

# Childhood Trauma Task Force

June 9, 2025

1:00 pm-2:30 pm

# Agenda

- Welcome and Introductions
- Approval of December 16, 2024 & March 10, 2025 Meeting Minutes
- Updates on Center on Child Wellbeing & Trauma (CCWT) Activities
- Presentation of State Agencies' Trauma Training Requirements and Opportunities Project

# Update: CCWT Activities

- Trauma and Racial Equity Empowerment (TREE) Academy
- Strategies for Trauma-Responsive Early Educator Training (STREET) in partnership with Department of Early Care and Education (EEC)
- Partnership with Executive Office of Healthy and Livable Communities (EOHLC)

# Update: TREE Academy

- Cadre 1 was a success! 9-part series over the course of three months (hybrid format) for 50 staff across child-serving state agencies
- Cadre 2 is happening. CCWT is incorporating lessons learned:
  - Increasing face-to-face opportunities: in person, 4 full-day trainings (May-June 2025)
  - Infusing the Person, Role, System framework
  - Increased focus on long-term outcomes
- Upcoming (fall 2025): Cadre 3 for DYS staff

# New: Sustaining Professional Development TREE Academy Train-the-Trainer

- In partnership with the Department of Transitional Assistance (DTA), CCWT launched a Train-the-Trainer TREE Academy
- Through the Person, Role, System framework, DTA training and professional development staff will gain knowledge and skills to train state employees in the TREE Curriculum
- CCWT will deliver a 6-part in-person training series from July to September 2025

# Update: STREET Initiative in Partnership with EEC

## LMS modules

- 3,857 enrolled (60% completed)
- 55% English, 37% Spanish, 7% Portuguese, 1% Chinese

## Core Champions

- CCWT developed resources for trainers accessible on CCWT website
- 4 Communities of Practice for extended learning (May-August)

## Deeper Dives

- Core Champions have started offering training for EEC providers
- 6 cohorts are ongoing (120+ participants) in English, Spanish, and Portuguese

Partnership continues to sustain a trauma-responsive organizational system  
*(planning underway for 2025-2026)*

# Update: Partnership with EOHLC

- In March & April, CCWT offered a 4-part virtual training series on strategies to promote:
  - Secondary Traumatic Stress
  - TIR environments for children & families experiencing housing instability and homelessness (focus on resilience and engagement)
- Approximately 140 participants from EOHLC agencies and contracted providers, including:
  - Community-based case managers
  - Shelter staff
  - EA eligibility staff

# Update: State Agencies' Trauma Training Requirements and Opportunities Project



# Project Goals

As laid out in the 2024 annual report, the CTTF decided the project would:

1. **Map out trainings** provided to state employees and contracted providers working with children and families.
2. **Assess whether state agencies have adequate resources and capacity** to increase child-serving professionals' knowledge of childhood trauma and resilience.
3. **Develop recommendations** to support agencies in offering child trauma and wellbeing training to their staff and contracted providers.

# Project Methodology



Virtual polling and ongoing conversations of CTTF



National scan of other states' training requirements and opportunities



Interviews with MA state agency stakeholders and other states

- ✓ **12 interviews** with 16 staff from 7 MA child-serving agencies
- ✓ **5 interviews** with 10 staff from peer states



Analysis of available documentation

- ✓ **36 training documents**
- ✓ **436 trainings identified**
- ✓ Contracts (ongoing)

# Limitations of Research and Findings

- Interviews and analysis of training materials mainly focus on:
  - Seven child-serving agencies in the Commonwealth
  - Agency employees (more on contracted providers will be added in the future)
- Interviews capture information, initiatives, and progress at a point in time, and the information presented may not reflect progress to date.
- Training topics may not apply to all staff, at all levels, across all child-serving agencies and sectors.

## MA Agencies Interviewed

DPH

DMH

DTA

DCF

DYS

EEC

DDS

# Key Takeaway from State Agency Interviews and Training Document Analysis

- All agencies interviewed identified **training as a critical tool**
- In general, **some training systems are in place** for child-serving professionals employed by the state
- **Much more remains to be done** to ensure all child-serving professionals employed or contracted by the state have necessary knowledge and skills to provide trauma-responsive, equitable, and supportive services

# Key Takeaway:

## Promising Practices and Gaps

### Promising Practices

- All agencies have dedicated training staff
- Most agencies have policies and practices for professional development.
- Most agencies identify core training topics

### Gaps

- Training staff range in size, capacity, and resources
- Variations in training policies and practices
- Only two agencies have detailed curriculum, and most agencies lack competency-based frameworks

# Key Takeaway: Common Barriers to Addressing Training Gaps

- Agencies lack funding to address training capacity gaps
- Agencies face a shortage of training and curriculum development staff
- Some agencies lack appropriate training technology (e.g., Learning Management Systems)
- Some agencies lack systems to:
  - Assess professional dev't needs
  - Track completion of required trainings
  - Assess effectiveness of trainings

# Focus on Three Research Domains

To account for differences in agencies' structure and capacity, OCA grouped research findings by the following training domains:



Content & Delivery

Audience

Cross-agency  
Collaboration  
Structure

# Training Content: Big Picture Findings

- Most child-serving professionals employed or contracted by the state are offered trainings on **topics related to trauma, resilience, and trauma-informed and responsive (TIR) strategies**
- There is **no core training content requirements/curriculum** across child-serving sectors
- Across and within agencies, there are variations in training:
  - Curriculums
  - Frequency
  - Facilitation & medium

*For more on variations in training content and delivery, see Appendix A.*



# Training Content: Broad Categories

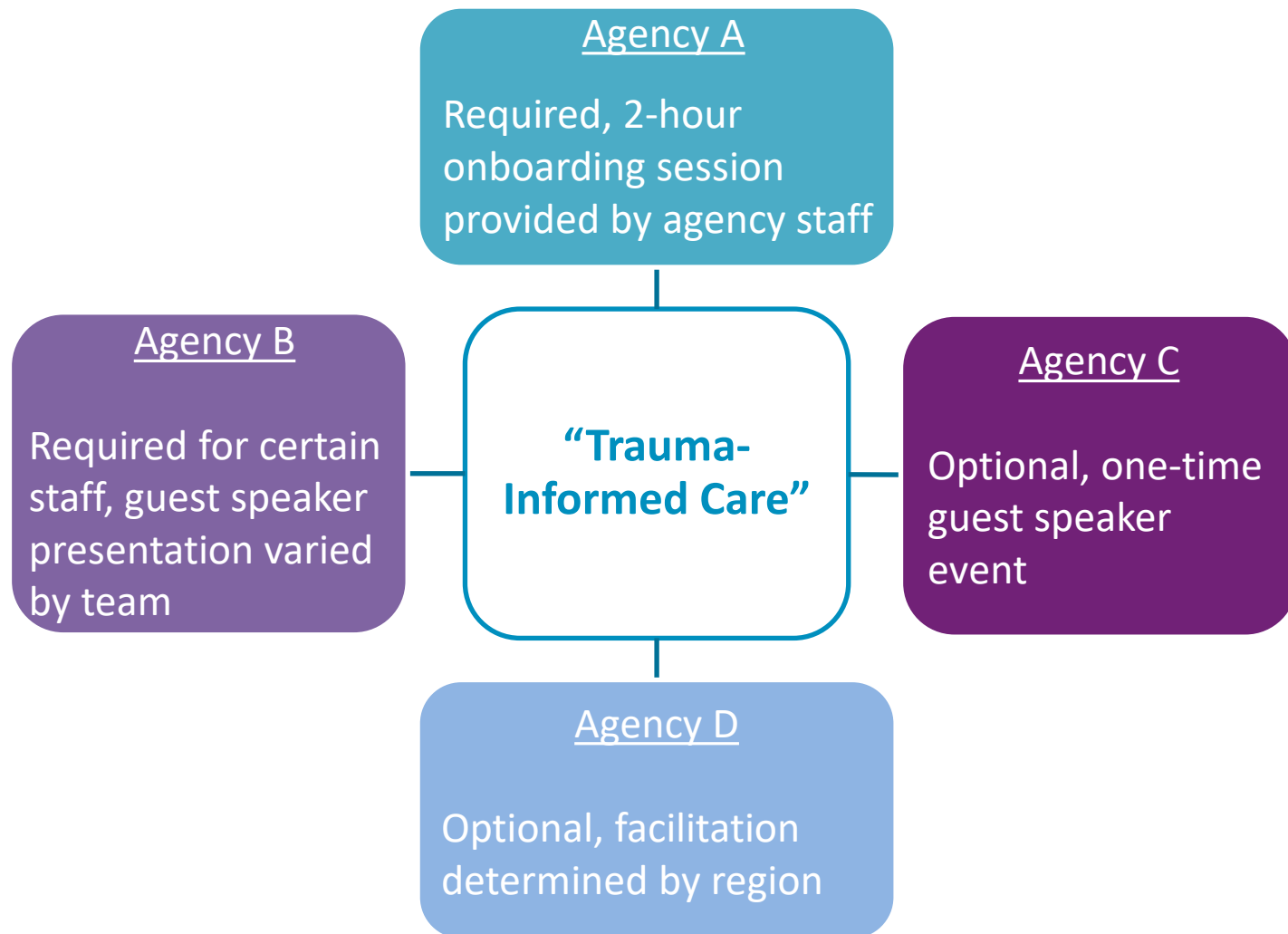
Child Safety	Equity	Trauma	7 out of 7 agencies
Child Development	Resilience & Wellbeing	Child & Family Rights	6 out of 7 agencies
Behavioral Health	Child Service System	Child & Family Engagement	5 out of 7 agencies

# Spotlight: Trauma & Resilience Training

## “Wish List”

- Current training opportunities on trauma & resilience do not always meet the professional development needs of child-serving staff
- While almost all agencies offer trainings on trauma & resilience, most agencies identified the need for additional training on trauma, resilience, and wellbeing
- “Wish list” topics included: TIR practices, reflective supervision, secondary traumatic stress, and staff wellbeing

# Spotlight: Variations in Trauma & Resilience Training Depth and Delivery



# Training Content & Delivery: Group Discussion



1. *Do you have thoughts on the findings related to training content and delivery?*
2. *What pros/cons have you identified related to training content and delivery variations?*

# Training Audience: Big Picture Findings

- Child-serving agencies in the Commonwealth view **training as a tool to promote a “common language”** amongst agency staff and contracted providers.
- There are barriers to aligning agency staff and contracted providers:
  - Contract structures and rate setting
  - Variation in training infrastructure, funding, and staff capacity
  - Variations in capacity to track and ensure compliance with training requirements and procedures

# Spotlight: Creating a Common Language and Framework

## DYS: Standard 80-hour New Hire Training

- Standard training requirements
- Shared learning spaces
  - *90% of contracted providers participate in the DYS training series*

## DMH: Children's Behavioral Health Knowledge Center

- Curriculum development (e.g., Practice profiles)
- Learning communities
- Mentorship programs

# Training Audience: Group Discussion



1. *What are ways agencies can increase “shared language” between agency staff and contracted providers?*
2. *What are pros/cons of having different training and training requirements for agency staff and contracted providers?*

# Cross-Agency Training Collaboration: Big Picture Findings

- Cross-agency collaboration is key to ensure:
  - Shared knowledge on childhood trauma, wellbeing, and TIR strategies
  - Understanding MA's child-serving system
- There are established and *ad hoc* initiatives to promote cross-agency collaboration for staff training
- There are important gaps in agencies' ability to collaborate on training

*For more on Current Cross-Agency Training Initiatives, see Appendix B.*



# Gaps in Cross-Agency Training Collaboration

- Cross-agency initiatives tend to focus on specific topic areas
  - There are gaps in ensuring staff across all agencies understand the state's child-serving system
- There are currently no formal structures facilitating collaboration across sectors. MA is lacking:
  - An entity overseeing cross-agency and/or cross-sector training needs and opportunities
  - A clear statewide competency and/or training curriculum for child-serving professionals
  - Sufficient resources (e.g., funding, space) for collaborative training initiatives

# Cross-Agency Collaboration: Group Discussion



- 1. What other training collaboratives or partnerships are you aware of?*
- 2. Do you know of any cross-agency training collaboratives that include contracted providers?*
- 3. What other gaps have you identified?*

# Next Steps for this Project

- At the September meeting:
  - The OCA will discuss findings from our national scan to frame potential recommendations
- Late fall (date TBD), CTTF members will receive a draft annual report including findings and recommendations
- At the December meeting, barring any major edits, CTTF members will vote on 2025 annual report

# Next Meeting

September 8, 2025  
1:00-2:30pm

# Contact

Alix Rivière,  
Policy & Implementation Manager  
[alix.riviere@mass.gov](mailto:alix.riviere@mass.gov)

# Appendices

# Appendix A: Variations in Training Content & Delivery

Within individual agencies, there are variations in training content and delivery, including:

- **Statewide vs. local training models:**
  - Some agencies provide training at the regional level, with variations in facilitator and content
  - Other agencies have statewide trainings, where all staff receive the same content
- **Position-specific trainings across agencies**, for example:
  - Specific requirements for supervisors v. front-line
  - Trainings on policy changes intended for specific employees

# Appendix B: Current Cross-Agency Training Initiatives

At the state level, there are:

- Established initiatives across child-serving agencies:
  - Restraint & Seclusion
  - EOHHS Center for Staff Development
- Training partnerships between two agencies include:
  - DCF-DDS
  - DTA-MassHire
  - DMH-MassHealth
- *Ad hoc* cross-agency training initiatives:
  - TREE Academy
  - Emergency Assistance (EA) meetings