



Family Spirit is an evidence-based home visiting program developed for and with Native American communities. Developed by the Johns Hopkins Center for Indigenous Health in partnership with tribal communities, Family Spirit optimizes local cultural assets and resources.



Participants

Family Spirit serves Indigenous caregivers and children from pregnancy through age 5.

What We Do With Families

Health Educators deliver a culturally focused, strengths-based curriculum during regular home visits. Caregivers gain knowledge and skills to promote healthy development and positive lifestyles for themselves and their children.

Location

Over 180 communities across 29 states have received the Family Spirit Program training and curriculum to use with their home visiting services.

Accomplishments

Family Spirit:

- Is the only evidence-based home visiting program designed for and with Native American families
- Meets Home Visiting Evidence of Effectiveness federal standards
- Effectively promotes child development, school readiness, maternal health, and positive parenting practices
- Uses a precision research framework to create responsive new content modules and a digital version of the curriculum
- Is adaptable for local communities while ensuring fidelity to the model

What We Do With Communities

Family Spirit partners with local organizations to:

- Train members of the community as certified Family Spirit Health Educators
- Provide curriculum materials and resources
- Provide ongoing technical assistance
- Tailor implementation to local needs

The Annie E. Casey Foundation invested in the Johns Hopkins Center for Indigenous Health-Family Spirit Model as a Building Evidence to Advance Equity grantee. Technical assistance for this program profile was provided to Family Spirit by James Bell Associates under a contract from the Annie E. Casey Foundation.

Contact:
familyspirit@jhu.edu



FAMILY SPIRIT PROGRAM OVERVIEW

The **Family Spirit Program** is an evidence-based and culturally tailored home visiting intervention delivered by Native American paraprofessionals as an Indigenous solution to supporting caregivers during pregnancy and early childhood. Caregivers gain knowledge and skills to achieve optimum development for their children across the domains of physical, cognitive, social-emotional, language learning, and self-help. The Family Spirit Core Curriculum consists of 65 lessons taught from pregnancy to age 3. Additional curriculum modules address specific family circumstances, including content to support: visits through age 5; infant feeding and family nutrition; caregiver mental health; early childhood language development. This in-home parent training and support program has been designed, implemented, and rigorously evaluated by the Johns Hopkins Center for Indigenous Health (CIH) in partnership with the Navajo, White Mountain Apache, and San Carlos Apache tribal communities since 1995. It is now replicated nationally, with training, technical assistance and curriculum materials managed by Johns Hopkins CIH.

The Family Spirit Program aims to:

- Promote Indigenous strengths and traditions in parenting and child-rearing;
- Increase parenting knowledge and skills;
- Address maternal psychosocial risks that could interfere with positive child-rearing;
- Promote optimal physical, cognitive, social/emotional development for children from 0 to 3;
- Prepare children for early school success;
- Ensure children get recommended well-child visits and health care;
- Link families to community services to address specific needs; and
- Promote parents' and children's life skills and behavioral outcomes across the lifespan.

Family Spirit is currently the largest, most rigorous, and only evidence-based home-visiting program ever designed specifically for Native American families. Evidence from three randomized controlled trials has documented the following program outcomes:

- **Parenting**
 - Increased maternal knowledge^{1,2,3,4}
 - Increased parent self-efficacy^{3,4}
 - Reduced parent stress^{2,4}
 - Improved home safety attitudes³
- **Maternal outcomes**
 - Decreased maternal depression^{1,2,4}
 - Decreased substance use⁴
 - Fewer behavior problems in mothers^{3,4}
- **Child outcomes**

- Fewer behavior problems in children through age 3 (externalizing, internalizing, and dysregulation)²³⁴
 - Predicts lower risk of substance use and behavioral health problems over the life course

Family Spirit is also the first program to provide clear evidence of the effectiveness of paraprofessionals as home visitors to impact behavioral and mental health disparities. The use of Native paraprofessionals is essential in reservation communities where there is a shortage of nurses and cultural barriers to non-Native home visitors.

Family Spirit has met the highest standard of the Department of Health and Human Services' (DHHS) HomVEE criteria for an "evidence-based early childhood home visiting service delivery model." Family Spirit is listed on the National Registry of Evidence-based Programs and Practices (NREPP), a searchable online database of evidence-based mental health and substance abuse interventions. In 2013, Family Spirit received a perfect rating (4.0 out of 4.0) from NREPP for "Readiness for Dissemination." Family Spirit is also listed in the California Evidence-Based Clearinghouse (CEBC) for Child Welfare.

