

# Darkness to Light Child Sexual Abuse Web-Based Training Project

## Executive Summary

Child sexual abuse is a serious societal problem. Nearly one in four girls and one in six boys are sexually abused before their 18<sup>th</sup> birthday. The problem of sexual abuse is an especially important issue for youth-serving organizations because they can be magnets for offenders seeking victims. Conversely, children who are sexually abused in other settings often confide in their youth-serving leaders. For both reasons, these organizations need to address the problem of child sexual abuse. However, research suggests that most adults, including the employees and volunteers of youth-serving organizations, do not know enough about preventing, recognizing and responding to child sexual abuse to protect children adequately.

This project will respond to the problem with a complete web-based training package for youth-serving organizations and their employees and volunteers. The training package will include:

- comprehensive web-based prevention training for employees and volunteers;
- a web-based tool that helps organizations develop comprehensive and effective policies and procedures
- "Train the Trainer" sessions for organizational leadership utilizing live web meeting technology;
- a "marketing" approach using live web meeting technology to solicit national youth-serving organizations;
- a web-based testing and certification process;
- a moderated blog to allow participants to share information, research, news articles and "best practices" with one another.

This project will also address the lack of nationally-available, third-party expert child sexual abuse education programs for adults.

Through this project Darkness to Light plans to train a total of 33,800 employees and volunteers of youth-serving organizations throughout the nation. Individual project outcomes to be measured include improved awareness of the prevalence, consequences and circumstances of child sexual abuse, increased knowledge of steps to prevent, recognize and react responsibly to it, and long-term behavior changes that protect children. Organizational outcomes will include improvements to policies and procedures and the adoption of a training requirement for employees and volunteers.

The cutting-edge technologies utilized by this project include the latest problem-solving simulation software applications and advanced live web meeting software. Other technologically-advanced features are complex Flash applications, and a sophisticated web-based database that records and interprets participant interaction with the web-based training. However, the project's greatest innovation lies in the combination of these new technologies to create an exciting and creative and comprehensive solution to a significant societal problem. This solution is new and creative because it will far surpass standard web-based training that simply relays information and policies. The curriculum and content in this project is dynamic, engaging and appealing to many learning styles. A factor that makes this training stand out is the capacity to individualize prevention plans. In addition this project is far more than a training program; it is a comprehensive package that meets all the needs of an organization. Technologically-advanced solutions to marketing the program, communicating with clients and training participants will allow Darkness to Light to serve exponentially more individuals for far less expense than would be possible any other way. This model of training has the potential to revolutionize training in the non-profit sector.

Darkness to Light has recruited a large number of partners for this project, including funding partners like the Mark Elliott Motley Foundation, Exchange Club, Swint Foundation and Ittleson Foundation, in-kind gifts of valuable technical services, and expert advisors in curriculum development, advanced technology and overall project management.

## I. THE PROBLEM ADDRESSED BY THIS PROJECT.

### A. BACKGROUND INFORMATION

#### 1. Child sexual abuse is a significant societal issue.

- **Prevalence:** Research has shown that 22-27% of women and 6-16% of men are sexually abused as children (1,2). Most people are unaware of the magnitude of the problem because only about 10% of incidents are reported (3).
- **Long-term Effects:** Victims of child sexual abuse exhibit substantially more psychological, physical and relationship problems throughout adulthood compared with non-abused peers (4,5,6).
- **Economic Impact:** Research indicates that the direct (e.g., emergency room visits/hospitalizations of children) (7) and indirect costs of child sexual abuse (e.g., health care costs, low work productivity, unemployment/underemployment in adults) (8,9) have more economic impact than most realize.

2. Many experts believe that, with appropriate education, **adults who are responsible for children** (e.g., parents, teachers, coaches, mentors) **can reduce the incidence of child sexual abuse and improve outcomes for children** who are abused (10,11). However, research (12) suggests that adults currently do an inadequate job of preventing abuse due to:

- **low awareness** of the prevalence, consequences and circumstances of child sexual abuse.
- **limited knowledge** of steps and actions to protect children from sexual abuse.
- **reluctance to take action** in response to suspicions of abuse.

3. **Youth-serving organizations (e.g., Little League, Boys and Girls Clubs, church youth groups) are particularly important** in the issue of child sexual abuse prevention because:

- they are magnets for offenders seeking victims.(11).
- many children disclose sexual abuse to teachers, coaches and faith center leaders.
- employees/volunteers of youth-serving organizations can educate parents and other adults.

