Starting With a Plan: Training in Trauma-Informed Care

June 3, 2019
Housekeeping

The best way to ask a question is to use the question box in your GoToWebinar window.

We will have a brief Q&A session following the presentation.

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Overview

• Structural approach in trauma informed trainings to create and support a resilient workforce
• Pre-training considerations
• Implementation of trainings
• Post-training considerations
• Organizational example of successful training implementation
Introducing the Presenters

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Mental Health Training Coordinator
At Burke LMHA for East Texas
The Structural Approach

Prior to the training
- Environment
- Assessment

Implementing the training plan
- Design and methods
- Understanding transferring into practice

After the trainings
- Training evaluation and outcomes
- Transferring to practice
Prior to Training

Motivation

Training

Transfer

Environment

Prior to Training

• Individual
• Organizational
• Critical Issues

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TheNationalCouncil.org
Prior to Training Assessment

- What needs to be accomplished?
- What needs to be trained?
- Who needs to be trained?
Prior to Training

Application to TIC in an Organization

• Environment
• Individual characteristics
• Varying degrees of understanding
• Expectations
• Climate of support
• Learning organization
• Attendance policies
Prior to Training

Application to TIC in an Organization

Assessment

What Needs To Be Accomplished?
Prior to Training

Application to TIC in an Organization

- What needs to be trained?
  - What new staff need to know
  - What existing staff need to know

- Who needs to be trained?

Everyone
Prior to Training
Application to TIC in a School

• Individual Educators & Support Staff
  ✓ Previous knowledge and perceptions
  ✓ Assignment
  ✓ Work Climate

• Leadership Support
  ✓ Attendance
  ✓ Follow up

• Logistics
  ✓ Communication
  ✓ Coverage/Honoring time crunch
  ✓ Requirements
Design and Implementation

• On site/Off site
• Formal/Informal
• Training transfer

Training is ongoing and teachable moments happen every day.
Design and Implementation

General Organizational

• What needs to be trained?
• What are the existing systems?
• Is a formal training necessary?

“Continuous Learning”
“Adaptability and Flexibility”
Design and Implementation
Application to TIC in a School

Awareness
Why?

Skill Building
How?

Embedding
When and Where?

Trauma Champions

Why?
Skill Building
Embedding
Trauma Champions
Format

• **Face-to-Face**
  - Large group
  - Small group

• **Online**
  - Online courses
  - Webinars
  - Blended learning model

• **Book Studies**
• **Observations/Visits**
Post Training

• **Ask questions?**
  Do you know more?
  Is there something you can do now?
  How do you feel now? Is it different?
  Do you want to practice what you learned?

• **Evaluations, Kirkpatrick’s (1976)**

• **Outcomes**
Post Training

Application to TIC in an Organization

- Evaluations
- Outcomes
- Considerations
- Repeat
Post Training

Schools

Evaluation of Training

Level 1
Reaction

Did they like it?

Level 2
Learning

Did they learn it?

Level 3
Behavior

Do they use it?

Level 4
Results

Did it improve results?
Post Training

Making it Stick

What does ongoing training/support look like?

- Coaching
- Peer accountability & support
- Walk-throughs
## Systemic Implementation
### Making it Stick

<table>
<thead>
<tr>
<th>Training Component</th>
<th>Knowledge % of trainees who understand concept</th>
<th>Skill % of trainees who can apply the concept</th>
<th>Transfer % of trainees who make the concept part of their repertoire</th>
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<td>Study of Theory</td>
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<td>5%</td>
<td>0%</td>
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<tr>
<td>...Plus Demonstration</td>
<td>30%</td>
<td>20%</td>
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</tr>
<tr>
<td>...Plus Practice</td>
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<td>60%</td>
<td>5%</td>
</tr>
<tr>
<td>...Plus Coaching</td>
<td>95%</td>
<td>95%</td>
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</tr>
</tbody>
</table>

Adapted from Joyce & Showers, 2002
Organization Example

- Shannon Story, LPC
- Burke LMHA for East Texas
- Mental Health Training Coordinator

Thank you for participating and sharing your organizational perspective on training!!

Thank You!
Changing the Culture of an Agency

• Surveys played a crucial role in helping us better understand our agency and staff.
• They were all quick and easy.
Training

Customizing training to meet staff needs
Time for Change
Keeping it Current

• Community outreach
• TICTOC Tips
• Refresher trainings
• Follow up surveys
• Refreshing the toolkits
Summary

• Review structural approach
• Remember considerations prior to training
• Focus on implementation of trainings
• Remember post-training considerations
Questions & Discussion
Contact Information

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References and Resources


SAMHSA. (2014). *Trauma-informed care in behavioral health services: Treatment improvement protocol (TIP) series 57*. Rockville, MD


Thank You!