



## SOURCES OF STRENGTH Q & A:

### TRAINING AND CERTIFICATION:

1. Is the T4T training offered virtually at this time?

ANSWER: Yes. The training has been adapted for virtual due to the pandemic, however, the recommendation by Sources of Strength, Inc. is that in-person is done whenever it is safe and there are currently in-person trainings happening.

2. Who is tasked with training the following groups and what are the specific qualifications/credentials of the trainers?
  - a. School administration
  - b. School staff
  - c. Adult advisers
  - d. Peer leaders

ANSWER: Adult Adviser and Peer Leaders must be trained by a certified trainer. [See answer to Question #3 for options for procuring a certified trainer.] All school staff are not required to receive training. School administration typically receives an orientation to the program to get “buy-in” and understand the requirements for a successful implementation of the Sources of Strength.

3. Please clarify training of various groups (adults, peers, students) and the training options.

ANSWER: The awardee has options about how to work with a school. They can:

- A. Contract with Sources of Strength, Inc (SoS).
- B. Contract with an organization that has an SoS Certified Trainer
- C. Contract with an individual Certified Trainer to provide the program to the school or
- D. Obtain certification for their own staff to provide the program to schools.

The program typically starts with an administrative consultation to clarify the commitment of resources by the school and the awardee. A next step is to identify suitable Adult Advisor and Student Peer Leader candidates. Adult Advisors receive 3 to 6 hours of training and Student Peer Leaders receive 5 to 6 hours of training from a certified Sources of Strength trainer.

The certification of trainers can only be done by Sources of Strength, Inc. Candidates for certification take a 4-day course, and then engage in a mentoring, shadowing, coaching process where they demonstrate competencies in all aspect of program delivery before they are formally certified.

4. How long does the training for trainers component take? And can we assume that the budget covers the cost of the training?

ANSWER: The training for trainer candidates is four days long. To be certified as a trainer, a candidate must not only complete the 4-day course, but also complete a series of steps which includes a mentoring, shadowing, coaching process where they demonstrate competencies in all aspect of program delivery before they are formally certified.

Awardees can send individual trainer candidates to a Sources of Strength Training for Trainers event, and they have the option of using grant funds to sponsor a Training for Trainers event and preparing several trainer candidates at once.

The awardee's budget can be used to cover the cost of providing certified trainers to provide the necessary training to schools [using one of the options described in the answer to question #3 above].

5. Are we required to have our people certified?

ANSWER: Whoever is delivering the training needs to be certified. However, the awardee can contract with Sources of Strength, Inc., a Sources of Strength, Inc. Certified Trainer, or another agency that has certified trainers to provide the Peer Leader and Adult Advisor training. Training is only one aspect of implementation support.

6. With an anticipated average of 25 schools per year, approximately how many trainings total per year are typically held?

ANSWER: The expectation is that approximately 5 new schools per year would be added and that schools are supported with funded training for the first three years, so approximately 15 schools are supported with training in any one year. Each school would receive a Student Peer Leader and Adult Advisor training each year.

7. The evaluation criteria mention school-based experience and evidence-based experience, but Dr. Carruthers specifically mentioned Sources of Strength and suicide EBPs. Which experience is anticipated to gain the highest value?

ANSWER: Eligible applicants are not-for-profit agencies with 501(c) (3) incorporation that have experience implementing evidence-based prevention programming in youth serving organizational settings, such as schools. Section 4.1/Evaluation Criteria explains how all criteria is weighted. Refer to the scoring rubric to see how criteria are weighted.

8. Can Student Peer Leaders be incentivized for participation?

ANSWER: The program derives its strength from student leadership driven to make changes in the culture of their school and community. Sources of Strength is activity-based and often students engage in fun and creative activities that involve food, art supplies, t-shirts, and music. These activities can be funded. However, monetary incentives to individual students to participate will not be supported.

9. How are individual schools selected to receive the training?

ANSWER: The awardee is expected to support implementation of the Sources of Strength Program in schools currently enrolled until they complete year three of implementation. New schools, approximately five schools a year, will be selected by NYS OMH.

10. So SOS National (Sources of Strength, Inc.) would send people to train 5 different schools per year? Is that correct?

ANSWER: Not necessarily. The awardee has options about how to provide the training.

- A. They can contract with Sources of Strength, Inc. to provide Adult Advisor and Student Peer Leader training.
- B. They can contract with another organization that has Sources of Strength certified trainers to provide the Adult Advisor and Student Peer Leader training.
- C. They can contract with an individual trainer that is Certified by Sources of Strength, Inc.
- D. They can get their own staff certified to provide the training.

The certification of trainers can only be done by Sources of Strength, Inc. Candidates for certification take a 4-day course, and then engage in a mentoring, shadowing, coaching process where they demonstrate competencies in all aspect of program delivery before they are formally certified.

**PARTICIPATING SCHOOL SELECTION:**

11. How will participating schools be selected?

ANSWER: OMH will determine participating schools. OMH will be weighing a number of factors in school selection, including schools that received training and implementation support in the prior year(s), new schools to be added, and schools that may have an urgent need (e.g. a school that experienced multiple recent suicide deaths.). The awardee would be expected to support some schools that are currently in their second or third year of implementation and add approximately five new schools each year. OMH must approve all participating schools received OMH funded support.