¹ Barlow A, Varipatis-Baker E, Speakman K, et al *Arch Pediatr Adolesc Med.* 2006;160:1101-1107

² Walkup J, Barlow A, Mullany B, et al. *Jour of the Amer Acad of Child and Adol Psych.* June 2009.

³ Barlow, A, Mullany B, Neault N, et al. *American Journal of Psychiatry.* January 2013.

⁴ Barlow A, Mullany B, Neault N, et al. *American Journal of Psychiatry.* February 2015



Curriculum Overview

Family Spirit Core Curriculum

Core Curriculum Content

The evidence-based Family Spirit Core Curriculum consists of 65 lessons with content covering pregnancy through 3 years post-partum, categorized within six modules:

- 1) **Prenatal Care:** This module includes information to help a caregiver prepare for the arrival of baby, know what to expect during pregnancy, and how to care for themselves and baby.
- 2) **Infant Care:** This module includes information to help a caregiver adapt to life with a new baby, take care of themselves, learn basic infant care skills, and how to respond to baby's various wants or needs.
- 3) **Your Growing Child:** This module includes information to help a caregiver track their child's overall development from 7 months until 3 years old. They will also learn how to prepare the child for pre-school through various activities and play.
- 4) **Toddler Care:** This module includes information to help a caregiver build confidence in parenting skills through daily routine and monitoring. They will also learn basic skills to help their child form healthy habits to last a lifetime.
- 5) **My Family and Me:** This module includes information to help a caregiver develop life skills that will positively influence themselves, their child, and their family and friends.
- 6) **Healthy Living:** This module includes information to help a caregiver address and cope with difficult situations. The lessons include 4 main topics: goal-setting to build self-esteem and be a good role model, substance abuse prevention, family planning, and prevention of sexually transmitted infections (STIs).



Family Spirit Curriculum Package

Family Spirit Curriculum Format

Family Spirit lessons are designed to be taught one-on-one during home visits or in a location convenient to the caregiver. The lessons have also been used in clinic and group settings. The lessons are designed in flip chart format with visuals for the caregiver on one side, and teaching points with supporting information for the Health Educator on the other side. Lessons can be administered sequentially (according to a lesson schedule based on prenatal or postpartum stage) or independently (individual lessons used as needed), depending on the program structure and family needs.

The Family Spirit Core Curriculum is available to Family Spirit affiliates in 3 formats: 1) Hard copy curriculum box; 2) PDF files of all curriculum materials on the FS Connect portal; 3) Family Spirit Online digital platform with a digitized version of the curriculum. The hard copy package includes 65 flip chart Lessons, an Implementation Guide, and a Participant Workbook. Additional resources for reference information, recommended evaluation materials, and implementation tools are available electronically.

Foundations of the Family Spirit Curriculum

The curriculum covers a wide range of maternal and child health topics to support caregivers, using strengths-based, culturally focused content. The curriculum is written at a 6th grade reading level. The curriculum content provides a foundational level of information consistent with guidelines and recommendations published by the American Academy of Pediatrics (AAP), the American College of Obstetricians and Gynecologists (ACOG), and the Centers for Disease Control and Prevention (CDC) as definitive sources. There are prompts throughout the curriculum to incorporate local context, culture, and traditions around pregnancy, childbirth, child development and healthy living. The curriculum is reviewed and updated annually, based on updated clinical guidelines as well as feedback and requests from users.

Health Educator Scope of Practice

The curriculum is designed to be delivered by paraprofessional community-based Health Educators who are trained, certified, and routinely monitored for fidelity in Family Spirit curriculum delivery. The curriculum has been rigorously studied and proven effective when delivered by paraprofessional Health Educators. However, Health Educators who are licensed or have additional training are able to bring their expertise to the model by providing additional clinical information. In either case, Health Educators are a vital link to participants' medical care providers and community resources. All Health Educators are also encouraged to incorporate their cultural expertise and knowledge into program delivery.

New Curriculum Modules to Address Specific Needs and Opportunities

For some families, the Family Spirit Core Curriculum addresses all of their circumstances and interests. For other families, more in-depth content and support in some areas is needed. Given the complexity of family needs and strengths, as well as emerging issues of concern and opportunity in Indigenous communities, new Family Spirit curriculum modules are being developed to provide focused content in certain areas. The new modules are part of a **Precision Family Spirit** approach, which recognizes that the Family Spirit Program can and should be tailored in flexible ways that respectfully and efficiently address the diverse needs of programs and participants, while maintaining fidelity and adherence to core model components. All Family Spirit curricular materials are designed to support home visitors in tailoring lessons to individual families' challenges and needs, as well as tailor curricula to specific communities' key cultural assets. The new modules are at varying stages of development, evaluation, and dissemination, as shown in the chart below.

