Special thanks to the Missouri team that created this chart.

Trauma Aware

Definition	Processes	Indicators	Resources
Key Task: Awareness and attitudes **Trauma aware** organizations have become aware of how prevalent trauma is and have begun to consider that it might impact their clientele and staff.	Leadership understands that knowledge about trauma could potentially enhance their ability to fulfill their mission and begins to seek out additional information on the prevalence of trauma for the population served. Awareness training is offered (including definitions, causes, prevalence, impact, values and terminology of trauma- informed care.) People are made aware of how and where to find additional information, and are	Most staff: 1) know what the term trauma refers to; and 2) are aware that knowledge about the impact of trauma can change the way they see (and interact with) others. The impact of trauma is referenced in informal conversations among staff. **The organization explores what this new information might mean for them and what next**	**Websites:** National Child Traumatic Stress Network (NCTSN) http://www.nctsn.org/ National Center on Domestic Violence, Trauma and Mental Health (trauma-aware) http://www.nationalcenterdvtraumamh.org/The Anna Institutehttp://www.theannainstitute.org/ National Center for PTSD, U.S Department of Veterans Affairs http://www.ptsd.va.gov/ Resource Center on Violence Towards Women http://www.vawnet.org/news/2013/04/trauma-informed/ ACE Study www.cdc.gov/violenceprevention/acestudy/ http://acestudy.org/home http://acestoohigh.com/resources/ http://www.acesconnection.com/ **Documents:** SAMHSA's TIP 57: Trauma Informed Care in Behavioral Health Services– Chapter 2 Trauma

	supported in further learning.	**steps may need to be taken.**	Awareness. http://store.samhsa.gov/shin/content//SMA14-4816/SMA14-4816.pdf
			SAMHSA concept paper (trauma-aware) http://store.samhsa.gov/shin/content//SMA14-4884/SMA14-4884.pdf
			Children, violence and trauma video https://www.youtube.com/watch?v=z8vZxDa2KPM

Trauma Sensitive

Definition	Processes	Indicators	Resources
Key Task: Knowledge, application, and skill development **Trauma sensitive** organizations have begun to: 1) explore the principles of trauma-informed care (safety, choice, collaboration, trustworthiness, and empowerment) within their environment and daily work; 2) build consensus around the principles; 3) consider the implications of adopting the principles within the organization; and 4) prepare for change.	Values of a trauma-informed approach are processed with staff. Through a self-assessment process, the organization identifies existing strengths, resources and barriers to change as well as practices that are consistent or inconsistent with trauma informed care. Leadership prepares the organization for change and leads a process of reflection to determine readiness for change. The organization begins to identify internal trauma	The organization values and prioritizes the trauma lens; a shift in perspective happens. Trauma is identified in the mission statement or other policy documents. Trauma training for all staff is institutionalized, including within new staff orientation. Basic information on trauma is available and visible to both clients and staff, through posters, flyers, handouts, Web sites, etc.	**Websites:** NCTSN http://www.nctsn.org/ National Center on Trauma Informed Care (NCTIC) www.nasmhpd.org/TA/nctic.aspx Child Trauma Academy http://childtrauma.org/ International Society for Traumatic Stress Studies **Toolkits and Videos:** Healing Neen (DVD) http://healingneen.com/ Fallot and Harris Organization Self-Assessment Tool http://www.theannainstitute.org/TIPSASCORESHEET.pdf Risking Connection organizational assessment http://www.traumainformedresponse.com/uploads/Sec_03-TReSIA-Assessment.pdf Institute for Health and Recovery http://healthrecovery.org/images/products/30_inside.pdf

	champions and finds ways to hire people who reflect in their attitudes and behavior alignment with the trauma informed principles. The organization examines its commitment to consumer involvement and what next steps could be taken. The organization begins to review tools and processes for universal screening of trauma. The organization begins to identify potential resources for trauma specific treatment.	Direct care workers begin to seek out opportunities to learn new trauma skills. Management recognizes and responds to compassion fatigue and vicarious trauma in staff.	**Documents:** A Long Journey Home: A Guide for Creating Trauma–Informed Services for Mothers and Children Experiencing Homelessness http://www.familyhomelessness.org/media/89.pdf Trauma-sensitive schools. http://traumasensitiveschools.org