*See Some Facts About Child Sexual Abuse in the Appendices for more information..*

## B. THE PROBLEM ADDRESSED BY THIS PROJECT.

*Darkness to Light believes that adults who are responsible for children do not do enough to protect them from sexual abuse. Darkness to Light's organizational philosophy is that increased awareness of the prevalence and consequences of child sexual abuse, and adult education in preventing, recognizing and responding to it, will lead directly to reductions in the incidence of child sexual abuse. Though the incidence of sexual abuse is not a problem addressed by this project, the project is built on the belief that efforts to educate adults will protect countless children from abuse, and thus contribute to reductions in the incidence of child sexual abuse.*

1. **This project will address the fact that youth-serving organization employees and volunteers do not know enough about preventing, recognizing and responding to child sexual abuse.** Data show that most adults do not know the facts of child sexual abuse (11). Many organizations have openly acknowledged that their employees need education in this arena. Organizations are not the only ones that acknowledge the problem. Child sexual abuse liability insurers now require that organizations provide employee training and better define their policies, procedures and "crisis plans" before they will issue policies.

2. **This project will address the fact that most current child sexual abuse policies and procedures are inadequate in the prevention of future abuse.** Darkness to Light, the nation's largest and most recognized organization focused on adult responsibility for the protection of children from sexual abuse, has examined the policies and procedures of many youth-serving organizations and concluded that most organizational policies and procedures are limited in scope:

- **Policies are often limited to running background checks** on individuals who work with children. Background checks are only a first step in the screening process, only yielding those individuals who have been formally accused or convicted of a sexual crime against a child.
- **If there is training, it is usually limited to staff** and not to volunteers. Since the majority of children do not report child sexual abuse, education of all who work with children should be a priority of the organization. Predators are less likely to work in places where all are educated on what to look for and what to do in the occurrence of child sexual abuse.
- **Standard youth-serving organization policies and procedures may be effective in discouraging “situational abuse” but they are not likely to deter many serial offenders.** Nearly 90% of child sexual abuse offenders are acquaintances and friends of the victim and the victim’s family (4). This type of offender often seeks volunteer or paid positions that involve working directly with children (10, 13). The standard “modus operandi,” referred to as “grooming” by experts, is to develop a relationship with a child, and often the child’s parents, originating within a youth-serving organization but shifting to liaisons outside of the organization. Though offenders may adhere to organizational policies while in the confines of an organization and its activities, they work to create opportunities to have relationships with children outside organization “walls.” This is where the abuse actually occurs.
- **Employees and volunteers do not “buy into” their organization’s child sexual abuse policies because the policies are vague with regard to expected behavior.** The law in every state requires that employees and volunteers that work directly with children report all suspicions of abuse to the authorities. Many people report difficulty delineating the threshold of “suspicion.” Furthermore, they know that a report could damage or destroy the career of a co-worker and create trauma for the child and the child’s family. In all too many cases it has been shown that individuals had “suspicions” of abuse but did not take action because they felt they did not have enough concrete information to warrant reporting (12).

3. This project will address the **lack of nationally-available, third-party expert child sexual abuse prevention programs for adults.** As organizations move toward providing training and policies focused on child abuse prevention, they have discovered that there are very few third-party “packaged” programs available. Up until now, organizations have typically developed their own programs, a process involving a significant investment of time and resources. Furthermore, in-house sexual abuse prevention programs lack the objectivity and credibility of third-party programs developed by experts in the field of child sexual abuse prevention.

## C. THE PROPOSED SOLUTION

*The proposed solution directly addresses the identified problems, but is also part of the solution for the overall societal problem of child sexual abuse. In fact, Darkness to Light believes that educating the employees and volunteers of youth-serving organizations is probably the most effective and efficient way of delivering awareness and education to the general public, simply because these employees and volunteers are typically involved in overall community life. The project does not include this larger issue of high prevalence of child sexual abuse because it would be difficult to measure outcomes within the project period, but toward this end, data will be collected to begin to link awareness training with decreases in child sexual abuse.*

**Darkness to Light will develop a child sexual abuse training program specifically for youth-serving organizations delivered via the internet.** The training program is actually a “prevention package” consisting of a collection of web-based tools to meet the needs of youth-serving organizations that include a:

- **web-based prevention training program for employees and volunteers** incorporating cutting-edge innovations in technology.
- **web-based tool that helps organizations develop comprehensive and effective policies and procedures** for sexual abuse prevention.
- **“Train the Trainer” sessions** for organizational leadership utilizing live web meeting technology.
- **“marketing” approach** using live web meeting technology to offer the program to national, regional, and state-level youth-serving organizations.
- **web-based testing and certification process.**

- **moderated blog** (with managed content) to allow participants to share information, research, news articles and “best practices with one another and with Darkness to Light.

