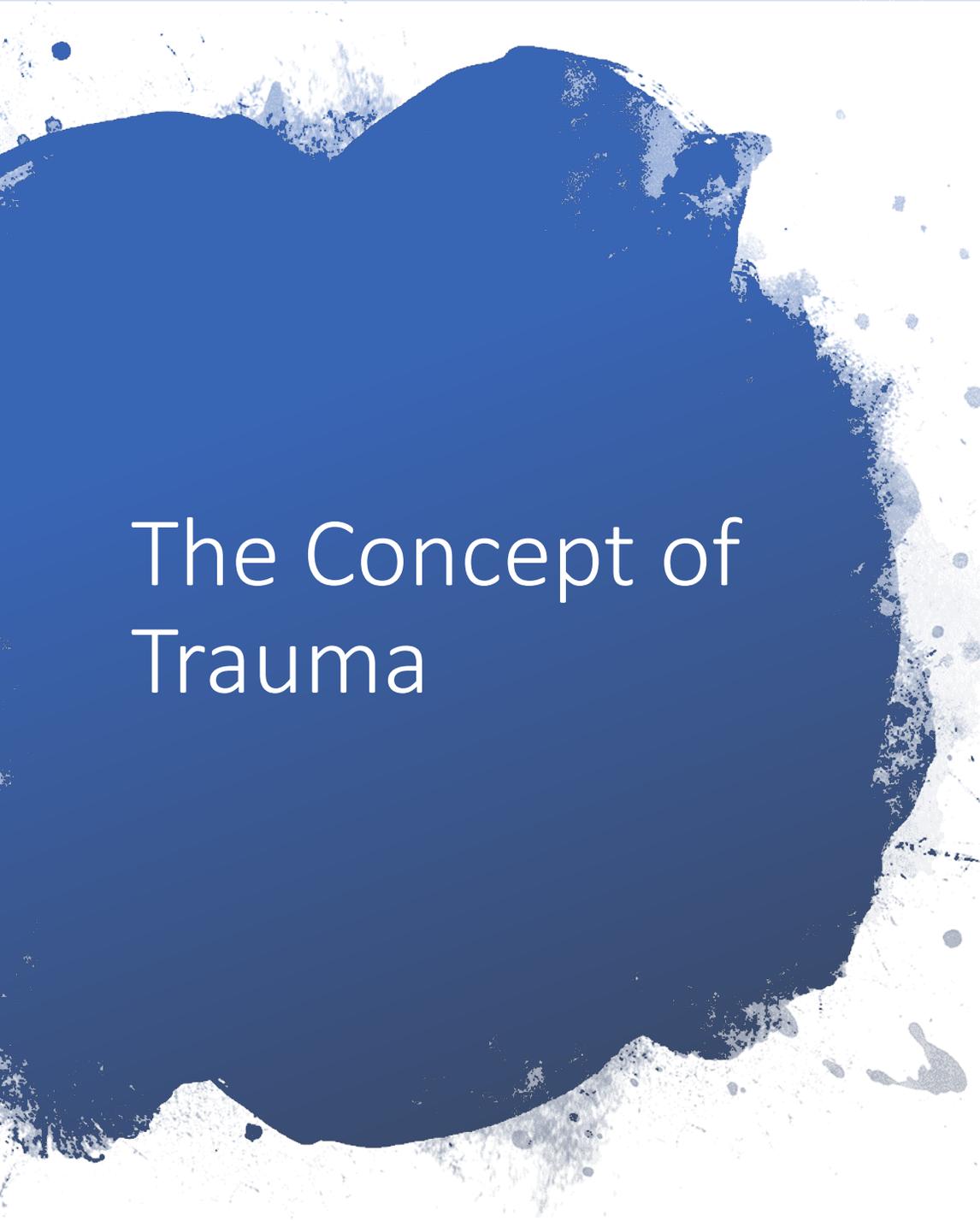




koinonia

Trauma-Informed Care Implementation Framework



The Concept of Trauma

Trauma results from an event, series of events, or set of circumstances that is experienced by a person as physically or emotionally harmful or life threatening, and that has lasting adverse effects on the person's functioning and mental, physical, social, emotional, or spiritual well-being.

