



# Implementing the MO Model: A Developmental Approach to Trauma Informed

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# Overview

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# Why Trauma Informed

- Trauma has been identified as one of the major public health issues of our times
- It can change the trajectory and understanding of mental health as well as physical health
- Can be addressed through the public health model using universal promotion and prevention strategies as well as interventions
- It is enmeshed with some of our biggest social issues and challenges

# A Little History

- 2009 – Early Adopters initiative begins
- 2012 – Trauma Responsive Training Curriculum and manual developed  
Held first State Trauma Roundtable Meeting
- 2014 – Begin provision of trauma informed consultation
- 2015 – Partnership with Regional Health Commission/Alive and Well STL

# Principles of Trauma Informed Care

**SAFETY**

Trustworthiness

**Collaboration**

**Choice**

Empowerment

# The MO Model

Developed by the Trauma Roundtable state team

- Build consensus and language around trauma informed
- Guide for general public to assess organizations
- Guide for organizations as well as systems work
- Creates a continuum to reflect the journey

<http://dmh.mo.gov/trauma/>

# The Journey

Trauma Informed is not a destination  
but a journey



# Trauma Aware

## Indicators

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.

## Processes

- Leadership understands and explores impact of trauma related to their population and services
- Awareness training is offered
- People are made aware of how and where to find additional information, and are supported in further learning.
- The organization explores what this new information might mean for them and what next steps may need to be taken.



# Trauma Awareness

Understand trauma prevalence and consider the impact on the target population

- Conference presentations
- Large group trainings – train the trainer in Trauma Awareness (AWSTL, Trauma Matters KC)
- DMH, AWSTL and Resilient KC Websites
- Media –increase understanding in the community that good health is dependent on physical and emotional well-being (AWSTL) and Resilient KC (Our Stories Matter campaign)

# Trauma Sensitive

## Indicators

The organization values and prioritizes the trauma lens; a shift in perspective happens.

Identified in the mission statement or other policy documents.

Institutionalized Trauma training for all staff

Basic information on trauma is available and visible to both clients and staff

Staff begin to seek out opportunities to learn new trauma skills.

Management recognizes and responds to compassion fatigue and vicarious trauma in staff.

## Process

Values of a trauma-informed approach are processed with staff.

Through a self-assessment process, the organization identifies existing strengths, resources and barriers

Leadership prepares the organization for change and addresses readiness for change.

Internal trauma champions identified and hires staff that attitudes and behavior alignment with trauma informed principles.

Commitment to consumer involvement

Review tools and processes for universal screening of trauma and access to trauma specific treatment.

# Trauma Sensitive

**Explore and build consensus around the principles, how they will be applied and prepare for change**

Media – Motivate citizens to take action that improves their own emotional health as well as families and friends (AWSTL)

Engaging business community – KC Trauma Matters Chamber of Commerce

Training of CD staff to Child Welfare Toolkit

CD creating trauma specialists

Creating Trauma Ambassadors in the Community (AWSTL and Resilient KC)

Engagement of community groups (BSA – AWSTL)

# Trauma Responsive

## Indicators

Staff applies new knowledge about trauma

Language is introduced throughout that supports the principles.

Organization policies addressing staff's initial and secondary trauma.

All clients are screened for trauma and/or a “universal precautions” approach is used.

People with lived experience play meaningful roles throughout the agency

Changes to environments are made.

Trauma-specific assessment and treatment models are available

Organization has a ready response for crisis management that reflects trauma informed values.

## Processes

Integration of principles into staff behaviors and practices.

