

Greater Richmond Trauma Informed Community Network (GRTICN)
Annual Report
Fiscal Year 14-15

GRTICN Membership:

- ♦ **Total members** = 74 (21 new members joined this fiscal year)
- ♦ **Founding member agencies:** Children's Mental Health Resource Center, ChildSavers, Coordinators2inc, Family Preservation Services, Inc., Family and Children's Trust Fund of Virginia, Greater Richmond SCAN (Stop Child Abuse Now), VCU School of Education, VCU School of Social Work and Virginia Department of Social Services. **Additional agencies represented:** Attachment and Trauma Institute, Chesterfield County Community Services Board, Chesterfield/Colonial Heights Department of Social Services, Department of Behavioral Health and Developmental Services, Department of Medical Assistance Services, Family Insight, P.C., Henrico County Department of Social Services, First Home Care, Henrico Mental Health, JustChildren Program of the Legal Aid Justice Center, Lutheran Family Services of Virginia, Oxbridge Counseling, Services, Richmond City Department of Social Services, Richmond City Public Schools, Richmond Commonwealth Attorney's Office, Safe Harbor, United Methodist Family Services, University of Richmond (School of Law-Education Rights Clinic, School of Arts and Sciences), VCU Partnership for People with Disabilities, Virginia Commission on Youth, Virginia Home for Boys and Girls, Virginia League for Planned Parenthood, Virginia Treatment Center for Children and YWCA of Richmond. **New agencies/Projects who joined in FY 14-15:** Full Circle Grief Center, Healing Trees, Inc., Henrico County Public Schools, Integrated Health Services, Richmond CASA, Richmond City Police Department, Richmond Residential Service, Inc., Thirteen District Court Service Unit – Richmond CSU, Virginia Department of Health and Vision 21 Project.

Accomplishments:

- ♦ **eNotes** – In an effort to keep the discussion about Trauma Informed Practice in the forefront of our work, the TICN Coordinator began sending out monthly eNotes in November 2014. These eNotes contain updates about the TICN (such as training opportunities within our agencies, job announcements, etc) and include resources and research.
- ♦ **Focus Groups** – TICN members facilitated Focus Groups for Child Welfare Supervisors, Front Line Workers and Resource Parents for Henrico County Department of Social Services. A feedback meeting is scheduled for Henrico DSS leaders in July 2015.
- ♦ **Formed TICN Richmond Committee** – TICN members provided background information to this committee about the TICN and previous accomplishments. Allison shared information from the Resilience Trumps ACES initiative.
- ♦ **Guests invited to TICN Meetings this fiscal year:**
Fairfax County initiatives – guest Chrissy Cunningham, Fairfax Co Prevention Coordination Specialist – Chrissy is in a newer position with Fairfax County that is focused on outcomes affecting children and youth and is interested in forming a group similar to the TICN. She visited a TICN meeting to learn more about the work accomplished and observe the meeting process. See more details below about Fairfax County initiatives under “new localities interested in TICN.”
Refugee Mental Health – Hyojin Im from VCU School of Social Work joined a TICN meeting and discussed her work with the refugee community in Richmond. She has been doing this work since 2013 and working alongside DBHDS and the Department of Health. There is state level work on developing a system of care for refugee mental health services. They are at the beginning stage of forming refugee healing partnerships and have Mental Health councils in

the state of Virginia – including the Greater Richmond Refugee Mental Health Council. The council would like to invite service providers to join in the work. Hyojin asked for TICN members to consider joining these efforts.

Vision 21 Initiative – guest Laurie Crawford, VDSS – Laurie discussed goals of the Vision 21 Initiative and started on January 12, 2015. There is a 15 month planning period for the project and 5 years for implementation. Laurie is interested in the work of the GRTICN to help inform Vision 21 efforts– Laurie discussed progress of the Vision 21 Initiative and that they developed a monthly newsletter. Their target population is victims of crime who are age 24 and younger. This population also includes juvenile offenders. There are four Vision 21 committees formed: Policy Analysis and Organizational Assessment, Training, Screening Tools and Cross Systems Mapping and Analysis. There are TICN members joining each committee.

