Trauma-Informed Care (TIC) Organizational Self-Assessment

SHIFT YOUR PERSPECTIVE
Trauma-Informed Care

This assessment is intended to help your agency identify components of trauma-informed care that may be selected for an action plan. Please circle the number that corresponds to how <u>true</u> each statement is with respect to current conditions and practices at your agency. In addition, add the code that corresponds to the source of information.

	A= Consumer Interviews / Surveys	B= Staff interviews / Surveys	C=Review of Policies /Procedures	D=Consumer Record Review	No Data, No plan	Plan for implementation	Plan has been implemented	Data has been gathered	Data has been used to improve practice
Organizational Readiness for TIC Change									
1. Demonstrate a minimum threshold of organizational readiness and build the capacity to implement a new practice model.									
A. Agency Leadership and staff at all levels express commitment to implementing TIC.					0	1	2	3	4
B. Agency Leadership has addressed cultural and policy barriers, externally and internally, that may impede implementation.					0	1	2	3	4
2. Provide support and infrastructure to monitor and evaluate practices and outcomes on an ongoing and continuous basis.									
A. The agency has standardized and systematic approaches for compiling and monitoring data and outcomes.					0	1	2	3	4
B. Organizational incentives are in place to support staff as changes are made.					0	1	2	3	4

		0	1	2	3	4
C. Agency Leadership supports timeline for TIC initiative.		0	1	2	3	4
D. The agency provides the resources (technology, staffing, training) for implementation of TIC.		0	1	2	3	4

TIC Organizational, Clinical and Milieu Practices

		0	1	2	3	4
3. Demonstrate organizational practice standards for implementation of TIC.						
A. The agency has a "TIC initiative" (e.g. workgroup/taskforce, TIC Champion, agency-wide training) endorsed by administration.		0	1	2	3	4
B. The agency identifies and monitors TIC values (safety, trustworthiness, choice, collaboration, and empowerment) in all operations.		0	1	2	3	4
C. The organization promotes program improvement based on quantitative and qualitative data.		0	1	2	3	4
D. The agency has one or more methods of de-briefing (seclusion, restraint & critical incidents) that include the consumer and involved staff, at minimum.		0	1	2	3	4
E. Formal policies and procedures reflect language and practice of TIC.		0	1	2	3	4
4. Demonstrate program practice standards for implementation of TIC.						
A. Consumer identifies recovery support team (advocate, therapist, job coach, family member, etc.) and regular meetings are scheduled.		0	1	2	3	4
B. Staff recognizes, acknowledges and addresses vicarious trauma.		0	1	2	3	4
C. Trauma screening (universal), assessment and service planning are designed to identify and address trauma. All services should avoid re-traumatization.		0	1	2	3	4
D. The program offers trauma-specific, evidenced-based practices.		0	1	2	3	4

		0	1	2	3	4
E. Recovery/Treatment planning is consumer-led and individualized to recognize strengths/needs.		0	1	2	3	4
F. Each consumer has a safety or crisis management plan with individualized choices for calming and de-escalation.		0	1	2	3	4
G. The physical environment is attuned to safety, calming and de-escalation.		0	1	2	3	4
H. Milieu staff uses a strength-based, person-centered, respectful, collaborative approach in all interactions.		0	1	2	3	4
I. Staff has systematic opportunities to seek support, or assistance from their supervisor and peers.		0	1	2	3	4
Consumer Engagement						
5. **Staff effectively engages consumers in policy & practices.**						
A. The agency demonstrates in philosophy and practice intent toward increasing comfort, involvement, and collaboration of consumers.		0	1	2	3	4
B. The agency regularly trains all staff on how to meaningfully engage consumers in all levels of agency operation.		0	1	2	3	4
C. Consumers are actively involved in recovery planning.		0	1	2	3	4
6. **Consumers are empowered to take an active role in the organization.**						
A. There are systematic opportunities for consumers to give feedback to the agency regarding TIC values (safety, trustworthiness, choice, collaboration and empowerment).		0	1	2	3	4
B. Consumers serve in an organizational advisory capacity with the agency.		0	1	2	3	4

Significant aspects of this assessment are based on the following:

- Fallot, R.D., & Harris, M. (2006). Trauma-informed services: A self-assessment and planning protocol, version 1.4.
- Traumatic Stress Institute of Klingberg Family Centers (2008).
- University of South Florida, Dept. of Child and Family Studies, FTICC Organizational Self-Assessment, Victoria Hummer, vhummer@fmhi.usf.edu