BUILDING A TRAUMA-INFORMED LENAWEE

LENAWEE COLLECTIVE IMPACT

What is collective impact?

A better approach to solving community problems

A systematic, data driven approach to solving a complex problem that involves a community-wide group of organizations

- ❖ A common agenda
- ❖ Shared measurement system
- ❖ Mutually reinforcing activities
- ❖ Continuous communication
- ❖ Backbone support

About Us

The Collective Impact Core are the champions of the collective impact framework – ensuring that groups align without duplication, empower collaboration and increase communication.
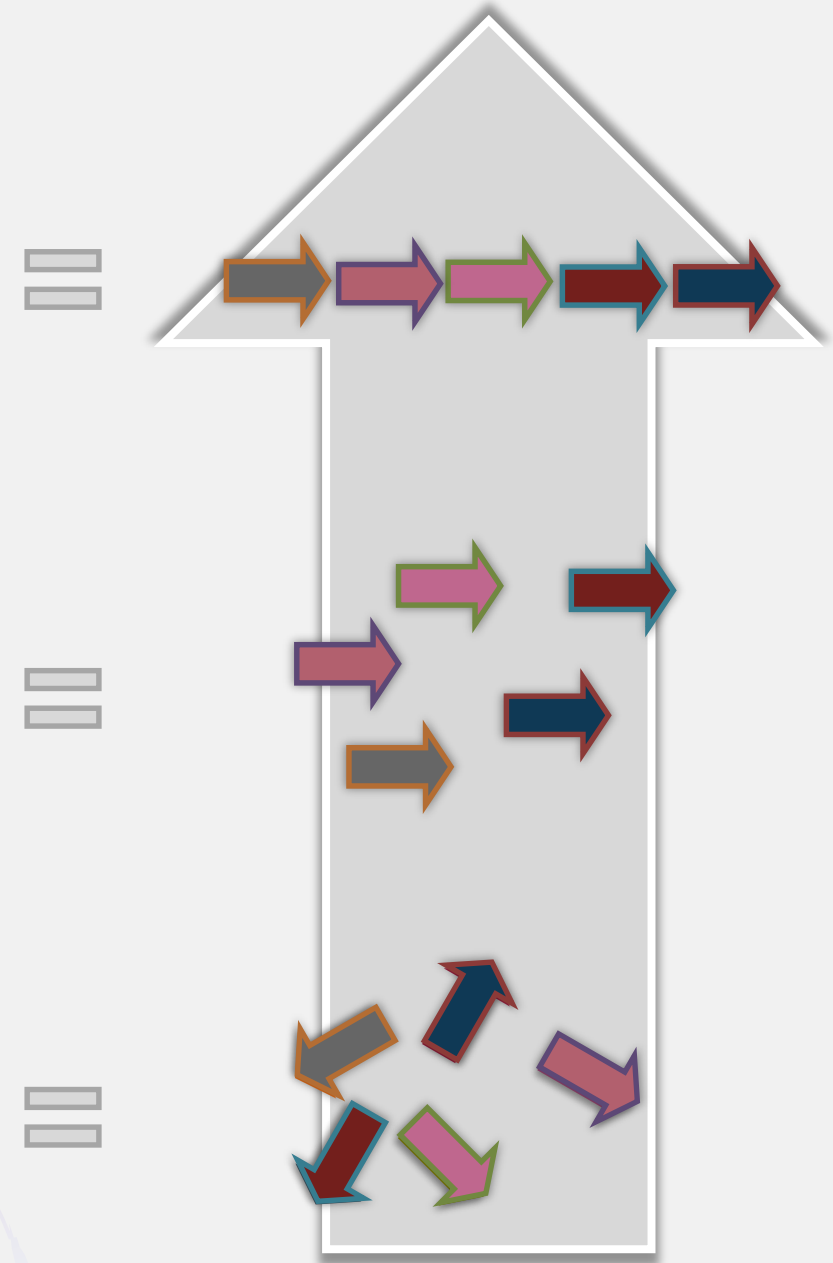
Collective Impact

- **A group working towards the same outcome**
- **Looking at individual level data**
- **To continuously improve practices over time**

Coordinated Impact

- A group working on the *same issue*
- Sharing *program level data*
- To identify best practices and align efforts

Individual Impact

- Individual practitioners working on specific issues
- *Collecting qualitative and quantitative data*
- To demonstrate impact with individual people

# Lenawee Collective Impact Common Agenda

Building a trauma informed community.

Adverse Childhood Experiences (ACEs)

ACEs include stressful or traumatic events, including abuse, neglect or household challenges.

The number of ACEs a person has is one way to measure the amount of trauma they have experienced.

