

To: Prospective Trauma-Informed Care Learning Community Participants

Re: Announcement of TTN's 4th Trauma-Informed Care Learning Community

Tristate Trauma Network, in partnership with National Council for Behavioral Health, is pleased to invite organizations to participate in our **4th Trauma-Informed Care Learning Community, which will run August 2019 to August 2020**. This yearlong experience working with other Tristate Trauma Network partners will support your efforts to create culture change within your organization and to create a more trauma-informed system of care throughout our communities. To date, 23 agencies have completed the Learning Community, and 5 additional agencies will be finishing at the end of July. These agencies have made great strides towards creating a more trauma-informed system of care in our community. By participating in our fourth cohort, you will have the benefit of lessons learned from these local agencies, in addition to the support of the National Council for Behavioral Health Consultants.

Over 300 organizations across the country have partnered with the National Council over the last eight years, and the result of this work has been very meaningful and effective. The organizations made significant progress along the Seven Domains of Trauma-Informed Care using the National Council's Organizational Self-Assessment® (OSA). Some things our Learning Community agencies have accomplished: training plans for agency training in TIC; system for secondary trauma support and monitoring of burnout; new missions incorporating principles of TIC; processes for sharing messages about trauma through social media; new employee and consumer satisfaction surveys; better assessment and screening for trauma; environmental changes that have resulted in both consumers and staff feeling more welcome; trauma-informed supervision; trauma-informed job descriptions and employee evaluations; revision of policies and procedures to be trauma-informed; reducing discipline incidents and bringing restorative practices to their schools.

The learning community format is designed to maximize our collective wisdom and to learn from each of our challenges and successes. Over the course of the year we will engage in the following activities.

- Join us for a **New Informational webinar: March 19, 2019 - 12:30pm – 1:30pm**

Or listen to our 2016 Informational Webinar which be accessed anytime by visiting <https://attendee.gotowebinar.com/register/7384595350719200771>

Please note that this is a recording for a previous learning community so the dates are not accurate, however the information is accurate.

- Kickoff Face -to-Face 2-day Training/Meeting: ----August 2019
- Mid-Year Face to Face Meeting: ----February 2020
- Face-to-Face Summit Meeting: ----August 2020
- All face-to-face meetings will meet criteria for CEU's to be provided
- Guidance through the National Council's Trauma-Informed Care Organizational Self-Assessment© (OSA) process (at the beginning of the Learning Community and towards the end to assess progress)
- Access to National Council Faculty for Tools and Resources
- Three (3) Individual Agency Team Consultation Calls and access to email support between calls
- Webinars on all Domains available at the time of airing or via archive on the National Council for Behavioral Health website
- Two (2) Learning Community Group Coaching Calls
- Access to a vast array of tools, resources and measurements of performance standards specific to each domain
- Access to individualized technical assistance through National Council Partnerships
- Certificate of Completion at the end of the Learning Community

At the learning community **kick-off meeting** the organizations' and schools' CITs will come prepared to discuss some of the gaps identified in the organizations and schools and work with the Learning Community Faculty to assess and evaluate their organization/school, begin to determine areas of improvement focus within each domain of the National Council Organizational Self-Assessment© (OSA), and network with other learning community members to build the learning community as a resource team. The OSA is designed to be a guided process and not a checklist though those types of tools are available.

Within the first two months of the learning community, each team will have an **individual coaching call** (approximately 1 hour) from the Learning Community Faculty to discuss their assessments and to support the organization in establishing reasonable goals for their year of work. The expectation is that based on the OSA, each program will make improvements within their areas of focus over the course of the twelve months. **Each team has access to the faculty throughout the learning community and there are 3 scheduled individual team calls.**

Prior to the end of the first quarter the teams will have a **group coaching call** to report on the final assessment of the organization and their plans for implementing change throughout the organization as well as how they will continue to measure their success using the National Council's Performance Monitoring Tool (PMT). The second group call will take place between the mid-year and summit meetings.

The **mid-year meeting** will take place at the end of the second quarter of the learning community and will provide teams the opportunity to share progress, discuss challenges

and barriers, and work together to move beyond them. Teams will focus on their work for the remainder of the year.

A third face-to-face meeting at the end of the Learning Community will be a **Summit** designed to develop a **sustainability plan** for moving forward in this work.