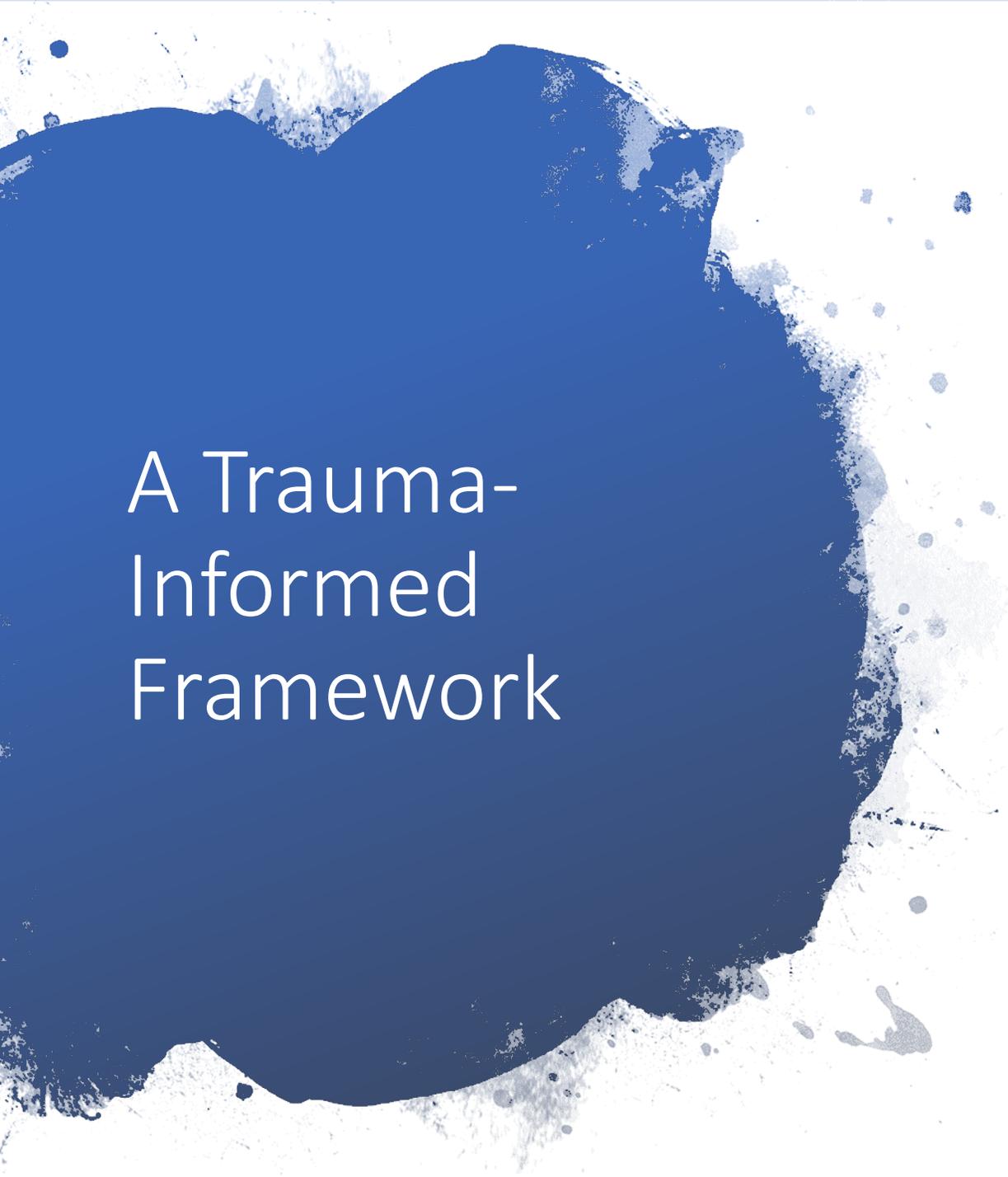
Why Trauma-Informed Care?

Emerging research has documented the relationships among exposure to traumatic events, impaired neurodevelopmental and immune systems responses and subsequent health risk behaviors resulting in chronic physical or behavioral health disorders.

We serve and employ a population that more than likely has been exposed to some level of trauma and the effects of these traumatic events place a heavy burden on individuals, families and communities and creates challenges for us as an employer and provider.