NEW FAMILY SPIRIT MODULE	NUMBER OF LESSONS	PARTICIPANTS	OUTCOMES TARGETED OR PROVEN	DATE READY FOR SHARING
Family Spirit <i>Nurture</i>	6	Caregivers of infants 3 mos to 9 mos	Early childhood nutrition and healthy weight status	Available; incorporated into the Core Curriculum and also available as a stand-alone module
Family Spirit <i>Thrive</i>	12 core, 8 optional	Caregivers of children ages 3 to 5	Early childhood development and school readiness through play-based lessons	Available as a new module for Family Spirit affiliates
Family Spirit <i>Strengths</i>	5 (with options for repeating lessons)	Mothers/caregivers with children 0 to 5 suffering acute mental health and substance use challenges	Reduction of maternal substance use, grief, depression, anxiety, PTSD, violence that could interfere with positive parenting	2025 (currently in research phase) <i>Social Support Visit Structure (framework for responding to families in crisis) is currently available</i>
Family Spirit <i>Language is Medicine</i>	5	Caregivers of children 9 months to 2 years	Promotion of children's early language skills and families' positive cultural connectedness	2025 (currently in research phase)



BECOMING AN AFFILIATE



familyspirit@jhu.edu



<https://familyspiritprogram.org>

Contact Family Spirit by emailing **familyspirit@jhu.edu** or calling **(505) 797 - 3305**



INQUIRE

Attend Information Session or meet with Family Spirit National Office

Receive Family Spirit information packet

CONTRACT

Complete paperwork with Family Spirit to finalize a budget plan and scope of work proposal. Draft Model Agreement.

Process Model Agreement



PRE-TRAINING

Meet Family Spirit Leadership Team

Complete SOAR Readiness Tool

Receive Family Spirit curricula sets

Pre-Training Kick-Off Meeting - review training plans, logistics, CoursePlus login, and Knowledge Assessments

Complete Pre-Training requirements - CoursePlus videos and Knowledge Assessments



LIVE TRAINING

Attend in-person or virtual training



POST-TRAINING

Family Spirit Implementation

Access to FS Connect portal and services

Check-in meetings with Family Spirit - receive site specific implementation support and technical assistance for up to 6-months following Training

Quarterly Affiliate reports and check-in meetings



ON-GOING

Receive on-going support from Family Spirit with program services, technical assistance, optional site visit, and submission of quarterly affiliate reports

CONTRACT

On-going invoicing and affiliate fee due annually one year following initial contract end date



Guiding Principles for Determining Affiliate Agreements and Pricing

The Family Spirit home visiting model is available to interested communities and home visiting programs through a contracting process with Johns Hopkins University Center for Indigenous Health. Organizations interested in being trained and certified to administer Family Spirit in their community enter into an agreement with the Johns Hopkins Center for Indigenous Health to become an “affiliate.” New sites initiate affiliation with a: one-time affiliation fee; initial trainee fees for program staff; purchase of the curriculum. After the first year, affiliation is maintained through an annual affiliation renewal fee. The fees cover the costs of access to all Family Spirit program resources and digital platforms, including: curriculum resources; training and technical assistance materials; program evaluation materials; professional development opportunities; and ongoing tailored implementation support from the Family Spirit National Office. All costs and associated services are described in a separate document: ‘Family Spirit Cost Sheet.’

In designing types of affiliate agreements and associated costs to affiliates, we recognize the diversity and unique contexts of Family Spirit sites. We base our affiliate agreement structure and pricing on the following **guiding principles**:

1. **Promote Equity:** Ensure as much as possible that communities and organizations of all sizes and resource levels who would like to establish a Family Spirit home visiting program can do so. We want to ensure that the most underserved communities with the highest needs can become Family Spirit affiliates, and build the capacity to sustain high quality implementation, if they think the model is right for their context.
2. **Respect the historical contributions that tribal communities have made to the ongoing co-development of Family Spirit:** Family Spirit builds on Indigenous knowledge and the recognition of fellow community members as relatives to serve. As such, Family Spirit is communally “owned” by the network of affiliates who use it. While Johns Hopkins University Center for Indigenous Health provides stewardship of the model, the institution does not profit from Family Spirit-associated activities or services.
3. **Ensure sustainability, continuity, and longevity of the model and local programs:** Affiliate fees do not cover the full cost of ongoing development, materials, training, and support operations; Johns Hopkins University Center for Indigenous Health continually seeks external funding in the form of grants and philanthropic donations to keep costs as low as they can be. While affiliate fees constitute a necessary cost-

sharing, they also represent local engagement, leadership, and commitment of participating communities.

