

The Road to Resilience and Trauma-Informed Systems

Phase 2 - Education

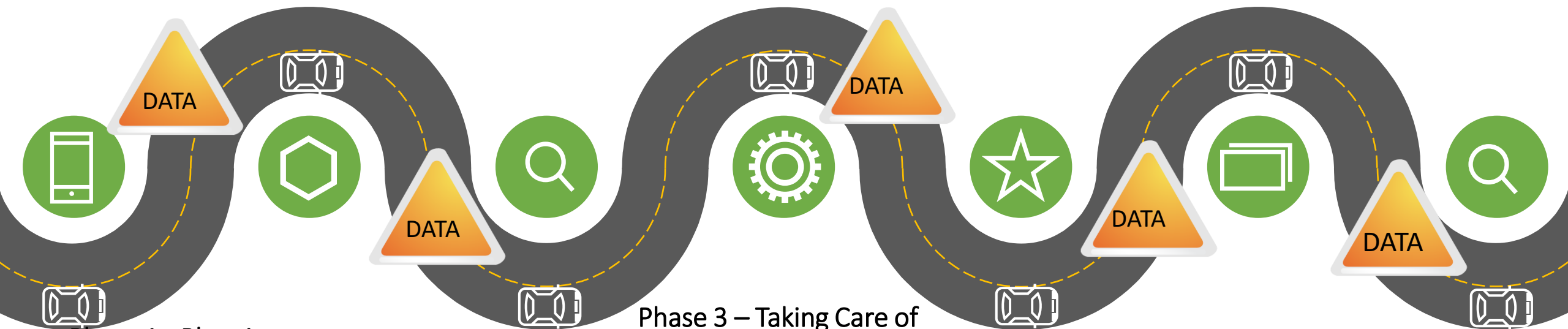
- General community education about Pair of ACEs, Toxic Stress and Resilience. CRM educational trainings in community.
- Education by community (focus groups) to inform Task Force focus and direction on Adverse Community Environments

Phase 4 - Training

- Training in Trauma-Informed and Resilience-focused models to implement with students, clients, parents & community

Phase 5 - Implementation

- Using implementation science of models in all aspects of community



Phase 1 - Planning

- Engage and involve community. Agree on timeline, models to implement, data to collect on individual, organizational and systems levels

Phase 3 – Taking Care of the Providers

- Training in trauma-informed, Resilience-Focused Culture Models (CRM and others), Work with systems, organizations and providers to become more trauma-informed and better able to deal with their own traumas and triggers.

Phase 6 – Sustain and Grow

- Community level coaching and accountability, funding strategies to continue to train and coach.

What Does Resiliency Look Like in Our Community

Community Level

Better Health

Less Violence

Strong Education

Positive Workplaces

Resource Rich Community

Individual & Family Resiliency

Where Resiliency Task Force Can Impact

Employers practice trauma-informed policies and procedures for employees and the people they serve.

Individuals and families are well connected to resources

Students are physically and emotionally safe at school

Community engages in healthy behavior that support managing stress
More teens & adults engage in healthy coping skills.

Individuals and families have strong social connections

Racial Equity

individuals of color in Leadership/upper Management at human Service, education, and Governmental agencies increase

Racial disparities in Education/justice/health Outcomes decrease

Racial equity in Health, Education, and Justice outcomes

organizations/ non-profits demonstrate sensitivity & cultural competence in policies & procedures

Providers demonstrate cultural sensitivity in interactions

Critical Success Factors And Measured By...

of human services/ education/medical practices that screen for trauma increase

Parents and providers effectively manage their own stress and/or response to trauma

Providers appropriately refer individuals & families to meet all their needs Work across systems

teachers of color In NHCS increases

Decrease suspension or expulsion rates for schools and Childcare NHC Schools Data

Decrease rates of assault and substance abuse ER admissions NHRMC Data

Skills Support etc. Capacity Building

Physicians educated on trauma screening tools

Providers and parents are educated to understand own biological response to stress.

Community (all systems) level awareness of trauma and ACEs

Equity Training

Parents and providers support children's social/emotional development & stress management

Effective implementation of referral tool

Now

- Community is educated re trauma and racial disparities
- Organizations have Trauma-Informed Policies and Practices

- ↑ # agencies that assess their policies & procedures through trauma lens
- ↑ # pediatric practices that screen for ACEs
- ↑ # organizations that undergo racial equity training
- ↓ # suspension/expulsion rates for schools and childcare (pilots)
- ↑ Number of people/org trained in appropriate tools to manage stress
- ↑ Number of teachers in NHCS who are men and women of color

Near

- Organizations develop deeper relationships with clients/congregants/co-workers
- Families and organizations gain increased understanding of child development and behavior
- Children and adults are physically and emotionally safe at home and work.

- ↓ suspension/expulsion rates in schools/childcare
- ↑ schools/childcare attendance
- ↓ Staff turnover and absenteeism at mental health/human service agencies
- Providers demonstrate cultural sensitivity in interactions
- ↓ Racial disparities in education, justice and health outcomes - pilots
- ↑ Number of teachers in NHCS who are men and women of color

Far

- People have strong social connections
- Providers work across systems smoothly and successfully.
- Parents and providers engage in healthy behaviors to manage stress/trauma
- Families and organizations exhibit stronger stability and less violence

- All human services and education/medical practices screen for trauma
- Kindergarten entry assessments improve
- Providers appropriately refer to meet all needs of clients across systems
- ↓ Rates of assault and substance abuse ER admissions decrease
- Increase # of people of color in leadership/upper management level at human service, educational non-profits
- ↓ Racial disparities in education, justice and health outcomes
- ↓ Time in foster care to reunification/adoption
- ↓ people with substance abuse & addiction