Without a trauma-informed approach we unintentionally may find ourselves providing services and supports that are often themselves trauma-inducing and often interfere with achieving desired outcomes for both our individuals and associates.

To maximize the impact of our intervention efforts, we need to provide an organizational or community context that is trauma-informed and based on the knowledge and understanding of trauma and its far-reaching implications.



A Trauma- Informed Framework

- Strengths-based and grounded in an **understanding of** and **responsiveness to** the impact of trauma
- Emphasizes **physical, psychological,** and **emotional** safety for both **providers** and **survivors**
- Creates opportunities for survivors to rebuild a sense of **control** and **empowerment**

Trauma-Informed Care Framework

4 Assumptions

6 Key Principles

10 Domains of
Implementation

16
Implementation
Strategies

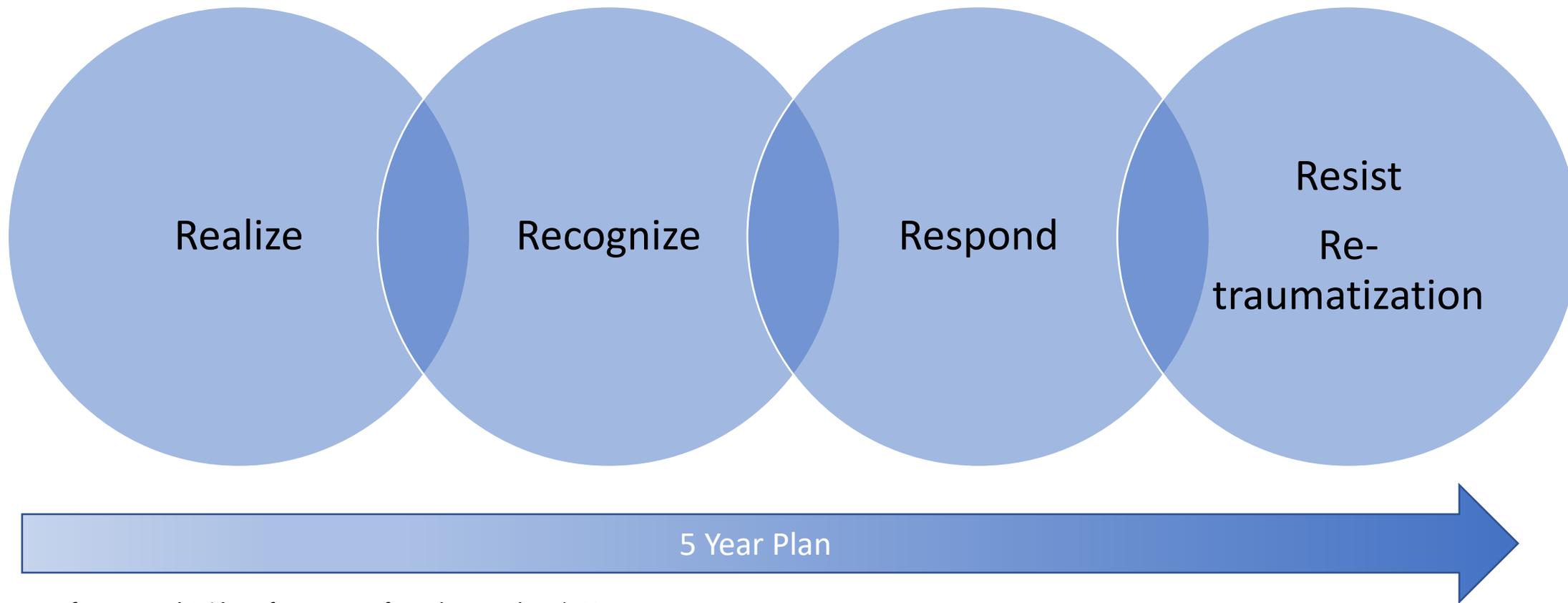
Trauma-Informed Care Framework

4 Assumptions

6 Key Principles

10 Domains of
Implementation

16
Implementation
Strategies



SAMSHA'S Concept of Trauma and Guidance for Trauma-Informed Approach – July 2014

The Four Assumptions of TIC

Assumption	Our Behavior
Realize	We understand the prevalence of trauma, and realize trauma is common and many have suffered at varying degrees.
Recognize	Every member of the organization recognizes the signs and symptoms of trauma and how it affects people, and knows the effects of trauma, coping mechanisms, and treatment approaches and tools.
Respond	We presume all our clients and associates have a history of traumatic stress and we respond appropriately with respect, care, and compassion to help others maintain their dignity.
Resist Re-traumatization	We recognize the potential for re-traumatization and that feeling powerless is central in those that have experienced trauma.