ACEs are strongly related to the development and prevalence of health problems throughout a person's lifespan.
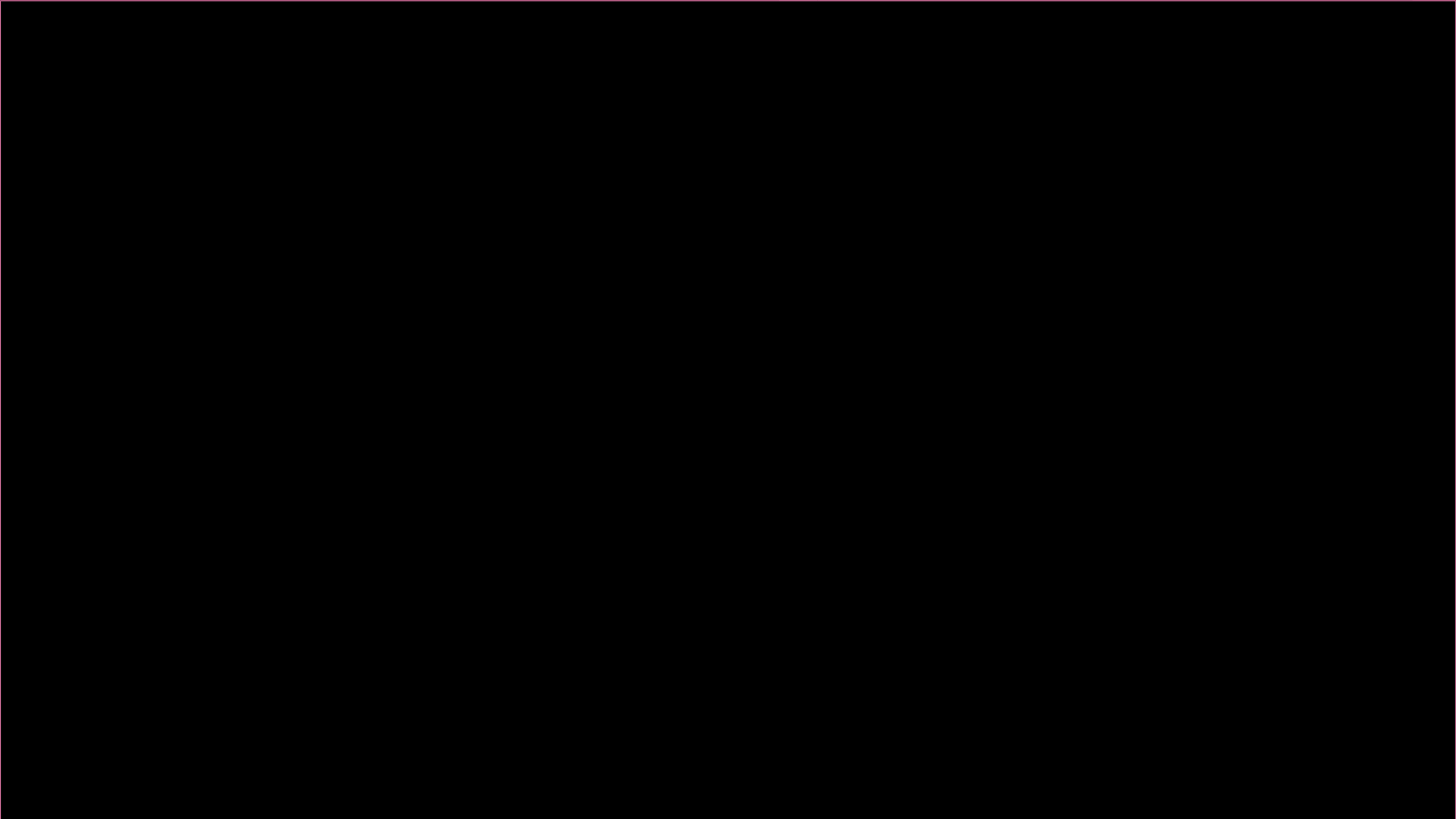
In Lenawee County

15% of Lenawee County Adults have 4 or more ACEs.

Lenawee County Adult Behaviors	Experienced 4 or more ACEs	Did not experience any ACEs
Classified as overweight or obese by BMI	83%	73%
Current drinker	73%	48%
Binge drinker	35%	32%
Income less than $25,000	33%	21%
Current smoker	15%	8%
Used recreational drugs in past 6 months	11%	2%
Misused medication in past 6 months	11%	4%
Contemplated suicide in past 12 months	7%	2%

Why does trauma matter to my organization?