- ♦ **New localities interested in TICN model & TSRT** – Fairfax County formed a TICN in the spring of 2015 after consulting with GRTICN members and attending a TICN meeting. The Fairfax County representative shared that there are several efforts in Fairfax County towards improving trauma-informed care but are not coordinated. There are trauma teams in the juvenile courts that are creating plans for trauma-informed care. They have found that training is not enough and are now looking at how to build into policy and procedures. There is a lot of interest around the topic and the timing seems good to corral efforts. In addition, DSS Directors of Spotsylvania, Caroline, King George, Fredericksburg, and King William counties are interested in receiving TICN training and consulted with TICN members.
- ♦ **Richmond Juvenile & Domestic Relations Chief Judge’s Meeting attended** – TICN members were invited to attend the Juvenile & Domestic Relations Chief Judge’s breakfast meeting in January 2015 and shared about the work of the TICN. Participants at the meeting included representatives from: Juvenile & Domestic Relations Courts, Court Appointed Special Advocates, Commonwealth Attorney’s office, Department of Juvenile Services, Richmond City Schools, Detention Center, Richmond Behavioral Health Authority, Richmond Department of Social Services. Participants seemed interested in the work and expressed a desire to combine efforts so as not to duplicate the work being done and for others to benefit from the work we’ve already done through the TICN. Jeanine suggested an idea of forming a TICN committee specific to Richmond to help with catching up efforts from work we’ve done in Henrico and Chesterfield.
- ♦ **Supervisor follow up meetings with Henrico and Chesterfield DSS** – TICN members met with DSS leaders to discuss training efforts and develop future plans for support from the TICN. It was determined that training assistance was needed with the following: brief screening tool, Child Welfare Trauma Toolkit modules, Trauma-Informed Supervision and Vicarious Trauma. TICN members recommended additional training from Allison Sampson-Jackson to supplement the Child Welfare Trauma Toolkit modules. TICN members and DSS leaders also reviewed the original TICN Trauma Informed Child Welfare Proposals to discuss activities that have been accomplished and establish goals from the proposal for 2015. Both counties completed the Trauma System Readiness Tool and held focus groups. Henrico and Chesterfield DSS agencies are involved in the TICN but more Child Welfare workers needed to join TICN Committees, the majority of Child Welfare workers have now attended either the Child Welfare Trauma Toolkit Training and/or Allison’s training and leaders will be discussing needs for ongoing training for new workers, need defined for Trauma-informed supervision training and ongoing training on vicarious trauma, Brief Screening Tool draft complete and workers received initial training on the tool. Henrico to begin using during CPS forensic interview process. One Henrico CPS Supervisor developed a self-care station in her office for workers which has mandalas for coloring and designed a self-care plan for their unit. They plan to have individual workers develop individual self-care plans.

- ♦ **Training for Henrico and Chesterfield DSS**– Allison Sampson-Jackson provided a two day training in February 2015 for Henrico and Chesterfield DSS staff on Trauma and Youth: Understanding the Impact of Trauma. Highlights of this training included: Importance of trauma-informed youth and family service systems and the role Child Welfare has in promoting Trauma Informed Care, prevalence of trauma in the youth and caregivers each systems serves (ACE and other data), brain dysregulation, trauma’s impact on learning and relationships, understanding connection between needs and at risk health behaviors, importance of learning to respond to the need and not reacting to the behavior in child welfare case planning and family engagement, building resilience and healthy behaviors to meet needs in each Child Welfare worker’s role with families, Child Welfare as an organizational system experiencing Fight/Flight/Freeze behaviors, specific knowledge regarding your TIC mental health therapeutic service partners , screening for trauma and resilience factors in youth and families, practice with Brief Screen Tool and Resilience Tool, importance of creating a TIC culture change (7 Domains of a NCTSN TIC Youth and Family Service System), engaging in NCTSN TIC Domain Work within your organization and your community partners, application of trauma screens and resilience screen at different points with case, application of trauma skills in recording information and utilizing current forms and processes within Child Welfare System, vicarious trauma, and building self-care plans.
- ♦ **Yammer site** – TICN members continue to use the Yammer site to share information and communicate with one another.

TICN committee progress:

Trauma Informed Practice Training - committee members to organize all training efforts offered to DSS agencies as outlined on our initial proposal and as deemed necessary from TSRT, Focus Groups and DSS leaders. The initial focus of this committee was to provide ongoing training following the CW Trauma Toolkit training and information was gathered from DSS leaders regarding training needs. Once Henrico and Chesterfield DSS agencies contracted for additional training from Allison, the training committee was on hold while these training efforts were underway. However, based on the feedback from DSS leaders, the training committee established two subcommittees to develop training on Trauma-Informed Supervision and Vicarious Trauma. TICN members spoke with DSS leaders from King George, Caroline, Spotsylvania, Stafford and Fredericksburg agencies and learned about training needs. The training committee members agreed to facilitate two Trauma 101 trainings for their staff and the training committee is in the process of identifying a facilitator and coordinating dates/times.

Trauma Informed Brief Screening Tool - committee members to review current screening measures that are appropriate for Child Welfare workers to implement when assessing the children and families they are working with and oversee meetings related to these tools with DSS. Committee members organized a webinar on the Project Broadcast Trauma Screening Tool that was held in November 2014 and facilitated by Project Broadcast Coordinator, Jeanne Priessler. Participants provided feedback that they did not find the review of Trauma 101 during the webinar to be helpful as they’d already received this information and had hoped for more information about how to use the tool in practice. Committee members modified the GRTICN version of the Brief Screening Tool based on feedback from DSS leaders. Allison incorporated the modified screening tool into her training for DSS Child Welfare workers in February. The goal of this committee has been met and we now need guidance from DSS leaders about how we can be helpful with the screening tool. Briefly discussed the possibility of this committee combining with the training committee if ongoing training on the tool is what is needed next. This committee is re-grouping since the Brief Screening Tool draft is now complete and being given to CW workers for

piloting in Chesterfield and Henrico. The BST was included in Allison's training for Henrico and Chesterfield DSS CW workers. BST committee members will assist with data collection as the BST is piloted. This committee is awaiting the piloting of the Brief Screening Tool in Henrico and will join meetings with their staff to learn how the implementation of the tool is working.