The Four Assumptions

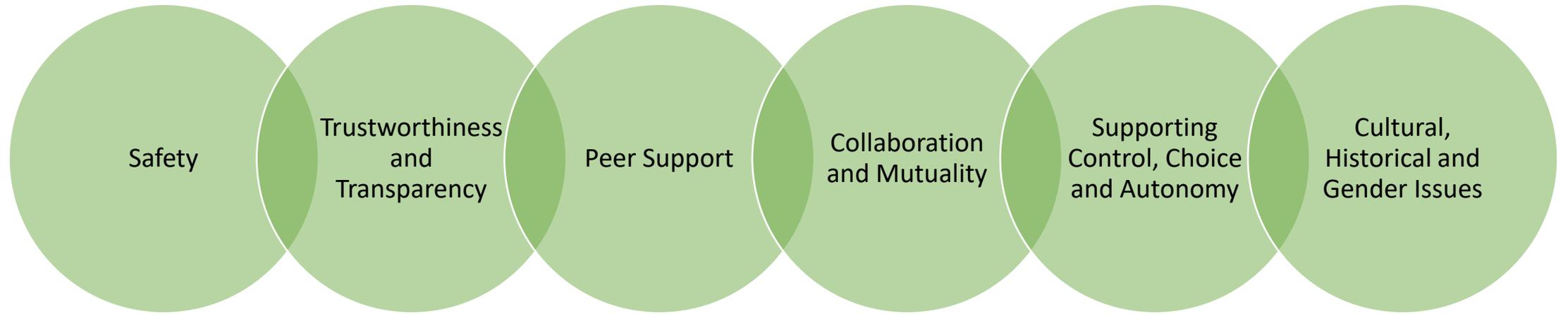
Trauma-Informed Care Framework

4 Assumptions

6 Key Principles

10 Domains of
Implementation

16
Implementation
Strategies



6 Guiding Principles to a Trauma-Informed Approach (CDC Office of Public Health Preparedness and Response (OPHR) and SAMSHA's National Center for Trauma-Informed Care (NCTIC))

The Six Key Principles of TIC

Principle	Our Behaviors
Safety	We provide an environment where associates and individuals feel safe physically, psychologically and socially.
Trustworthiness and Transparency	We work to build and maintain trust with our associates and individuals. We focus on providing positive and authentic relationships because they can be healing and therapeutic.
Peer Support	We foster an environment of collaboration, hope, and trust, to promote recovery and healing. We focus on strengths, resiliency, and future-oriented goals.
Collaboration and Mutuality	We create a place where democracy and equalization of power is essential because sharing power and decision-making ignites passion and creates "buy-in". Importance is placed on partnering and leveling of power differences.
Supporting Control, Choice, and Autonomy	We focus on empowering and promoting autonomy for both our associates and individuals . This is accomplished through outlining expectations, providing opportunities to make decisions, and participation in the creation of goals. We maintain awareness and respect for basic human rights and freedoms.
Cultural, Historical and Gender Issues	We work to actively move past cultural stereotypes and biases and recognize and leverage the healing value of cultural connections. We respect diversity and cultural differences by using respectful and specific interventions and implementing culturally responsive policies and procedures.