12. Are we[applicant] providing the schools that will have the intervention or do we get assigned them once we are chosen?

ANSWER: All schools will be selected by OMH. The awardee is expected to provide Sources of Strength training to schools currently enrolled until they complete year three of implementation. New schools, approximately five schools a year, will be selected by NYS OMH.

## **COSTS AND BUDGET:**

13. Do the costs for schools come out of grant funds or are schools expected to pay with their own resources?

ANSWER: At a minimum, Adult Advisor and Student Peer Leader training, as well as implementation support should be provided by the awardee for the first three years that a school is engaged in the intervention. Sustainability planning beyond the first three years should be incorporated into the program planning process with the school.

14. If funding for schools is to come out of the OMH dollars, should this be a cost we are including in our proposed budget?

ANSWER: Yes, it should be included in the proposed budget that should be a part of the application.

15. Are we permitted, as applicants, to contact and work with Sources of Strength, Inc. in order to plan for budgeting and dissemination while developing our application?

ANSWER – No. One of the reasons for the WebEx held on August 30<sup>th</sup> was for Scott LoMurray from Sources of Strength to share this information on the budgeting process. If you need a refresher, the WebEx Recording is on OMH's website where the RFP is located -

<https://omh.ny.gov/omhweb/rfp/2021/sos/>

Additionally, Sources of Strength pricing list is provided on the Gateway's Pre-Submission Upload page as a reference document.

16. For budgeting purposes, please clarify what school-related costs for implementing Sources of Strength are the award winner's responsibility? Given the awardee will train the school personnel, will there be a cost to the school for All staff trainings, or only for the Standard Program implementation? Will the awardee be responsible for covering the cost of the school obtaining and sustaining licensing for the Sources of Strength model?

ANSWER: The awardee is responsible for covering the cost of training, technical assistance, and reporting to OMH as specified in the RFP for up to three years and covering any licensing fees associated with using copyrighted Sources of Strength materials. The required training is for adult adviser and peer leaders, not all staff. After 3 years, schools would be responsible for paying for the costs of ongoing training. Because student leaders develop campaigns aimed at positively shaping student norms, including help seeking with a trusted adult, schools may wish to pay for materials to some of those campaigns.

17. What are the estimated costs to schools to maintain the program after the 3 years of the RFP support ends?

ANSWER: Schools would need to pay the annual costs associated with training Adult Advisers and Peer Leaders, as well as the costs for receiving additional technical assistance and support. [See answer to Question #3 for information on training certification and Sources of Strength's price list posted to the Gateway Pre-submission Upload page.]

18. Would you please define what allowable administrative costs are within the 15% guidelines?

ANSWER - Administrative expenses are any expenses that do not fall under Personnel/Staffing and Other Than Personnel Services (OTPS) – e.g any contributable executive or admin staff salaries, expenses that are not directly contributable to the grant.

**TECHNICAL ASSISTANCE:**

19. What will the “on going technical assistance” comprise of?

ANSWER: This is ultimately determined by the bidder. But beyond providing the core training to adult advisers and peer leaders, other activities may include orienting administration to Sources of Strength model and what it requires of schools to successfully implement the program; guiding schools through the process of identifying adult advisers, peer leader nominations and selection; and tracking school performance and providing every school progress reports as described in the RFP. It may also include providing consultation to schools to overcome implementation barriers as they come up.

20. What are the determinates for demonstrating fidelity once trained?

ANSWER: Fidelity is in part measured by tracking school performance and providing that feedback to schools as specified in the RFP. Additional information on Sources of Strength fidelity can be found in a [fidelity tool checklist](#) created by Sources of Strength.

**OTHER/VARIOUS:**

21. How many awards are expected to be given?

ANSWER: One award

22. Are the funds intended to support the existing 70 school sites AND to add additional sites?

ANSWER: Funding is insufficient to continue to cover all schools that have received the program in the past. NYS Senate had provided additional funding for the program that is no longer available. Since 2016, 25 schools have been provided the program through the current NYS OMH contract.

23. Is there a possibility to co-apply with partners and develop a network that implements across the state?

ANSWER: The RFP has a section that asks about partners. Only one organization will be the awardee that assumes responsibility for the grant deliverables and communicated with OMH. However, they can work with partners.

24. Are you expecting the awardee to have previous experience implementing Sources of Strength?

ANSWER: OMH is looking for the strongest applicant. It will certainly give applicants and advantage if they have experience, but it is not a requirement.

25. Is this open to Catholic Schools?

ANSWER: No, only public schools.

26. Just to clarify, the awardee would need to provide this EBI to schools across the state (i.e. not just a localized region), correct?

ANSWER: Yes

27. Is Letter of Intent needed and when is that due?

ANSWER: the LOI is mandatory and due by 10/13/21 and is non-binding.

28. Does an MWBE utilization plan need to be submitted since the requirement is 0?

ANSWER – No

29. Where can we get access to the scoring template?

ANSWER: The overall scoring process is within the RFP (page 17, section 4.1).

30. Is this a new grant or does any organization(s) currently hold previous iterations of this grant?

ANSWER: This is a new five-year award for the current Sources of Strength program.