4. **Reflect the level of services received by affiliates:** Costs for affiliates should align with the amount of technical assistance and resources received.

We aim for **transparency** with regard to our operating costs and associated resources, and can provide additional information as requested.

As the network of Family Spirit affiliate sites has expanded and we maintain the above guiding principles, we have identified the following **types of affiliate agreements**:

- 1) **Single Site Affiliation:** Single Tribe or organization is the affiliate, with all home visitors employed by that organization and serving one community or region. The single affiliate signs the agreement, pays the fees as described in the 'Family Spirit Cost Sheet', submits reports, and participates in quarterly check-in meetings.
- 2) **Consortium Affiliation:** Single Tribe or organization is the affiliate, with home visitors working in multiple sites and in some cases employed by different organizations. Typically, a Consortium Affiliate has one funding source that supports the multiple implementation sites. The structure of affiliation fees for Consortium Affiliation is further described in a separate document: 'Consortium Affiliate Overview.'
- 3) **Specialized Contract:** A contract with a state, Tribal, Indian Health Service or other entity that supports Family Spirit affiliation and/or enhanced services tailored to specific needs. The contract, fees and scope of work are negotiated individually.



FAMILY SPIRIT COST SHEET

Updated Pricing: January 2025 – December 2025

The Family Spirit home visiting model is available to interested communities and home visiting programs through a contracting process with Johns Hopkins University Center for Indigenous Health. In our experience evaluating and disseminating Family Spirit, we have learned that the power of the program lies in the training and capacity-building of program staff and supervisors to effectively deliver Family Spirit. It is a unique curriculum and home visiting model that cannot be self-taught. Therefore, we have developed a community-centered process for disseminating the curriculum along with thorough training, implementation support, and technical assistance.

The table below lists the costs for Family Spirit affiliation, training, curriculum materials, and tailored implementation support and technical assistance for both new and continuing Affiliate Sites. Some items are also applicable for non-Affiliates.

Item	Description	Cost
Family Spirit Affiliation Fee	<p>This initial start-up fee confirms an Affiliate's first year of participation in the Family Spirit Affiliate network, and includes the following resources to support program implementation:</p> <ol style="list-style-type: none"> 1) Access to all Family Spirit program resources, including curriculum files, training documents, and implementation support documents. 2) Membership to the web-based portal called FS Connect. 3) Structured implementation support with an assigned liaison from the Family Spirit Program, including quarterly check-in meetings, phone/email communication as needed, and up to 4 hours of additional technical assistance annually. 4) Professional development and skill building opportunities through webinars and communication across Affiliate sites. 5) Access to the electronic implementation support platform (Care4) which allows for centralized Affiliate reporting and use of all standard Family Spirit outcome and evaluation measures if appropriate. <i>Affiliate sites interested in data collection and management through Care4 will be advised to contract directly with Care4 for additional training, technical support, and customization.</i> 	<p>Single Site Affiliation Fee: \$10,500</p> <p>Consortium Affiliation: Determined based on consortium size, scope and structure</p>
Family Spirit Annual Affiliation Renewal Fee	<p>This fee renews an Affiliate's participation in the Family Spirit affiliate network, and includes the following resources to support program implementation:</p> <ol style="list-style-type: none"> 1) Continued access to all Family Spirit program resources, including the electronic and digital curriculum files, Care4 Implementation Support Platform, training documents, and implementation support documents. 2) Membership to the web-based portal called FS Connect. 3) Structured implementation support with an assigned liaison 	<p>(begins 1 year after the initial training is completed)</p> <p>Single Site Annual Affiliation Renewal: \$3,000</p>

