



SOURCES OF STRENGTH

Memorandum of Agreement

Laramie County School District #1

7 Schools / 2 T4Ts

2022-23 School Year

MEDICAL
ACCESS

MENTAL
HEALTH

FAMILY
SUPPORT

MENTORS

HEALTHY
ACTIVITIES

GENEROSITY

POSITIVE
FRIENDS

SPIRITUALITY



What is Sources of Strength?

Sources of Strength is a best practice youth suicide prevention project designed to harness the power of peer social networks to change unhealthy norms and culture, ultimately preventing suicide, bullying, and substance abuse. The mission of Sources of Strength is to prevent suicide by increasing help seeking behaviors and promoting connections between peers and caring adults. Sources of Strength moves beyond a singular focus on risk factors by utilizing an upstream approach for youth suicide prevention. This upstream model strengthens multiple sources of support (protective factors) around young individuals so that when times get hard they have strengths to rely on.



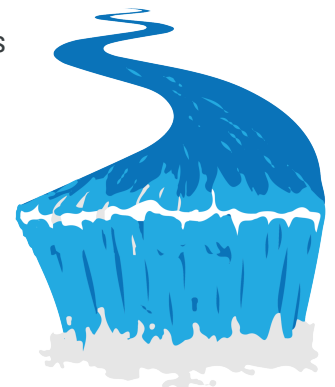
Click to play video in browser

An Upstream Approach

Many of the suicide "prevention" efforts occurring globally would be more aptly described as intervention, primarily focused on teaching risk factors and warning signs and equipping gate keepers to make mental health referrals. Sources of Strength incorporates these intervention strategies, and expands on them. Our primary mission is to move **upstream** in the prevention cycle: to build resilience, increase connections, change unhealthy norms around help seeking and codes of secrecy and silence, to teach healthy coping strategies, and to ultimately prevent the very onset of suicidality.

A Rising Tide Lifts All Boats

By employing this approach we have a more comprehensive and universal model of prevention that can have impact on a wide variety of issues beyond suicide, including substance abuse, bullying, violence, truancy and more. Ultimately, it's not just about keeping people alive, it's about helping people live healthy and full lives.





EVIDENCE-BASED

With implementations across the United States, Canada, Australia, and many American Indian/Alaska Native and First Nations communities, Sources of Strength is one of the most widely disseminated and rigorously evaluated upstream prevention programs in the world.

Sources of Strength has participated in research projects with:

- University of Rochester
- Stanford University
- Johns Hopkins University
- University of Manitoba
- Australian National University
- Black Dog Institute
- National Institute of Mental Health
- Centers for Disease Control

**"Sources of Strength is the first suicide prevention program involving peer leaders to enhance protective factors associated with reducing suicide at the school population level."
- Wyman (2010)**



Additional outcomes have shown:

- Increase in connectedness to adults
- Increase in school engagement
- Increase in likelihood to refer a suicidal friend to an adult
- Increase in positive perceptions of adult support
- Increased acceptability of seeking help
- Largest increases amongst students with a history of suicidal ideation

Wyman, P. et al. (2010). An outcome evaluation of the Sources of Strength suicide prevention program delivered by adolescent peer leaders in high schools. *American Journal of Public Health*, Vol. 100:1653-1661.



The focus of this Memorandum of Agreement is to provide Sources of Strength programming for six secondary schools in Laramie County School District #1 through the Sources of Strength Train the Trainer implementation strategy.

Deliverables

Below is a brief summary of specific deliverables on the part of Sources of Strength and responsibilities on the part of the local schools, Local Trainers, and Laramie County School District #1. These deliverables and responsibilities will be further outlined in the Project Activities section below.

SOURCES OF STRENGTH

Specific duties of Sources of Strength include the following:

- Provide a team of expert Sources of Strength Staff Trainers to support Local Trainers, stakeholders, and schools in implementing an innovative, evidence-based, upstream prevention program.
- Provide Sources of Strength training for Adult Advisors and Peer Leaders at the local schools.
- Co-train with Laramie County School District #1 Trainers at two Adult Advisor and Peer Leader Trainings.
- Provide ongoing support services and resources for Local Trainers, Adult Advisors, and Peer Leaders as they seek effectiveness, fidelity, scalability, and sustainability in their prevention programming.

LARAMIE COUNTY SCHOOL DISTRICT #1

Specific duties of Laramie County School District #1 include the following:

- Assign a primary coordinator to work with Sources of Strength, Local Trainers, and schools.
- Assist in recruiting Local Trainers, Schools, Peer Leaders, and Adult Advisors.
- Participate in support framework to ensure fidelity and effectiveness of implementation.

LOCAL SCHOOLS

Specific duties of local schools include the following:

- Assist in identifying Adult Advisors to work with Peer Leader team (1 to 10 ratio).
- Assist in recruiting Peer Leaders (aiming for 10% of school population) and obtaining appropriate parental consent for participation in the project (forms and templates provided by Sources of Strength).
- Provide training site for Adult Advisor and Peer Leader trainings with proper room setup.
- Assist in recruiting Peer Leaders (aiming for 10% of school population) and obtaining appropriate parental consent for participation in the project (forms and templates provided by Sources of Strength).
- Provide training site for Adult Advisor and Peer Leader trainings with proper room setup.
- Provide drinks and snacks for Adult Advisor and Peer Leader training (if necessary).
- Provide a time and place for Peer Leader team and Adult Advisors to conduct planning meetings (2x per month) during their action step phase.
- Adult Advisors participate in support phone, webinar or on-site contacts during the action step phase of the project.
- Implement Sources of Strength program with fidelity, following safe messaging guidelines.

