> </ul>	<p>CA Network provides:</p> <ul style="list-style-type: none"> <li>• Sample grant proposal for requesting local funding</li> <li>• Trainer of Trainers Overview document (website)</li> <li>• Training of Trainers Institutes</li> <li>• Coaching and ongoing support</li> <li>• Training Kit</li> </ul>	<p>CA Network provides:</p> <ul style="list-style-type: none"> <li>• Peer to peer consultation for developing network implementation plans</li> </ul>	<p>Trainings provided by local networks, other training providers, Strategies (CA)</p>
Cost	No Cost	No Cost	\$0-\$100/person	\$4,000-\$6,500	\$1,500 - \$2,000/person, Training Kit \$750	No Cost-\$75/hour	Varies

# PREPARE



- **Introduced the Standards to members**
- **Ongoing discussion on their development and intention**
- **SDFSN members reviewed Standards draft and provided feedback**

# PROMOTE

- Conducted formal and informal presentation on the Standards
- Promoted at meetings and events
- Focused the quarterly meetings on each section of the Standards



# ATTEND CERTIFICATION TRAINING

- **SDFSN Co-Chairs attended certification trainings**
- **SDFSN Steering Committee explored how to bring trainings to San Diego**



# Host Certification Trainings

- Requested funding from CAPCC to host a training
- Partnered with member organization to provide free printing
- Hosted free training for members





# DEVELOP NETWORK TRAINED TRAINERS

- **Developed a team of certified trainers**
- **Ongoing trainings offered**



# How Standards Has Built SDFSN Capacity

- **Leveraged Funding**
- **Interest from Funders/New Partners**
- **Add Value**
- **Revenue/Fiscal Sponsor**



# Next Steps for SDFSN

- **Currently Restructuring Network**
- **Pilot Post Training Surveys**
- **Seek Funding for Training Coordinator**
- **Target individuals certified in the Standards**

# Group Discussion

**Where Is Your Network On The  
Continuum?**