*Developing and implementing this web-based child sexual abuse training program will be a three-year project costing approximately \$1.2 million.*

#### D. ANTICIPATED OUTCOMES

- **33,800 employees and volunteers associated with 4 youth-serving entities will be trained.** (Presbyterian Churches, some Boys and Girls Club’s chapters or similar, and some divisions of a youth sports league).
- **Awareness** of the prevalence, consequences and circumstances of child sexual abuse will improve.
- **Knowledge of steps to prevent, recognize and react responsibly to child sexual abuse will increase.**
- **Sustained positive action** from participants will result.
- **Positive changes** to organization policies and procedures will occur.
- **The scope** of organizational policies and procedures will broaden.
- **Employee “buy-in”** into taking action will increase.
- Youth-serving organizations will **demonstrate demand** for this third-party expert program.
- End-users will find the training’s delivery system **dependable, easy to use, and effective.**

## II. PROJECT INNOVATION

### A. INNOVATION IN TECHNOLOGY

The cutting-edge technologies utilized by this project include the **latest problem-solving simulation software applications and advanced live web meeting software.** Other technologically-advanced features are **complex Flash or like applications,** and a **sophisticated web-based database** that records and interprets participant interaction with the web-based training.

### B. INNOVATIVE SOLUTION

The project’s greatest innovation lies in the **combination of these new technologies to create an exciting and creative solution to a significant societal problem.** This solution is innovative because:

- those who work in the field of child sexual abuse are just starting to recognize that **adult responsibility and adult education are key to prevention.** Only a few organizations have adopted adult education. Most organizations rely on child-focused programs to prevent abuse. Darkness to Light maintains that it is unrealistic to expect children to protect themselves from sexual abuse.
- the Darkness to Light training will **far surpass standard web-based training that simply relays information and policies.** The curriculum and content in this project is dynamic, engaging, and appealing to many learning styles. A factor that makes this training distinct is the capacity to individualize prevention plans.
- this project is far more than a training program; it is a **comprehensive package that meets all the needs of an organization.** This program will be the only one that helps organizations customize standard child sexual abuse policies and procedures to make them more responsive to the needs of employees and volunteers.
- of technologically-advanced solutions to marketing the program. Communicating with clients and training participants will allow Darkness to Light to **serve exponentially more individuals for far less expense** than would be possible any other way.
- third-party expert training is rare in the non-profit sector. This model has the **potential to revolutionize training in the non-profit sector.**

### C. COMPONENTS OF THE PROJECT INCLUDE:

1. **Web-based training:** The web-based training includes:

- instruction that **improves awareness** of the prevalence, consequences and circumstances of child sexual abuse.
- lessons in **ways to prevent, recognize and respond to abuse**.
- **exercises that empower and motivate** participants to protect children proactively.

The web-based training program will be based on an innovative, dynamic sexual abuse prevention curriculum, developed by Darkness to Light and presented in a **rich multimedia format** using Flash or like media technology. The content will be delivered by **text, audio, video and animation**. Short **audio/visual training segments supported by text** will be reinforced by **video clips of actual adult survivors describing their experiences**. Participants will encounter **true-to-life scenarios** throughout the training, and their responses to these scenarios will guide them along **individualized “paths”** that focus on their particular needs or concerns. **Multi-branched response tracking will trigger alterations in the scenario options** to create a learning experience that accomplishes the training's objectives in a highly personalized way.

**This use of cutting-edge technology is not an example of using technology for technology's sake.** In this case, problem-solving simulation software allows Darkness to Light to tackle the **root of child sexual abuse prevention: barriers to action** caused by the uncertain and uncomfortable feelings that accompany tough decision-making. This software allows participants to practice difficult decision-making and experience its consequences. Problem-solving simulation software may prove to be Darkness to Light's most effective training tool.