The Six Key Principles of TIC

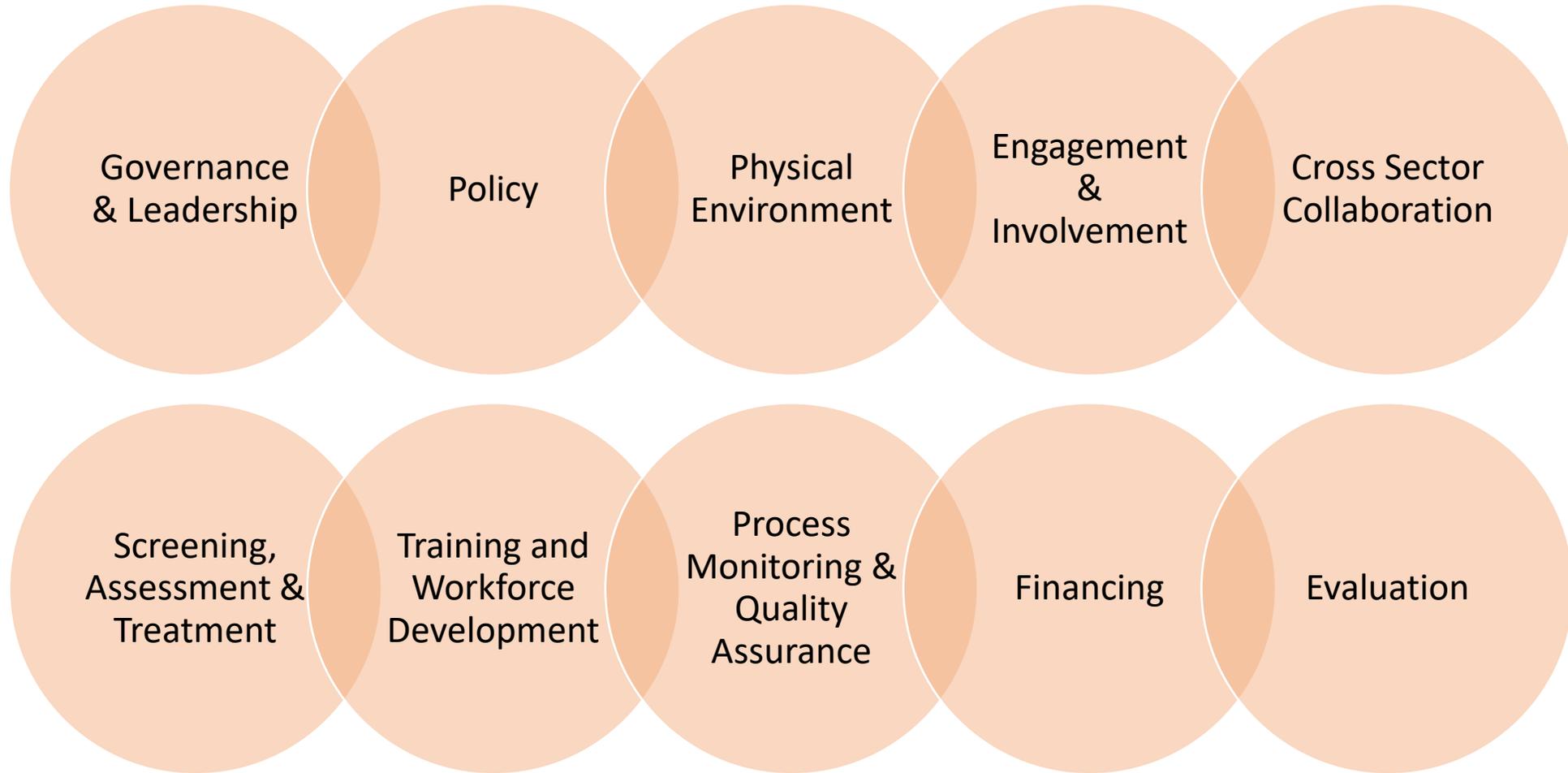
Trauma-Informed Care Framework

4 Assumptions

6 Key Principles

10 Domains of
Implementation

16
Implementation
Strategies



SAMSHA'S Concept of Trauma and Guidance for Trauma-Informed Approach – July 2014

The Ten Domains of Implementation

Domain	Our Behaviors
Governance and Leadership	Leadership supports and invests in implementing and sustaining our Trauma-Informed Care program.
Policy	Standards are written to ensure principles are followed. They are upheld, kept current, accessible and referred to.
Physical Environment	Our environment promotes a sense of safety and collaboration. Our associates and individuals feel safe physically and psychologically. Our physical environment supports collaboration and promotes openness, transparency, and shared spaces.
Engagement and Involvement	Associates and individuals, trauma survivors, and natural supports are involved in all aspects of our trauma-informed system. This includes but is not limited to program design, implementation, service delivery, quality assurance, cultural competence, workforce development, trauma-informed peer support, and evaluation.
Cross Sector Collaboration	We demonstrate that our support of collaboration across all sectors of health and human services is critically important . There is a shared understanding of trauma-informed care to help us achieve our mission.