Integration of principles into staff supports:

- Addressing staff trauma
- Self care
- Supervision models
- Staff development
- Staff performance evaluations

Integration of principles into structures:

- Environmental review
- Record-keeping revised
- Policies and procedures re-examined
- Self-help and peer advocacy incorporated

# Trauma Responsive

**Change the culture to highlight the role of trauma. In all areas re-think the routines and infrastructure**

Media – Two prime time shows on people experiencing toxic stress and trauma and ways to address (AWSTL)

Trainings – smaller groups targeting people's responses to trauma and how to support those with lived experience (Trauma Responsive Curriculum)

Engagement of organizations and sectors (education, healthcare, corrections, early childhood, domestic violence) on some level of continuum

# Trauma Responsive continued

Individual and learning collaborative trainings and consultation to organizations on becoming trauma informed

Development of Policy Guidance tools

Development and dissemination of toolkits

CD Central Office Trauma Committee and creating local committees

CD addressing secondary trauma of staff

Examine outcomes

# Trauma Informed

## Indicators

Leadership demonstrates a commitment to trauma informed values

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 understand the organization's mission to be trauma-related.

People from other agencies and from the community turn to the organization for expertise and leadership in trauma-informed care.

## Process

Measuring impact on clients

Ongoing review and revision of policies and procedures

Implementation is measured for fidelity to a trauma informed model and appropriate corrective actions taken.

Examine practice patterns of staff and Program assessments

Interventions to address the impact of secondary trauma on staff is monitored

Focus on reduction of stigma of trauma

# Trauma Informed

Indicators	Processes
<p>The organization uses data to inform decision making at all levels.</p> <p>A variety of sustainable training is promoted and made accessible to staff</p> <p>Ongoing coaching and consultation is available to staff on-site and in real time.</p> <p>The business model including fiscal structures works to meet the need to address trauma.</p>	<p>Human resource policies support hiring staff with knowledge and expertise in trauma</p> <p>The organization and staff become advocates and champions of trauma within their community</p> <p>Advocacy at a macro level with payors and policy-makers for systemic changes that support trauma informed approaches</p>



# Trauma Informed

Trauma-responsive practices are the norm and has become so accepted and embedded that it no longer depends on a few leaders. Work with other partners to strengthen collaboration around being trauma informed.

Growing partnership between DMH, Resilient KC and AWSTL

Working with legislative leaders

Recognition at the national level of work being done in state

# Highlights

- AWSTL/RHC – the media story
- Trauma Matters KC – law enforcement
- Resilient KC - Engagement of Business Community



Alive and Well STL is a community-wide effort focused on reducing the impact of **stress and trauma** on our health and well-being.

**Phase I:  
AWARENESS**



**Media**

- More than 132,000,000 impressions to date
- More than 25,000 Facebook followers to date
- More than 99,000 unique visitors active on Alive and Well STL website

**Phase II:  
ENGAGEMENT**

**Trainings**

- More than 5,000 trained

**Ambassadors**

- More than 120 Ambassadors
- 60 trained trainers

**Organizations**

- More than 150 organizations engaged

**Phase III:  
ADOPTION**

**Organizational and Community Change**

Community

Schools

Health

Faith Communities

Other

# Highlight

- Trauma Matters KC
  - Building Resilience: Surviving Secondary Trauma
  - Yoga for First Responders
  - Warriors Ascent
  - Family Centered Programs
  - Mindfulness Training (soon)
  - Other Programming





IN PARTNERSHIP WITH BLUE CROSS AND BLUE SHIELD OF KANSAS CITY



FOR A GREATER KANSAS CITY



- 15 counties
- 2200 businesses
- 300,000 regional employees
- 133 Healthy KC Certified Companies (2015)
- 250 Healthy KC Certified Companies (2016)



# The Future

## Priorities

Outreach and Support to First Responders

How can we build on the KC LE Self-care training?

## Outcomes

By community

By service sector

## Sustainability

How do we grow and maintain?

# Resources

DMH Trauma webpage

<http://dmh.mo.gov/trauma/>

St. Louis Regional Health Commission/Alive and Well StL

<http://www.stlrhc.org/work/alive-well-stl/>

Trauma Matters KC

<http://www.marc2.org/traumamatterskc/>

Resilient KC

<http://www.kcchamber.com/Resilient-KC/Home.aspx>

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# QUESTIONS AND DISCUSSION