Trauma Responsive

Definition	Processes	Indicators	Resources
Key Task: Change and integration **Trauma responsive organizations** have begun to change their organizational culture to highlight the role of trauma. At all levels of the organization, staff begins re-thinking the routines and infrastructure of the organization.	Planning and taking action. Begin integration of principles into staff behaviors and practices. Begin integration of principles into staff supports: • Addressing staff trauma • Self-care • Supervision models • Staff development • Staff performance evaluations Begin integration of principles into organizational structures: • Environmental review	Staff applies new knowledge about trauma to their specific work. Language is introduced throughout the organization that supports safety, choice, collaboration, trustworthiness and empowerment. The organization has policies that support addressing staff's initial and secondary trauma. All clients are screened for trauma and/or a "universal precautions" approach is used.	**Website:** National Child Traumatic Stress Network (NCTSN) http://www.nctsn.org/ **Documents:** SAMHSA's TIP 57: Trauma Informed Care in Behavioral Health Services http://store.samhsa.gov/shin/content//SMA14-4816/SMA14-4816.pdf Healing the Hurt – Rich et al (men of color) http://www.dcf.state.fl.us/programs/samh/docs/Healing-the-Hurt.pdf Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others, van Dernoot, Lipsky & Burk, http://traumastewardship.com/ Engaging Women In Trauma Informed Peer Support: A Guidebook http://www.nasmhpd.org/docs/publications/EngagingWomen/PeerEngagementGuide_Color_UP_FRONT_P AGES.pdf Assaulted Staff Action Program http://americanmentalhealthfoundation.org/2012/0

		People with lived	4/the-assaulted-staff-action-program-asap-psychological-counseling-for-victims-of-violence/
	• Record-keeping revised • Policies and procedures re-examined • Self-help and peer advocacy incorporated	People with lived experience are engaged to play meaningful roles throughout the agency (employees, board members, volunteers, etc.)	**Training:** DMH Trauma Responsive Training – 6 hours, no cost contact patsy.carter@dmh.mo.gov Child Welfare Trauma Toolkit (NCTSN) http://nctsn.org/products/child-welfare-trauma-training-toolkit-2008 Juvenile Detention Trauma Toolkit "Think Trauma" NCTSN http://learn.nctsn.org/enrol/index.php?id=92 Partnering with Youth and Families Toolkit (NCTSN) http://www.nctsn.org/nctsn_assets/pdfs/Pathways_ver_finished.pdf Changes to environments are made. Trauma-specific assessment and treatment models are available for those who need them (either directly or through a referral process). Organization has a ready response for crisis management that reflects trauma informed values.

Trauma Informed

Definition	Processes	Indicators	Resources
Key Task: Leadership **Trauma informed** organizations have made trauma- responsive practices the organizational norm. The trauma model has become so accepted and so thoroughly embedded that it no longer depends on a few leaders. The organization works with other partners to strengthen collaboration around being trauma informed.	Measuring impact on clients Revision of policies and procedures Implementation of the agency's model/values is measured for fidelity to a trauma informed model and appropriate corrective actions taken. Practice patterns of staff Program assessments Interventions to address the impact of secondary trauma on staff is monitored Focus on reduction of stigma of trauma	Leadership including hiring of new leaders demonstrates a commitment to trauma informed values (safety, choice, collaboration, trustworthiness and empowerment). All staff are skilled in using trauma-informed practices, whether they work directly with clients or with other staff. All aspects of the organization have been reviewed and revised to reflect a trauma approach. People outside the agency (from the Board to the	**Websites:** National Child Traumatic Stress Network (NCTSN) http://www.nctsn.org/Healthcaretoolbox.org https://www.healthcaretoolbox.org/ National Technical Assistance Center for Children's Mental Health http://gucchdtacenter.georgetown.edu/TraumaInformedCare/ Anna Institute video -Important Souls http://www.theannainstitute.org/a-bio.html Men and boys as sexual abuse survivors https://www.youtube.com/watch?v=Wx-JqBdwdAA () **Documents:** SAMHSA's TIP 57: Trauma Informed Care in Behavioral Health Organizationshttp://store.samhsa.gov/shin/content//SMA14-4816/SMA14-4816.pdf Trauma Informed Supervision Guide – Institute for Health and Recovery