**Another feature of the web-based training is a private “journaling” tool** that allows participants to answer questions and express concerns in their own words. The “journal” can be printed out at the conclusion of the training session as part of an overall personal prevention plan. One of the most innovative aspects of the prevention package is the **personal prevention plan**. This is a blueprint of actions that an individual has agreed to take to keep the children in his/her life safe. The plan is generated through the participant's own answers to questions and personal input into scenarios. Parts of this information are summarized and dropped into a template, which is then translated into a highly personalized plan.

2. **Web-based policies and procedures tool:** This tool will help organizations make their policies and procedures more comprehensive and effective. The “tool” will consist of an online template of standard policies and procedures and an online manual with instructions on customizing policies and procedures. Organizations will have the option of incorporating information about the attitudes and knowledge of their own constituents based on summary data from pre- and post-training assessments completed by members of the organization.

3. **“Train the Trainer”:** “Train the Trainer” is a program for organizational personnel who will coordinate training among groups of employees and volunteers. It will be “live” training using web meeting technology that will facilitate interaction among participants and with the trainer. The training will:

- instruct management on methods to **support the end-users of training**, including CD-ROM/Internet hybrid technology for those with disabilities, and those with substandard computer equipment.
- guide management in assembling **information on community-level resources** for the victims of child sexual abuse and the transmission of this information to employees/volunteers.
- provide guidance and instruction for **responding to the needs of employees/volunteers who experience an emotional response** to the training, typically as a result of their own childhood experiences.
- instruct and provide **resources for management to extend the educational process to parents and children** they serve.
- guide management through the process of **developing improved policies and procedures**.

*Live web meeting technology is ideal in this application. It costs a fraction of face-to-face training. The video/web capability is far more effective than audio technology alone, and it is efficient in training a large number of people*

*throughout the nation simultaneously. Additionally, organizations will be able to use this technology to train staff within their own organizations.*

4. A **“marketing” program**: The marketing program targeting youth-serving organizations will utilize live web meeting technology to:

- enhance **awareness that a “packaged” child sexual abuse training for adults exists.**
- **encourage participation** in the program.
- **highlight parts of the training** so youth-serving organizations fully understand the dynamic, consciousness-changing quality of the curriculum.
- **introduce liability insurers to the content** of the training so they can better serve their clients.

5. A **web-based testing and certification process**: Testing and certification are important components of the project. The testing and certification process will be web-based using **off-the-shelf testing and e-commerce software** that is customized and integrated into the other components of the training package. This component will:

- **collect basic information** about participants.
- **collect base-line data** on participant knowledge and attitudes about sexual abuse and its prevention.
- **record and process payment**, either individual or group.
- **determine and record mastery** of the training curriculum based on answers to pre- and post-training assessments.
- **facilitate project evaluation** that includes immediate assessments of knowledge acquisition, attitude change, and predicted behavioral change based on pre- and post-training measures, as well as assessments of long-term effectiveness of training based on measures of knowledge retention, attitude change, and behavioral change at 2- and 6-month follow-up.
- **issue a certificate** to those who successfully complete the training.
- **inform the sponsoring organization via email** of the successful completion of the training by employees and volunteers. This documentation may be used by the organization to satisfy insurance requirements.
- **issue a “seal of approval”** to organizations who certify that they have trained 100% of their employees and volunteers and have developed organizational policies and procedures. This “seal of approval” can be included in literature and websites to inform parents that the organization has taken steps to ensure the safety of their children.

6. A **Blog**: As part of this project, Darkness to Light will establish and moderate a blog for those who have completed the training, particularly those who complete “Train the Trainer.” This blog will be used to post “best practices,” new research, and contributions from participants, sorted by specialty areas. **The blog is important to this project as it will promote and facilitate the exchange of information among participants and Darkness to Light staff .**

7. Other important features of this proposed solution include:

- **a curriculum based on the most current and credible research**, offering far more information than the standard curriculum that youth-serving organizations typically provide. Because Darkness to Light specializes in the field of child sexual abuse prevention, the staff is in a far better position to maintain currency in research and relay information on critical resources.
- **a sustainability fee plan** that makes this training package a **more cost-effective solution** for most youth-serving organizations, even if they have already invested in in-house training.
- **CD-ROM/internet hybrid versions** of training to accommodate modem speed and **computer capability barriers and certain disabilities.**
- a “chapter” format that provides **easy “break-and-return”** capability during the 90 minute training.
- a **model that can be replicated** for other types of education common to the non-profit sector.