	<p>from the Family Spirit Program, including quarterly check-in meetings, phone/email communication as needed, and up to 4 hours of additional technical assistance annually.</p> <p>4) Professional development and skill building opportunities through webinars and communication across affiliate sites.</p>	<p>Consortium Annual Affiliation Renewal: Determined based on consortium size, scope and structure</p>
<p>Family Spirit Core Curriculum Training Fee</p>	<p>New Health Educator and Supervisor Training:</p> <p>1) <u>Pre-Training</u>: Each trainee completes up to 30 hours of pre-training work on-demand (independent study). This includes virtual orientation to the Family Spirit Program and training process, and the completion of web-based knowledge assessments for the Family Spirit Core Curriculum. The pre-training period also includes orientation to program forms and data collection measures that are available for affiliate sites to use. Additionally, during the pre-training period Family Spirit staff meet with Affiliate trainees to discuss program readiness for model implementation.</p> <p>2) <u>Live Training</u>: The live training phase is conducted either in-person or virtually via Zoom to provide in-depth training on the Family Spirit model and Family Spirit Core curriculum content and delivery. The training is completed across 4-5 days, depending on in-person vs. virtual format. Upon demonstrating competency of lesson content and ability to effectively deliver the curriculum, each trainee receives certification from Johns Hopkins Center for Indigenous Health.</p> <p>3) <u>Post-Training and Implementation Support</u>: Family Spirit trainers facilitate monthly implementation planning and support meetings for 6 months after the conclusion of the core training. Thereafter, quarterly follow up meetings are conducted to review the submitted Quarterly Affiliate Reports, discuss technical assistance needs, provide ongoing implementation support, and share program updates. Additional cross-site professional development and home visitor skill building is available for all Affiliates during the post-training period.</p> <p>Additional Training for Supervisors: Supervision is essential for Family Spirit Program implementation. At least 1 supervisor is required for every 10 Health Educators. In addition to the three phases of training described above that each Health Educator and Supervisor receives, Supervisors receive additional training, communication and ongoing support on topics such as: program start-up and implementation; adapting implementation based on culture and setting; monitoring fidelity and quality assurance; and team management within a home visiting program.</p> <p>Refresher Training: <i>(only available for those who were previously certified)</i> This training is recommended for certified Family Spirit Health Educators and Supervisors every two years after initial certification. This training is required for Health Educators who are promoted to a Supervisor position. The training provides an opportunity to keep curriculum knowledge, lesson delivery and home visiting skills up to date, as well as learn program supervisory skills for new Supervisors. Trainees attend designated parts of the training that are relevant for their role.</p>	<p>Health Educator: \$1,900*</p> <p>Supervisor: \$2,800*</p> <p><i>*A \$425 service fee OR trainer travel costs may be added to the fee for an in-person, site based training. See 'Additional costs' below.</i></p> <p>Refresher Trainee: \$950*</p> <p><i>*A \$425 service fee OR trainer travel costs may be added to the fee for an in-person training. See 'Additional costs' below.</i></p>

	<p>Observation Fee <i>(if applicable)</i>: Observers from Affiliate Sites are welcome to sit in on any Family Spirit training. We require observers from Affiliate Sites to pay a fee that covers the cost of training materials, administrative overhead, and additional planning as required. Observers from other partnering agencies (e.g. state and federal funding partners) may attend if requested to do so by the Affiliate Site. In some cases this fee may be waived for state and federal funding partners, depending on the number of partners attending and their planned role in the training.</p>	Observer: \$75 per day
<p>Additional Costs for In-Person Family Spirit Core Trainings</p>	<p>Trainer Travel Costs: <i>(applicable for the host site of an in-person, site-based training)</i> Travel costs for Family Spirit trainers will be included in the Affiliate's contract and/or invoice as an additional cost if the training is at the affiliate's home site. If the affiliate chooses to come to a regional training that Family Spirit hosts for multiple affiliate sites, trainer travel costs will not be included but a Service Fee may be incurred.</p> <p>Service Fee: <i>(applicable for in-person multiple-site or regional training; does not apply to the host site of a site-based training)</i> The service fee enables cost-sharing across participating sites for expenses associated with in-person training logistics (e.g. trainer travel costs, material preparation, conference room reservations, equipment rental, and snacks).</p>	<p>Trainer Travel Costs (if applicable): Dependent on Training Location and Associated Trainer Travel Costs</p> <p>Service Fee (if applicable): \$425 per trainee</p>
<p>Family Spirit Core Curriculum Cost</p>	<p>The Family Spirit Core Curriculum is available to all trained Health Educators and Supervisors. One curriculum set must be purchased for each trained Health Educator. Additional sets may be purchased per Affiliate Site needs.</p> <p>The Family Spirit Core Curriculum package includes: 65 Flip-Chart Lessons; Implementation Guide; Reference Manual; Participant Workbook; Participant Certificates; Recommended Evaluation Measures.</p> <p>The Core Curriculum is available in 3 formats:</p> <ol style="list-style-type: none"> 1) Hard copy curriculum box 2) PDF files of all curriculum materials on the FS Connect portal 3) Family Spirit Online digital platform with a digitized version of the curriculum <p>Some materials are available in all 3 formats. Other materials are only available in electronic and/or digital form. Pricing includes access to all 3 formats. After the first year of affiliation, access to the FS Connect portal and the Family Spirit Online digital platform is dependent upon payment of affiliation renewal fees.</p>	\$1,200 per set
<p>Family Spirit Thrive Curriculum and Training Cost (Optional Service for Affiliates)</p>	<p>Family Spirit <i>Thrive</i> is a supplemental 20-lesson module for caregivers of children ages 3-5. Family Spirit <i>Thrive</i> is intended to expand and supplement Family Spirit Core Curriculum content. Family Spirit <i>Thrive</i> was developed with an Indigenous framework and includes specific parent/caregiver-child interaction skills and activities that support early learning and healthy development across physical, spiritual, emotional and mental well-being. Family Spirit <i>Thrive</i> is now available to interested Family Spirit</p>	<p>For Family Spirit Affiliates:</p> <p>\$250 per trainee</p> <p>\$300 per curriculum set</p> <p>\$75 per day for observers</p>