SAMSHA'S Concept of Trauma and Guidance for Trauma-Informed Approach – July 2014

The Ten Domains of Implementation

Domain	Our Behaviors
Screening, Assessment and Treatment	Routine screening occurs in all of our program settings. Screening, assessing and making referrals is taught and based on evidence. Interventions are culturally appropriate and reflect our trauma-informed care key principles. We recognize that survivors may be uncomfortable answering questions due to distrust, having boundaries violated, fear that information may be used against them, and fear of being violated.
Training and Workforce Development	Ongoing training and peer support is essential. Our human resources systems incorporate trauma-informed key principles in hiring, during supervision, and staff evaluation. Procedures are in place for staff with trauma histories or those suffering from trauma exposure.
Process Monitoring and Quality Assurance	We conduct ongoing assessments, tracking and monitoring related to our trauma-informed key principles and interventions across the organization.
Financing	Our financing structures support our trauma-informed approach which includes resources for staff training on trauma approach, key principles, developing safe facilities, establishment of peer support, screening, assessment, supports and collaboration efforts.
Evaluation	We have identified measures and have systems for evaluating the effectiveness of trauma-informed care services and programs.

The Ten Domains of Implementation

Trauma-Informed Care Framework

4 Assumptions

6 Key Principles

10 Domains of
Implementation

16
Implementation
Strategies

Show	Strategy #1: Show Organizational and Administrative Commitment to TIC
Use	Strategy #2: Use Trauma-Informed Principles in Strategic Planning
Review and Update	Strategy #3: Review and Update Vision, Mission, and Value Statements
Assign	Strategy #4: Assign a Key Staff Member To Facilitate Change
Create	Strategy #5: Create a Trauma-Informed Oversight Committee
Conduct	Strategy #6: Conduct an Organizational Self-Assessment of Trauma-Informed Services
Develop	Strategy #7: Develop an Implementation Plan
Develop	Strategy #8: Develop Policies and Procedures To Ensure Trauma-Informed Practices and To Prevent Re-traumatization

A Treatment Improvement Protocol: Trauma-Informed Care in Behavioral Health Services – TIP 57 - 2014

16 Implementation Strategies for TIC

Develop	Strategy #9: Develop a Disaster Plan
Incorporate	Strategy #10: Incorporate Universal Routine Screenings
Apply	Strategy #11: Apply Culturally Responsive Principles
Use	Strategy #12: Use Science-Based Knowledge
Create	Strategy #13: Create a Peer-Support Environment
Obtain	Strategy #14: Obtain Ongoing Feedback and Evaluations
Change	Strategy #15: Change the Environment To Increase Safety
Develop	Strategy #16: Develop Trauma-Informed Collaborations

A Treatment Improvement Protocol: Trauma-Informed Care in Behavioral Health Services – Tip 57 -2014

16 Implementation Strategies for TIC

IMPLEMENTATION STRATEGIES*

Strategy #1: Show Organizational and Administrative Commitment to Trauma-Informed Care

Strategy #2: Use Trauma-Informed Principles in Strategic Planning

Strategy #3: Review and Update Vision, Mission, and Value Statements

Strategy #4: Assign a Key Staff Member To Facilitate Change

Strategy #5: Create a Trauma-Informed Oversight Committee

Strategy #6: Conduct an Organizational Self-Assessment of Trauma-Informed Services

Strategy #7: Develop an Implementation Plan

Strategy #8: Develop Policies and Procedures To Ensure Trauma-Informed Practices and To Prevent Re-traumatization

Strategy #9: Develop a Disaster Plan

Strategy #10: Incorporate Universal Routine Screenings

Strategy #11: Apply Culturally Responsive Principles

Strategy #12: Use Science-Based Knowledge

Strategy #13: Create a Peer-Support Environment

Strategy #14: Obtain Ongoing Feedback and Evaluations

Strategy #15: Change the Environment To Increase Safety

Strategy #16: Develop Trauma-Informed Collaborations