#### D. SIMILAR APPLICATIONS OF TECHNOLOGY

Though web-based training is fairly common throughout the commercial and non-profit sectors, it is not common in the field of child sexual abuse. The web-based training that exists is directed to specific audiences. **These trainings relay general information about child sexual abuse and organizational policies, but fall short of this project in terms of scope of employee training focusing on the needs of individual employees and volunteers, and the customization of policies and procedures to make them more realistic.** Technologically, these programs do not compare with Darkness to Light's project in terms of either cutting-edge technology, or innovative combinations of technology. **A TOPs grant with similarities to this project was awarded in 2001 to DTI,** an organization in the field of community development education. Though this project combined technology in a similar fashion, the Darkness to Light project uses "next-generation" applications. The report *Comparison with Similar Projects* in the Appendices compares and contrasts programs with similarities to the Darkness to Light project.

### III. COMMUNITY INVOLVEMENT

#### A. PARTNERSHIPS

Darkness to Light has selected a group of partners from funders and advisors that fill important project needs.

- **Funding partners:** Funding partners for this project are foundations or individuals that have a commitment to child sexual abuse prevention as part of their history or mission. Darkness to Light has selected funding partners who view their donations as investments; funders who will remain involved with the project through the launching and implementation of the product. Together these funders are providing \$293,000 in cash. Darkness to Light is also committing \$73,246 of unrestricted funds from annual gifts to the project. See *Statement of Matching Funds* in the Appendices for funding commitments.
- **Project Advisors:** Darkness to Light has recruited a number of experts in the fields of child sexual abuse, technology, business/project management and liability insurance. These advisors fall into two categories: those providing curriculum expertise; and those providing technological and overall project management expertise.

**Curriculum Advisory Committee (CAC):** All members agree to review all materials related to curriculum and to make revision suggestions. This represents 9 hours during year 1, and 2 hours in years 2 and 3. We have valued these experts' time at \$100/hour. These services are valued at \$4,400.

- **David Finkelhor, Ph.D.,** Director, Crimes against Children Research Center, Professor of Sociology, University of New Hampshire and Co-Director, Family Research Laboratory
- **Ben Saunders, Ph.D.,** National Crime Victims Research and Treatment Center
- **Claire Reeves,** Founder and President, Mothers Against Sexual Abuse
- **Christopher Watson,** President and CEO, Gulf Insurance Group

**Technical and Management Advisors:** Three individuals in the information technology/business management industry have each volunteered eighteen hours of review and input into this project. Web-based advisory committee meetings will be held each quarter during the first half of the project. The three individuals who have agreed to participate are **George Tillmann, CIO/Vice President, Booz Allen Hamilton, Dave Ortiz, Partner, PriceWaterhouseCoopers/IBM and Howard Gabey, Manager, Northrup Grumman Corporation.** We have valued these advisor's time (18 hours over the life of the project) at \$5,400.

#### B. END-USER PARTNERS

Mount Pleasant Presbyterian Church, Riverside Presbyterian Church, Westminster Presbyterian Church, Boys and Girls Club of Charleston, SC, O'Quinn School, Trident Academy, C.A.R.E. House, Alliance for Children and the US Youth Soccer League, SC chapter, have all agreed to provide end-user feedback on this project.

**Mt. Pleasant Presbyterian Church and Boys and Girls Clubs of Charleston have provided letters of commitment to provide end-user feedback on the training.** This letter is included in the Appendices. The value of this service is \$3,000.

## C. DEMAND FOR THE TRAINING

**There are growing indications that training like this is in demand.** The Catholic Church, Boys and Girls Club, the Boy Scouts, the Presbyterian Church and other organizations have openly declared the need for such training. Recent media has so sensitized the public to this issue that there are even ads for summer camps that prominently display the fact that their counselors have background checks and are trained in child abuse prevention. Insurance companies have begun requiring training as part of the process for acquiring liability insurance. .

As discussed earlier in this proposal, Darkness to Light has also incorporated “marketing” into this project to ensure a steady demand for its training.

## D. CONTINUING COMMUNITY PARTNER SUPPORT

**Most of this project’s partners** (David Finkelhor, Ph.D., Ben Saunders, Ph.D., Claire Reeves, the Mark Motley Foundation, the Swint Foundation, L. Russell Bennett, and the Exchange Club) **have supported Darkness to Light financially or through donations of in-kind services for years.** Darkness to Light expects this support to continue, and is confident that the partners that are new to this project will also invest themselves, as these others have done, in the long-term success of the organization.