Each participating organization must choose a **Core Implementation Team (CIT)** to work directly with the Learning Community and its faculty, and **to lead the trauma-informed/sensitive initiative within the organization.**

Recommendations for the CIT chosen by each organization are:

- o One person from Executive Leadership or direct access to administration
- o Three to four staff members (management and frontline staff)
- o One to two consumers with lived experience of the organization
- o One person identified to collect, analyze and disseminate data

Recommendations for the CIT chosen by each school district are:

- o One person from school leadership or administration
- o Two to three teachers from different grade levels, content areas, and special education
- o Two representatives from student support such as school psychologist, school social worker, or school counselor
- o Adult member of family impacted by trauma
- o Student impacted by trauma who is emotionally cognitively able to participate in the work of the CIT
- o Data lead to collect, analyze and disseminate data

- o The team might have additional members identified as program trauma champions, however, it is advisable to keep the team a reasonable size (5-10 members)

The time commitment for your organization is as follows:

- o Four days of face to face meetings/trainings, one day each, with your entire team participating or providing staff for trainings – 4 days
- o Your team should expect to meet at least one time per month for a few hours (those who are most successful usually meet twice per month) – 2 hours monthly
- o Three individual team calls with all members attending – 3 hours
- o Two group calls – 3 hours
- o Reporting – 3 reports – 3 hours
- o Monthly Webinars – 1.5 hours monthly (webinars are recorded so teams can access them whenever they would like and do not have to access them live).

*Organizations that make the most significant change have full involvement by their teams. We recognize that it is not always possible for everyone to participate in all the

activities but as much engagement as is possible for teams make a significant difference.

The financial commitment for your organization for this service will be approximately \$6,000 depending on the number of agencies involved. Final cost will be determined when teams are accepted. Grant funding has allowed us to offer the Learning Community at a lower cost than last year's Learning Community. This amount will not be due in full up-front and we will work with you on the timing of your payment(s). Some agencies have found funders to cover all or part of their costs. This fee includes all costs for the consultation and training services provided by the National Council for Behavioral Health staff as well as meeting costs. You will not be asked to pay any additional fees during the Learning Community, but we do ask that you become a TTN Agency Member if you are not currently one. By comparison, the Sanctuary model costs agencies approximately \$100,000 per year, and the Creating Cultures of Trauma-Informed Care, Community Connections, Inc.'s model, costs approximately \$8,000 per agency for a similar service. If you were to use the National Council for Behavioral Health on your own for consultation services, your agency would have to pay \$25,000. We believe that the comprehensive nature of the services provided by the National Council for Behavioral Health, which has an established track record of transforming over 300 agencies with their model, affords agencies within our area the opportunity to achieve organizational change at the most reasonable price.

We hope that your organization will take this opportunity to improve the quality of your services and the culture of your organization and make the shift to a more trauma-informed environment. **Applications will be available in March.** Completed applications for the Tristate Trauma Network's 2019-2020 Learning Community will be due by **5:00pm on May 8, 2019.** Organizations will be notified of acceptance by the end of May. Please submit a scanned copy of your application to madamchik@tristatetraumanetwork.org.

We encourage you to take some time to discuss within your agency its readiness to apply for this process, and we encourage you to view the Webinar for more information.

Please contact **Linda Henderson-Smith** LindaHS@thenationalcouncil.org or **Melissa Adamchik 859/866-4238** if you have any additional questions.

Sincerely,

Melissa Adamchik, MA
Executive Director
Tristate Trauma Network

Prior and current TTN Learning Community Participants:

2018-2019

Children, Inc.

Diocesan Catholic Children's Home Center for Children and Families

Goshen Local School District

Northern Kentucky Community Action Commission

Wilmington City Schools

2017-2018

Beech Acres Parenting Center

Community Mental Health Center

Focus on Youth

Montgomery County Educational Service Center

Northern Kentucky Children's Advocacy Center

Solutions Community Counseling and Recovery Center

Transitions, Inc.

Western Hills University High School

2016-2017

BHN Alliance

Butler County Educational Services Center/Grant Early Learning Center

Catholic Charities Southwestern Ohio [Brian Wlodarczyk Testimonial](#)

Center for Addiction Treatment [Michael Rosen Testimonial](#)

Central Clinic Behavioral Health

Child Focus, Inc.

Family Nurturing Center

Greater Cincinnati Behavioral Health

Lighthouse Youth and Family Services

Positive Leaps [Sheree Lynch Testimonial](#)

St. Joseph Orphanage

Talbert House

Women's Crisis Center

Youth Encouragement Services, Inc.

YWCA of Greater Cincinnati