PROVISIONAL TRAINERS

Specific duties of the Local Trainers to obtain certification includes the following:

- Participate fully in four-day Train the Trainer Advanced Skills Session training;
- Watch 4-6 hours of Sources of Strength Trainer Videos on www.sourcesofstrength.org/trainers/videos;
- Facilitate six provisional trainings of four practice-trainings and two co-trainings. Each co-training should include one Adult Advisor Training and one Peer Leader Training and be conducted with Sources of Strength National Trainers;
- Complete Trainer Logs on the Sources of Strength website for each training;
- Participate in Trainer video, teleconference, and webinar support;
- Show proficiency and fidelity to the Sources of Strength model.

Specific duties of the Local Trainers to maintain certification include the following:

- Complete at least one Adult Advisor and one Peer Leader Training annually;
- Complete Trainer Logs on the Sources of Strength website for each training;
- Participate in the support framework;
- Provide Sources of Strength trainings with fidelity, proficiency, and effectiveness;
- Attend a T4T or T4T Booster Training every three years for recertification.



PROJECT ACTIVITIES

Training Phase

Implementation will begin in the training phase which will include the following areas of focus:

- **Training of Trainers** - Sources of Strength has developed a robust Train the Trainer system to protect the fidelity of the evidence-based model and ensure proficiency in providing a highly interactive and dynamic Sources of Strength training to local communities. [Read more about the Trainer certification process here.](#) This process includes:
 - observation of training conducted by Sources of Strength Staff Trainers;
 - a four day Train the Trainer Skills Session Training;
 - co-training opportunities with Sources of Strength National Trainers;
 - ongoing practice in the form of providing mini-trainings and co-trainings with Sources of Strength National Trainers;
 - participation in a continuing education community of learning;
 - and demonstration of proficiency with the curriculum and training style.
- **Trainer Recruitment** - The recruitment of potential Provisional Trainers would target individuals that have a strong but relaxed facilitation style, comfort with leading high energy games, a command presence that can draw 50-60 teens from activity to activity, and comfort with non-didactic training styles.
 - **Process** - After completing a four day Train the Trainer Skill Session Training, local Provisional Trainers would co-train with Sources of Strength National Trainers, observing and practicing different modules used in the Adult Advisor and Peer Leader trainings.
- **Training Adult Advisors/Coordinators** - This is a three to six hour training for Adult Advisors who will be supporting and guiding Peer Leader teams. This training is held in the local communities/school, generally the day before a peer training or the morning of a peer training. It will cover core philosophy of upstream and strength-based prevention, social network theory and safe messaging strategies. This training will provide experiential learning, set expectations and requirements of adult roles during a Peer Leader training, as well as outlining their ongoing role in the program. Adult Advisors/Coordinators will also be given access to the myriad support resources available.

- **Peer Leader Training** - This is a five to six hour training with a group of 15-80 Peer Leaders (depending on school size), along with Adult Advisors. The training is highly interactive and focuses on empowering Peer Leaders to leverage the power of their social influence to become agents of change and connectors to help in their school and communities. Peer Leader teams are requested to meet back together within ten days of training and complete their first peer-to-peer campaign within the first thirty days following training. Peer Leader teams are advised to have planning meetings twice a month on an ongoing basis, where they will continue to grow in strength based sharing/messaging and plan various hope, help, strength based messages and campaigns.

Support Phase

Sources of Strength treats every institution we work with as part of our team. Relationships and individual support are very important to us. Our model is flexible and our implementations are tailored to your specific school/communities. The team at Sources will help implement and promote the program with you, ensuring the peer teams gain maximum benefit from participating in this innovative prevention program. Through communication and feedback from Local Trainers and in partnership with the local schools and Laramie County School District #1, we will offer support to:

- Connect Trainers, Adult Advisors, and Peer Leaders with resources; campaign materials, social media resources, website tools, webinars, videos, etc.
- Implement an automated email/text system for Adult Advisors and Peer Leaders featuring tips and ideas that assist during the first three months of startup. These can include video clips, teaching points, stories, campaign examples from other peer teams, and newly developed resources.
- Develop a support call plan for follow-up call, guiding Adult Advisor and Peer Leader teams through a process of brainstorming campaign ideas and activities, troubleshooting and problem solving.

TIMELINE



TIMELINE	TIME FRAME
Year One: Trainings/Co-Trainings at two schools with a National Trainer	2022-23 School Year
Year One: Trainings at four schools with Local Trainers	2022-23 School Year
Year Two: Trainings at six schools with Local Trainers	2023-24 School Year
National Support and Resources	Ongoing

BUDGET



All costs in USD

TRAINING BUDGET	PRICE
Year One Training/Co-Training at two local schools Sources of Strength National Trainer will co-train with the Local Trainers at two local schools to assist in the implementation of the program and in local trainers obtaining certification. 2 Schools @ \$5,000 each	\$10,000
Year One Training at four local schools Sources of Strength Local Trainers will train with the Local four local schools to assist in the implementation of the program. 4 Schools @ \$750 each	\$3,000
Support Ongoing webinar and teleconference support, the local teams through automated support systems and consultation around sustainability and fidelity.	\$0
Additional Program Licensure After the initial implementation period with National Trainer-led Sources of Strength Trainings each school year (\$5,000 per year/per school), or upon the certification of Local Trainers, teams can either continue to contract with Sources of Strength to offer training (\$5,000 per training/per school) or shift to paying a yearly licensing fee of \$500 per sustaining school and \$750 per new school for ongoing materials and support.	\$0



Compensation/Budget:

Sources of Strength will receive cost reimbursement from Laramie County School District #1, for the deliverables and costs outlined above, totaling \$13,000 for the 2022-2023.

Sources of Strength will invoice for payment following delivery of trainings or when requested by payee.

 SIGNATURE
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