Trauma Informed Quality Enhancement - committee members to assist with the development of an outcome tracking system for Child Welfare workers to implement which will allow them to track Trauma Informed efforts in their case work. Committee members reviewed results from a survey monkey survey that was sent out re: trauma focused assessments and found that there were varied responses given that members from several different agencies and disciplines answered based on the work that they do which therefore led to several assessment measures being listed. The committee is looking at a comprehensive list of assessment measures and hoping to make recommendations for measures for treatment providers that are cost effective. This committee did not meet for several months because attendance proved to be a challenge and discussed the focus of their work together as they'd originally worked on CW outcome tracking then focused on MH outcome tracking. Members renamed the committee to the Trauma Informed Quality Enhancement Committee. The group discussed focusing more on quality assurance and not solely outcomes. They will look at strategic planning, creating a baseline of current needs and setting goals.

Trauma Informed Workforce Development (TIWD) Committee – committee members to work on improving the education and training about trauma informed practice for the upcoming workforce who are currently enrolled in local colleges and universities. Members of this committee concentrated early efforts on research with the goal of developing recommendations to present to VCU School of Social Work for their curriculum transformation which began in the spring of 2015. TICW committee members researched trauma certifications, coursework and trauma informed initiatives at universities across the country. They also researched universities involved in the National Center for Social Work Trauma Education and Workforce Development (and Boston University) and inquired about how they have integrated trauma informed information into general practice and trauma certifications. They found the information that has been developed by the University of Buffalo School of Social Work (UB SSW) to be the most comprehensive and appropriate for the work we are attempting to do when developing recommendations for the VCU SSW curriculum transformation. Committee members reviewed the UB SSW proposal for a re-accreditation project to develop a Trauma-Informed Human Rights perspective within their school. Members from this committee joined a teleconference with faculty from the UB SSW and discussed their Trauma-Informed curriculum which is combined with a human rights perspective. The UB SSW had strong internal support from the Dean and faculty when they went through a reaffirmation process in 2009 which included trauma-informed practice and curriculum changes. VCU SSW developed a website specific to their curriculum transformation with information about their steering committee, a blog and links for feedback (includes alumni, current students, faculty, community partners the “broader community.” TICN members developed a handout for the TICN to use as a guide when providing feedback on the transformation website. In addition, one TICN member developed a handout on trauma terms which includes definitions for Trauma Informed and Trauma-Focused.

Trauma Certification for Providers - committee members will research existing certifications related to trauma treatment for providers and develop a plan to bring comprehensive training to the Greater Richmond area for providers to attend at an

affordable rate (**Trauma Informed Care Referral Directory - committee members to work on referral directory for Trauma Informed Treatment Providers in the Greater Richmond area ***combined with Trauma Certification for Providers Committee**). Trauma Certification for Providers committee merged with the Trauma-Informed Workforce Development Committee due to the small size of the certification committee. Committee members posted an online survey which is designed to take approximately 5 minutes for mental health providers to complete and to learn more about outpatient providers in the Greater Richmond area with regards to training and trauma-informed practices. Information gathered will provide a landscape of practitioners in our area and help to identify training gaps which will help to give us a better understanding of what services are in our area as well as areas where providers need additional training.

TIWD for Educators Subcommittee – committee members will focus on developing trauma informed courses/training for educators. This subcommittee now has 15 members and three working groups with new members from VCU, University of Richmond and Richmond City Public Schools. The subcommittee clarified their mission which will be to inform current educators about trauma informed practice with the second goal to transform statewide policies for new teacher and annual (prior to school year) trainings to include trauma informed information. Subcommittee members found that local schools are good at responding to acute traumas but the more complex and chronic types of trauma, which are more common, are not addressed as well. They have also found that teachers experience secondary trauma and that it has a significant impact on how they interact with students. Secondary trauma is not addressed often enough, but more commonly used terms like burnout and compassion fatigue may be the doorway in to discussing secondary trauma among teachers. The goal is to offer teachers support and to make sure they know there is nothing wrong with them when experiencing secondary trauma. They've discussed what basic education should be given to educators about trauma. Currently, all teachers in Virginia receive training on recognizing child abuse and the committee is wondering if this training can be expanded to include the impact of trauma. Many teachers don't have an awareness of the impact of trauma but we know it is impacting the children they work with.

Ongoing work of the TICN: Members continue to bring Trauma Informed Practice into their work, agencies and disciplines. Recruitment for TICN expansion and committee work. Information sharing about upcoming trainings, conferences, and RFPs.

Goals for FY 15-16: