

# Childhood Trauma Task Force

December 16, 2024

1:00 pm-2:30 pm

# Agenda

- Welcome and Introductions
- Approval of June 10, 2024 Meeting Minutes
- Approval of September 9, 2024 Meeting Minutes
- Overview of CTTF Annual Report
- Vote on CTTF Annual Report
- Discussion of Next Steps

# CTTF Annual Report Outline

## **Section 1: Towards a Trauma-Informed and Responsive Commonwealth**

- CTTF Work-to-Date
- Center on Child Wellbeing & Trauma (CCWT) Work in 2024

## **Section 2: 2024-2025 Work Plan Focused On State Agencies' Trauma Training Requirements and Opportunities**

- Methodology
- MA State Agency Interviews
- Training Policies and Procedures
- National Scan of Other States

# Section 1: Toward a Trauma-Informed and Responsive Commonwealth

CCWT Work in 2024

# CCWT Work in 2024



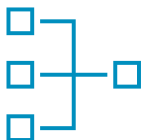
- **Assessment and Coaching**

- Worked with 26 community-based organizations to help them increase their capacity to be trauma-informed and responsive
- 90% of participants found the trainings increased their knowledge and understanding of trauma and child wellbeing.



- **Schools**

- Collaborated with [Thriving Minds](#) to provide information on trauma, its impact on learning, and how to use the Trauma-Informed Schools Implementation Assessment.
- Learning cohort served 378 educators



- **Systems Transformation**

- Five initiatives across child-serving sectors
- In partnership with DYS, DCF, DPH, DTA, and EEC

# Collaboration with JDAI DYS

- Cross-agency Trauma & Racial Equity Empowerment (TREE) training and technical assistance series
- Over 80 applications from a dozen child-serving agencies
- Building statewide capacity for trauma-responsive racial equity training, including facilitation of the JDAI documentary [Seeing RED](#).

## Participants from:

- EOHLC
- EEC
- DTA
- DCF
- DPH
- DYS
- DMH
- CPCS
- Juvenile Courts
- Probation
- MassHealth
- JDAI community partners

# Trauma-Informed and Responsive Services for Newcomers

- 3-part training on trauma-responsive practices to over 1,000 providers working with newcomers across settings (e.g., shelters, Family Welcome Centers).
- Focused on understanding trauma and its impact on new arrivals, reducing or preventing re-traumatization, and addressing the secondary traumatic stress experienced by staff

## Participants from:

- EOHLC and EEC contracted partners
- DTA
- DCF
- DPH
- Public schools from multiple districts
- Provider agencies

# Section 2: CTTF Work Plan Update

State Agencies' Trauma & Resilience  
Training Requirements and  
Opportunities



# Project Methodology



Virtual polling of  
CTTF members and  
regular attendees



Analysis of available  
documentation  
(policies, regulations,  
agency training plans)



Interviews with  
Massachusetts  
state agency  
stakeholders



National scan of  
other states'  
training  
requirements and  
opportunities

# CTTF Members and Attendees Feedback

- Top 3 topics of interest:
  - Trauma-informed care
  - Screening tools
  - Child development
- Interest in related training opportunities:
  - Diversity, equity, and inclusion
  - Family engagement and parental supports
- Training audience: agency employees and contracted providers

# MA State Agencies Interviews (Ongoing)

Interviews highlight:

- Important differences in agencies' structure and capacity to provide staff training on topics related to childhood trauma and resilience
- Priority training topics within their agencies:
  - Trauma-informed care and supervision
  - Managerial skills
  - Workplace mental health and wellbeing (incl. secondary traumatic stress)
  - Family engagement
  - Cultural humility

Completed Interviews
DPH
DMH
DTA
DCF
DYS
EEC

# National Scan of States' Approaches to Trauma & Resilience Training

*What best practices are other states using in terms of process and infrastructure to meet the training needs of their child-serving staff?*

Domain	Issue
Content	Many agencies define a general training topic, but there can be great variety in the specific content covered
Audience	Many agencies provide training to state employees, but there's greater variation in training contracted providers
Training Medium & Incentive	Many agencies rely on one-time trainings, which can limit staffs' ability to implement learned strategies
Oversight/Structure	Many states lack standardized systems to oversee the successful training of employees across agencies on childhood trauma

# Standardizing Content: California's Integrated Core Practice Model



- CA operates a county-by-county approach to administering services (58 counties)
  - Needed a standardized, collaborative training infrastructure
- 2018 law set the groundwork to develop an Integrated Core Practice Model
  - Establishes core competencies, practices, and principles of trauma-informed service delivery
  - Applies to every local agency of the state's Children and Youth System of Care (HHS, DOE, Tribal Gov't)

# Broadening the Training Audience: Connecticut's Academy for Workforce Development

- Established by CT DCF in 1997
  - Ensures standardized pre-service and in-service training for CT DCF workforce that is competency- and outcome-based
  - Trainings are focused on trauma-responsive practices, equity, and child development.
- Includes the Academy for Community Partners:
  - Contracted and credentialed providers
  - Parent advocacy groups
  - Staff at other child-serving state agencies



# Building Agencies' Capacity for Sustainable Change: Oklahoma's Blended Training Model

- In FY21, OK Dept. of Human Services (OKDHS) became the first hope-centered and trauma-informed agency in the state.
  - Focused on system transformation: Hope-centered trainings, revision of policies and practices across all agencies under OKDHS
- As part of initiative, OKDHS launched a multi-pronged approach to training child-serving workforce on trauma-responsive care:
  - Training partnership with subject matter experts
  - Train-the-trainer model to increase in-house workforce development capacity
  - Specific training by role/responsibilities



# Ensuring Oversight of State Trainings: New Jersey's Office of Training

- NJ's Office of Training established in 2017 to ensure that trainings across state agencies are designed and implemented to
  - Effectively leverage state resources for workforce dev't
  - Established a standardized process to assess agency workforce dev't-related needs and ensure training content is most relevant
- The Office's oversight responsibilities include:
  - Design, develop, and deliver all state-mandated and foundational trainings (e.g., conflict resolution, team building, project management)
  - Review agency-specific trainings through Training Coordinator
  - Provide consultation for training development





# Next Meeting

Monday March 10, 2025  
1.00-2.30pm

# Contact

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