	affiliate sites through a 2-day in person training, with a 2-week pre-training period and post-training implementation support. The curriculum set includes 20 flip chart lessons, a Participant Workbook, and an Implementation Guide.	
Family Spirit Nurture Curriculum and Training Cost (Optional Service for Affiliates and Non-Affiliates)	<p>The Family Spirit <i>Nurture</i> curriculum is a supplemental 6-lesson module proven to promote healthy infant feeding and growth in the first year of life and reduce early childhood obesity risk.</p> <p><u>Family Spirit Affiliates:</u> As of January 2024, the Family Spirit <i>Nurture</i> curriculum content is incorporated into the Family Spirit Core curriculum and training for Family Spirit Affiliates. A digital version of the stand-alone module is available upon request. Access to the Family Spirit <i>Nurture</i> training course through Coursera is also available upon request.</p> <p><u>Non-Affiliates:</u> The Family Spirit <i>Nurture</i> 6-lesson module is available for other interested communities or programs who are not Family Spirit Affiliates. For non-Affiliates, independent training is required through Coursera. Following successful completion of the training, each trainee receives a hard copy curriculum set as well as access to the digital version of the curriculum.</p>	<p>For Family Spirit Affiliates:</p> <p>No charge as of January 2024</p> <p>For Non-Affiliates:</p> <p>\$300 per trainee (includes training and curriculum set)</p>
Social Support Visit Structure Training Cost (Optional Service for Affiliates and Non-Affiliates)	<p>The Social Support Visit Structure training offers Health Educators more tools to support caregiver mental health and to manage a wide array of crisis situations. The step-by-step Social Support Visit Structure is an alternative to the Family Spirit home visit structure and is appropriate when a family is dealing with a crisis or is too distressed to be able to have a regular visit with the planned Family Spirit lesson. The Social Support Visit Structure is based on principles of Psychological First Aid and aims to help Health Educators respond safely, confidently, and in a more standardized way.</p> <p>This 2-day training may be offered virtually or in-person. The training is available for Affiliate Sites as well as non-Affiliates.</p>	<p>For Family Spirit Affiliates and Non-Affiliates:</p> <p>\$250 per trainee</p> <p>\$75 per day for observers</p>
Additional Optional Implementation Support Services for Family Spirit Affiliates	<p>Virtual Site Visit A site visit provides tailored support for the Affiliate Site. A virtual site visit may be 4-8 hours in duration, depending on site needs. Affiliate Sites work with the Family Spirit trainers in advance of the visit to guide the agenda and content.</p> <p>In-person Site Visit An in-person site visit provides tailored support for the Affiliate. An in-person site visit is typically two full days. Affiliate Sites work with Family Spirit trainers in advance of the visit to guide the agenda and content.</p> <p>Additional Consultation and Technical Assistance Additional consultation and technical assistance are available on topics such as: evaluation design; data management and analysis; and quality assurance.</p>	<p>\$2,600 per Affiliate</p> <p>\$6,000 per Affiliate (plus travel costs for trainers)</p> <p>Determined based on scope</p>