

CREATING TRAUMA-INFORMED SCHOOLS

A Developmental Framework

Educational Impact has partnered with renowned trauma expert, Heather T Forbes, LCSW, to create a series of online courses to help schools become trauma informed.

The implementation of a trauma-informed approach is an ongoing organizational change process. It requires a profound paradigm shift in knowledge, perspective, attitudes and skills that continues to deepen and unfold over time. Organizations move through stages as they strive to meet students' need and become fully trauma informed.

STAGE 1

Trauma Aware

Key Task:

Awareness & 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.

STAGE 3

Trauma Responsive

Key Task:

Change & integration



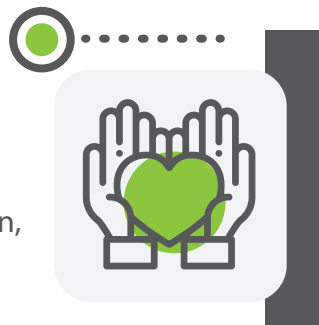
Trauma responsive organizations have begun to change their organizational culture to highlight the role of trauma. At all levels of the organization, staff begins re-thinking the routines and infrastructure of the organization.

STAGE 2

Trauma Sensitive

Key Task:

Knowledge, application, & skill development



Trauma sensitive organizations have begun to:

- 1) explore the principles of trauma-informed care (safety, choice, collaboration, trustworthiness, & empowerment) within their environment & daily work
- 2) build consensus around the principles
- 3) consider the implications of adopting the principles within the organization
- 4) prepare for change

STAGE 4

Trauma Informed

Key Task:

Leadership



Trauma informed organizations have made traumaresponsive 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.