

# Trauma-Informed Care: 4 Phase Implementation

## Phase One: Pre-Implementation Phase

### TIC immersion (eg..)

- ✓ ACE study
- ✓ Nadine Burke Harris YouTube Video
- ✓ Using Trauma Theory to Design Service Systems (Harris and Fallot, 2001)

### Assess Readiness

- ✓ Garner leadership buy-in and commitment (ALL levels)
- ✓ TIC-specific Organizational Self Assessment (see Resources)
- ✓ Assess overall Organizational Health
- ✓ Create Core Implementation Team to include critical stakeholders
- ✓ Identify existing structures to hold implementation process

## Phase Two: Training

### Determine starting point! --Who to train first?

**Orientation and commitment** to process of ALL Staff

### Training phase:

- ✓ Training to include at minimum: Trauma Basics, Impact of Trauma Across Lifespan, Creating Trauma-Informed Culture, Self-Care
- ✓ **Competency Quiz** (training validity check) via Training Evaluation, pre/post testing, or use of measure like ARTIC which measures Attitudes Regarding TIC
- ✓ **Training tailored** to audience/role in organization

## Phase Three: Design and Implementation phase

### Develop Implementation Plan with Core Implementation Team, Program stakeholders (including persons served)

- ✓ Where will you begin? What resources do you already have and what will you need?

### Infusion of TIC in Culture

- ✓ TIC Supervision
- ✓ TIC Committee(s)
- ✓ Mission Statement
- ✓ HR policies
- ✓ Ongoing Training
- ✓ Involvement of Persons Served in all TIC Implementation processes

### Develop Outcome Measures and procedure for collecting data(process v outcomes v impact)

## Phase Four: Sustainability Phase

### Continuously evaluate outcomes makes changes based on data

- ✓ In additions to initial outcomes, what other outcomes you can collect?

**Maintain momentum** by monitoring progress in your area of action and then add another achievable step

**Update stakeholders** Board, Executives, other leadership, staff, clients, families

### Ongoing TIC training

**Continuously assess and align** values, hiring practices, policies and procedures to reflect TIC commitment

**Share knowledge/success across organization**