Sometimes, the services and systems designed to help people can be re-traumatizing, slowing or stopping their progress.

Our staff can also be negatively impacted by doing the work.

We can address these concerns by becoming trauma-informed.

What does it mean to become trauma informed?

Being trauma informed is based on an understanding of and responsiveness to the impact of trauma. It emphasizes the physical, psychological, and emotional safety of both providers and survivors.

How does an organization become trauma-informed?

1. Conduct an organizational assessment
2. Work towards a paradigm shift
3. Emphasize safety
4. Create a culture of wellness and self-care
5. Include everyone

BECOMING TRAUMA INFORMED

A MICHIGAN DEPARTMENT OF HEALTH AND HUMAN SERVICES TOOLKIT

Staff Self-Assessment

- Staff Self-Assessment focuses on key principles of becoming trauma informed and identifies activities at all levels of the organization.

- Assessment should be completed by representatives from all levels of the organization (administrative, supervisory, direct service providers and other).

- Can be completed individually or in a group setting.

- Aren't "right" or "wrong" answers.

- Goal is to understand the perceptions of those involved in the organization.

Staff Self-Assessment Seven Principles

- 4-6 self-assessment items for each principle
  - ❖ Total 35 items
  - ❖ Takes approximately 15 minutes to complete
- 7 principles include:
  - ❖ Safety
  - ❖ Trustworthiness and Transparency
  - ❖ Peer Support
  - ❖ Collaboration and Mutuality
  - ❖ Empowerment, Voice, and Choice
  - ❖ Cultural, Historical, and Gender Issues
  - ❖ Trauma-Informed Approach Administrative Support and Policies
- Overall assessment of areas of greatest strength and opportunities for growth.

Staff Self-Assessment Scoring System

- Each response is scored on a scale of 0 – 4 in order of least to most desirable responses.

- The score for each component is summed on the following summary check sheet:

Total Trauma-Informed Approach Score	
Safety Subtotal	/24
Trustworthiness & Transparency Subtotal	/20
Peer Support Subtotal	/16
Collaboration & Mutuality Subtotal	/16
Empowerment, Voice & Choice Subtotal	/20
Cultural, Historical & Gender Issues Subtotal	/20
General Principles Subtotal	/24
Grand Total	**/140**

Electronic Scoring Document

- An electronic template to conduct the scoring calculation for surveys is developed, courtesy of Community Action Agency

- Simply enter the results of the scoring for each question and watch your results auto-calculate into the scoring tab of the document.

Consumer Self-Assessment

- Suitable for ages 12 and above, although youth may wish to ask a parent/caregiver for help

- Compiles feedback from consumers regarding organizational abilities to be trauma informed in their work

- Simply disseminate or provide access to your consumers and begin collecting completed assessments to compile the results

Consumer Self-Assessment Six Principles

- Six Principles include:
  - ❖ Safety
  - ❖ Trustworthiness
  - ❖ Peer Support
  - ❖ Working Together
  - ❖ Voice and Choice
  - ❖ Cultural, Historical, and Gender Issues

- Provides an overview of things the organization does really well and things they could do better

Consumer Self-Assessment Scoring System

- Each response is scored on a scale of 0 – 4 in order of least to most desirable responses.
- The score for each component is summed on the following summary check sheet:

Total Trauma-Informed Approach Score	
Safety Subtotal	/20
Trustworthiness Subtotal	/20
Peer Support Subtotal	/12
Working Together Subtotal	/8
Voice & Choice Subtotal	/12
Cultural, Historical & Gender Issues Subtotal	/12
Grand Total	**/84**

Organizations can use the Toolkit to:

- Assess the degree to which they incorporate trauma-informed principle/practices
- Develop a plan for becoming a trauma-informed organization. Plans may include:
  - ❖ Implementing all recommended trauma-informed practices
  - ❖ Choosing a specific focus area for improvement
- Learn about trauma-informed strategies and practices
- Develop a training plan for staff

Planning Tools and Recommendations

- Upon reviewing results, your Trauma Informed Committee is ready to begin the planning process

- The goal of planning is to identify 1-3 goals and action steps to complete over the next year in an effort to improve the organization's trauma-informed approach.
  - ❖ Identify goals and improvement efforts
  - ❖ Develop implementation plan
  - ❖ Provide access to trainings and education
  - ❖ Evaluate performance
  - ❖ Progress reports to Executives and Leadership

- 2 planning tools are provided based on organization preference.

