

TRAUMA INFORMED CARE PRESENTATION TO THE IUMCH BOARD OF DIRECTORS 2-26-13

Brief History of the Trauma Awareness movement

ACE

NCTSN National Child Trauma Stress Network

A Trauma Informed Agency is one where we **CARE** for children who have experienced childhood **TRAUMA** in an **INFORMED** manner.

All involved with the agency are trained to be **TRAUMA COMPETENT** i.e, the connection between past traumatic experiences and current behavior is respected by all in every interaction with the youth.

Trauma Informed Care Principles

The agency is aware of the role violence has played in our youth's lives and develops systems with that understanding.

Staff, particularly direct care staff, understand the role trauma histories play in a child's social-emotional-cognitive-behavioral development.

Staff ensure physical and emotional safety.

Staff create warm, honest, genuine and trustworthy relationships with the child and are accepting and supportive of the child in all interactions.

Staff design behavior management plans that are individualized, flexible, and creative, not punitive, coercive or restrictive.

Staff learn each child's trauma triggers and develop interactions with the child that does not re-traumatize the child.

Staff allow each child to experience a sense of being in control of his/her life.

But most importantly, staff "view traumatized children through the lens of "what happened to you," rather than, "what is wrong with you." This is a major paradigm shift from the training received in the field of mental health.

Outcome

Outcome data will indicate a decrease in the youth's behavior problems, increase the youth's ability to emotionally regulate, improve school performance and reduce recidivism.

What IUMCH is doing to become a Trauma Informed Care Organization

1. The Teaching Family Model has already set the environmental and staff expectations through the emphasis on relationships, non-punitive behavior management and individualization of programming for each child with a focus on the child's strengths.

2. Therapeutic Crisis Intervention (TCI) reinforces the concepts of relationship importance, emotional regulation techniques and need for safe and supportive environments.
3. All employees, volunteers, school personnel and Board of Directors receive training on trauma-focused care and the effects of trauma on a child's present social, emotional, cognitive and behavioral issues.
4. All Family Teachers receive training the therapeutic model, Trauma-Focused Cognitive Behavioral Therapy.
5. The therapists are in the process of becoming certified in TF CBT.

BECOMING A TRAUMA-INFORMED ORGANIZATION

A Trauma-Informed Organization is an organization that creates interventions designed to facilitate the development of structures, processes and behaviors on the part of staff, clients and the community-as-a-whole that can counteract the biological, affective, cognitive, social and existential wounds suffered by the victims of traumatic experiences and extended exposure to adversity. (Sanctuary, Inc.)

A trauma-informed agency has leadership and staff that are intentional, purposeful and mindful about "how" they function individually and as a group, attuned in relationship in order to *help each other do no harm*.

A trauma-informed agency begins with getting everyone on the same page, agreeing on the basic values, beliefs, philosophical principles that guide decision making, conflict resolution and behaviors.

A trauma-informed care change requires a change in the basic mental models upon which thought and action are based (paradigm shift). This shift applies to leaders, staff, clients and their families.

"Mental models exist at the level of very basic assumptions, far below conscious awareness and everyday function and yet they guide and determine what we can and cannot think about and act upon."

BECOMING A TRAUMA INFORMED AGENCY IS A JOURNEY, NOT A DESTINATION.

TRAUMA INFORMED CARE DEFINED

A trauma-informed care agency creates a **strength-based cultural context** in which the attitude of staff toward those in treatment *purposefully* changes

From

"What's wrong with you?"

"He's just manipulative."

“He’s a bad kid.”
“He just doesn’t get it.”
“He’s a sick kiddo.”

To

“What happened to you?”
“I recognize this behavior as your best attempt to cope even if
it is hard on me.”
“How can I help you heal?”

and is based on the recognition that many of the behaviors and emotional responses (symptoms) presented are the youth’s unconscious, repeated and best attempts to stay “alive” physically and/or emotionally. The behaviors are often maladaptive *protective factors*.

“Sometimes kids are just doing what human beings are wired to do under immense traumatic stress.” (C. Wilson)

In a Trauma-Informed Care environment:

- . All staff recognize the pervasiveness of trauma and commit to identifying and addressing it.
- . Staff create an atmosphere of physical and emotional safety as a first priority.
- . The youth experiences safety, acceptance, and calm, supportive care through ethical staff.
- . Staff create healing, hopeful, honest, warm, genuine and trustworthy relationships.
- . The youth experiences a sense of being in control of his life.
- . Behavior management is flexible and creative, not coercive, punitive or restrictive.
- . Treatment interventions are individualized to the youth’s needs including family involvement.
- . The connection between past traumatic experiences and current behaviors is respected in all interactions with the youth. This is known as “Trauma Competent”
- . Staff are sensitive to the youth’s trauma triggers and intervene in ways that do not re-traumatize the youth.
- . Systems are designed in light of basic understanding of role violence has played in youth’s life.
- . Outcome studies will indicate a decrease in the youth’s behavior problems, increase the youth’s ability to emotionally regulate, improve school performance and reduce recidivism.