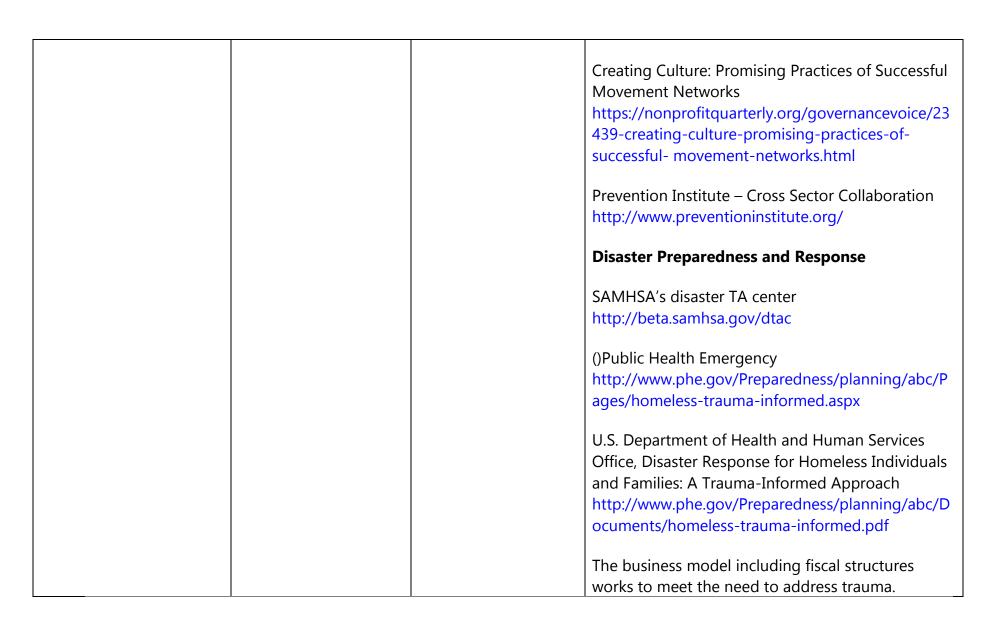|			
	Human resource policies support hiring staff with knowledge and expertise in trauma The organization and staff become advocates and champions of trauma within their community Advocacy at a macro level with payors and policy- makers for systemic changes that support trauma informed approaches	community) understand the organization's mission to be trauma-related. People from other agencies and from the community routinely turn to the organization for expertise and leadership in trauma-informed care. The organization uses data to inform decision making at all levels. A variety of sustainable training is promoted and made accessible to staff, including at new staff orientation.	http://healthrecovery.org/publications/detail.php?p=30 How Schools Can Help Students Recover from Traumatic Experiences – Rand Gulf State Policy Institute http://www.rand.org/content/dam/rand/pubs/technical_reports/2006/RAND_TR413.pdf Helping Traumatized Children Learn – Massachusetts Advocates for Children in Association with Harvard Law School http://traumasensitiveschools.org/ **Toolkits** Trauma Informed Organizational Toolkit for Homeless National Center on Family Homelessness http://www.familyhomelessness.org/media/90.pdf **Working with Partners** Trauma informed community building manual http://bridgehousing.com/PDFs/TICB.Paper5.14.pdf Collective Impact http://www.ssireview.org/articles/entry/collective_impact

			Creating Culture: Promising Practices of Successful Movement Networks https://nonprofitquarterly.org/governancevoice/23 439-creating-culture-promising-practices-of- successful- movement-networks.html
			Prevention Institute – Cross Sector Collaboration http://www.preventioninstitute.org/
			Disaster Preparedness and Response
			SAMHSA's disaster TA center http://beta.samhsa.gov/dtac
			()Public Health Emergency http://www.phe.gov/Preparedness/planning/abc/P ages/homeless-trauma-informed.aspx
			U.S. Department of Health and Human Services Office, Disaster Response for Homeless Individuals and Families: A Trauma-Informed Approach http://www.phe.gov/Preparedness/planning/abc/D ocuments/homeless-trauma-informed.pdf
			The business model including fiscal structures works to meet the need to address trauma.

Missouri Model: A Developmental Framework for Trauma Informed, MO Dept. of Mental Health and Partners (2014)