Implementation

Training resources (17) are available and include:

- ❖ Caregiver education: Resource Parent Training
- ❖ Center of Social Emotional Foundation for Early Learning
- ❖ Child Welfare Trauma Training Toolkit
- ❖ Critical Incident Stress Management
- ❖ Eliminating Barriers for Learning
- ❖ Lemonade for Life
- ❖ National Child Traumatic Stress Network Learning Center
- ❖ National Institute for Trauma & Loss in Children
- ❖ Ounce of Prevention
- ❖ PRIDE
- ❖ And much more

Collective Impact Core Community Service Goal

By 2021, increase resilience and decrease trauma (as measured by ACEs) through communication and education

Collective Impact Core Community Service Strategies

- Increase access to trauma-informed care

- Increase resilient behaviors/ Decrease traumatic behaviors

Collective Impact Core Community Service Goal for 2019

Increase access to trauma-informed care

Recruit 2 or 3 agencies/organizations from the Collective Impact Groups to complete the assessment within their group

Collective Impact Core Community Service Goal for 2019

Increase access to trauma-informed care

Shared Measurement System

- ❖ How many agencies/groups has the group talked to about the toolkit?
- ❖ How many collective impact groups saw the presentation?
- ❖ How many organizations agree to implement the toolkit?
- ❖ The number of surveys distributed
- ❖ The number of surveys completed
- ❖ The number of agencies who identified priorities based on the surveys
- ❖ How many people have been trained?

Memorandums of Understanding (MOU)

- The Collective Impact Core will develop MOU's with agencies willing to participate in completing the agency assessment

- The MOU will ask that those participants will share some of their data with the Core and the Core will agree to assist with technological and supportive guidance
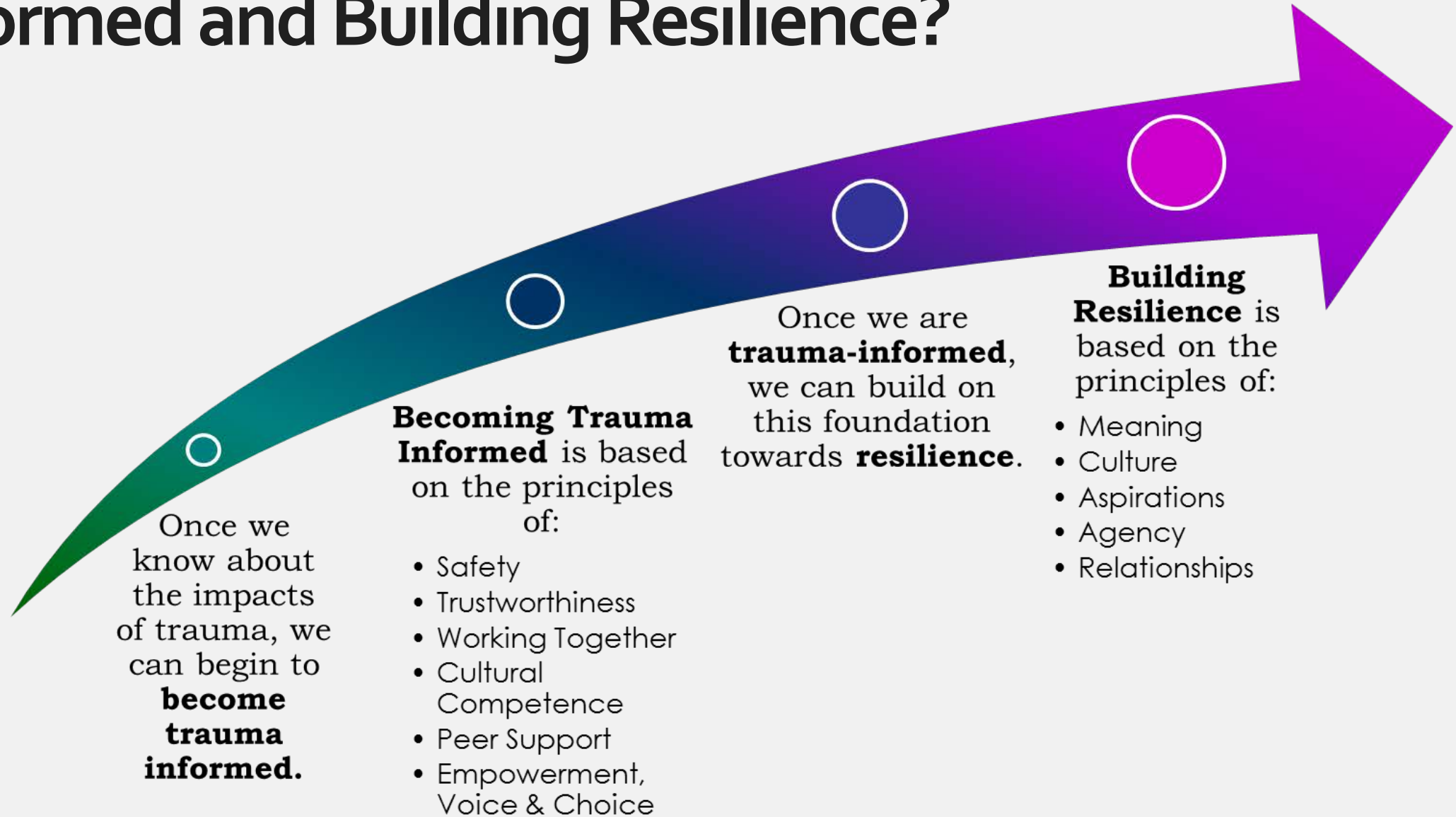
What is resilience?