## IV. EVALUATION

### A. EVALUATION DESIGN

**1. Scope of evaluation:** This project will encompass three categories of evaluation. These categories are based on the measurement of the:

- **effectiveness of the curriculum** in “live” pilot, web-based pilot, and in the market-ready product.
- **impact of the training** on changing the culture of organizations around the issue of child sexual abuse.
- **the technical quality** of the web-based training program.

*For a full discussion of the evaluation design see the Evaluation Plan in the Appendices..*

**2. Qualifications of evaluator:** Darkness to Light currently has working relationships with university-based experts in research design and statistical analysis at the University of South Carolina, the Medical University of South Carolina, and the College of Charleston. Faculty members at these institutions have provided consultation on Darkness to Light’s overall organizational evaluation plan. The outside evaluators for this project will be hired from among this group of experts. In addition, Trisha Bennett, Ph.D., Director of Programs, Products, and Services for Darkness to Light has a background in experimental psychology.

**3. Data collection plan:** Data in the live pilot sessions will be collected on-site using paper-and-pencil self-report assessment instruments. Follow-up data from these sessions will be collected via email or regular mail self-report instruments. Data for the pilot-version of the web-based training and for the limited release of the web-based training will be collected via web-based or e-mailed self-report instruments.

**4. Resources allocated to evaluation:** \$60,000 has been budgeted to contract with a third-party evaluator.

**5. Questions that will be answered by the evaluation:** Refer to the *Evaluation Plan* in the Appendices.

## V. PROJECT FEASIBILITY

### A. TECHNICAL FEASIBILITY

**One of the strongest features of this project is the wealth of technical advisory services Darkness to Light has acquired.** This will ensure a project that is technically sound. In addition, the project makes use of technical applications that are commercially-available products and services. The project also makes use of existing internal and external infrastructure.

The project budget includes funds for a **Technology Integrator** that will be responsible for ensuring system interoperability, maintenance and upgrades. In addition, funds are budgeted for a “help desk” service to support end-users and ensure the ongoing dependability of web-based products. **The *Sustainability Plan* in the Appendices addresses the continuation of technical support as a primary objective.**

## **B. EVIDENCE OF ABILITY TO SUCCESSFULLY COMPLETE PROJECT**

- 1. Team qualifications:** The existing project team members are all trained and experienced in their respective fields. In addition Darkness to Light has recruited experts from a variety of related fields to provide input into the project. Summaries of the qualifications of team members are detailed in *Project Team Qualifications* in the Appendices..
- 2. Organizational capacity:** Darkness to Light is experienced in managing projects of significant magnitude, having successfully implemented two large federally-funded projects and two major independent projects in recent years. Information on these projects and evidence of Darkness to Light's capacity to manage a project of this magnitude is addressed in *Organizational Capacity* in the Appendices.
- 3. Project Organization and Timeline:** Refer to the detailed *Project Organization* and *Project Timeline and Process* in the Appendices.
- 4. Privacy Issues:** Darkness to Light takes seriously issues of privacy, especially considering the sensitive nature of the topic on which we focus. Darkness to Light has employee and organizational policies/procedures safeguarding individual privacy. Project contractors and project team members who might have access to information specifically attributed to an individual will be required to sign a statement of confidentiality. All of our current projects operate under the approval of the Institutional Review Board, Human Subjects division, at the College of Charleston. All research design and data collection plans for the current project will be submitted for review by the College of Charleston Institutional Review Board, which will require a procedure for informed consent from study participants. The certification and follow-up components of the project will require that identifying information be retained on participants. For the follow-up data, either email addresses or mailing addresses will be required for each participant. This information will be stored in a secured location, separate from assessment data. At no time will records that include identifying information and assessment data be combined. For the certification data, arrangements will be made with the organization that requires the certification to receive the information in a secured format.
- 5. Sustainability:** This project has a realistic and feasible plan for sustainability. This training program will be fee-based. Fees will be phased in during the grant period. Darkness to Light expects that fees will sustain the project after federal grant funding ceases. Refer to the *Plan for Project Sustainability* in the Appendices for more detailed information.
- 6. Dissemination:** Project reports will be produced at 6-month intervals and shared with pilot partners and project advisors. Data on effectiveness of the program will be submitted for publication in professional journals focused on child abuse prevention, as well as presented at relevant national conferences each year. Data on program effectiveness will also be incorporated into the marketing of the program. All project reports will be posted on the Darkness to Light website and featured on the blog that is initiated by this project.