Resilience is based on the principles of:

- ❖ Culture
- ❖ Agency
- ❖ Relationships
- ❖ Meaning
- ❖ Aspirations

Resilience is the ability of an individual, family, or community to cope with adversity and trauma, and adapt to challenges or change

What is the connection between Becoming Trauma-Informed and Building Resilience?

Once we know about the impacts of trauma, we can begin to **become trauma informed.**

Becoming Trauma Informed is based on the principles of:

- Safety
- Trustworthiness
- Working Together
- Cultural Competence
- Peer Support
- Empowerment, Voice & Choice

Once we are **trauma-informed**, we can build on this foundation towards **resilience**.

Building Resilience is based on the principles of:

- Meaning
- Culture
- Aspirations
- Agency
- Relationships

Summary

The Lenawee Collective Impact Core is committed to building a trauma-informed Lenawee County.

They can provide assessment support, technical assistance, and other resources to organizations interested in becoming trauma informed.
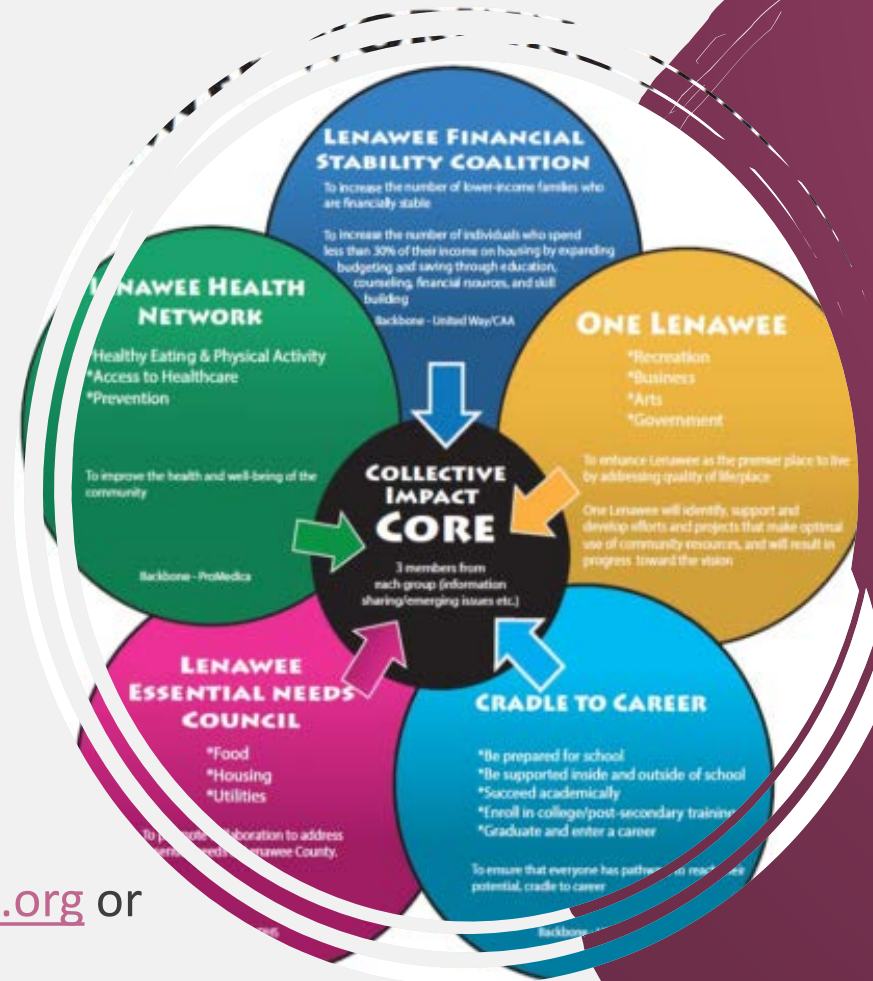
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