

Childhood Trauma Task Force

March 10, 2025

1:00 pm-2:30 pm

Agenda

- Welcome and Introductions
- Approval of December 16, 2024 Meeting Minutes
- Discussion preview
- Update on CCWT Activities
- Discussion: A Trauma Responsive Massachusetts
- Update on State Agencies' Trauma Training Requirements and Opportunities Project

Discussion (preview)

- What will be different in a trauma responsive Massachusetts?
- How will that change over time?
- How do we measure success?

Update: CCWT Work in 2025

CCWT Work in 2025

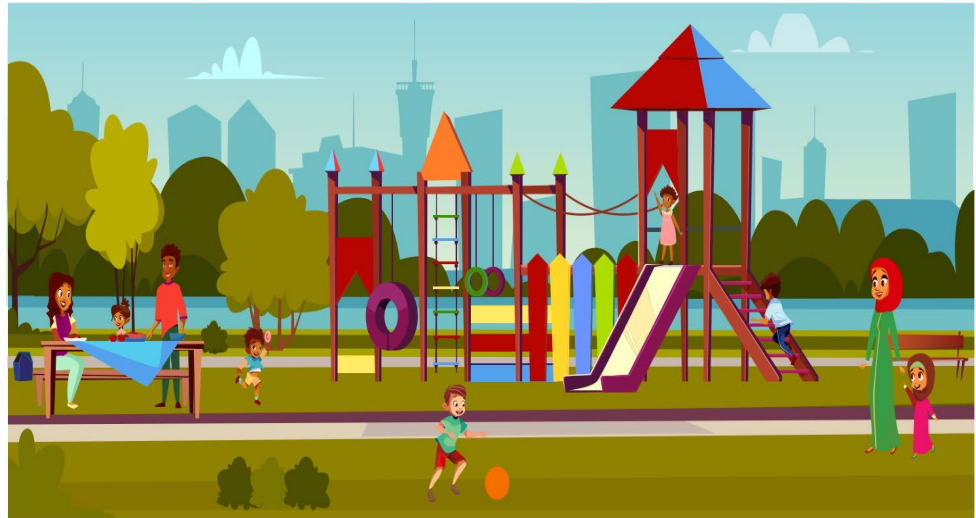
- **Systems Transformation**
 - Partnership with EEC
 - JDAI/DYS Academy update
 - Launching work with EOHLC
- **Schools**
 - New Arrivals Training Scheduled

STREET Initiative – Partnership with OCA

Early education and care settings that apply **trauma-responsive knowledge and tools** promote child well-being, build resilience, and foster a healthy workforce.

EEC in collaboration with the OCA's Center on Child Wellbeing and Trauma is offering a range of opportunities for **learning** the information and **tools** needed to create a **positive** and **resilient** early education setting and system.

Join us on the **STREET** to child wellbeing!
Strategic Trauma Responsive Early Education Training



STREET Initiative Training Opportunities



Strong Start Learning Management System (LMS) Trauma and Resilience Training
For all providers



EEC Regional Staff TIR Training and Communities of Practice
For all EEC regional staff (licensors, investigators, support staff)



Core Champions Train-the-Trainer Program: Deeper Dives in Trauma and Resilience
For selected participants



Regional Deeper Dives in Trauma and Resilience Early Childhood Educator Training
For all providers



EEC Contracted Provider Training
Initial planning underway



Strong Start Learning Management System (LMS) Trauma and Resilience Training

For all providers

- Early education professionals can use the LMS to complete **learning modules** on creating trauma-responsive and resilience-building early education and care settings
- Each module focuses on understanding the **Guiding Principles** to be trauma responsive in early education and care settings
 - Safety
 - Transparency and Trust
 - Empowerment, Voice and Choice
 - Equity, Anti Bias and Cultural Affirmation
 - Healthy Relationships and Interactions



Outreach Flyer for the TIR Training



Click here to view the Strong Start Learning Management System (LMS) Trauma and Resilience Trainings in your preferred language:

[Click here for ENGLISH](#)

[Click here for PORTUGUESE](#)

[Click here for SPANISH](#)

[Click here for SIMPLIFIED CHINESE](#)

Through a collaboration between the Massachusetts Department of Early Education and Care and the Office of the Child Advocate's Center on Wellbeing and Trauma six learning modules on creating trauma-responsive and resilience-building early education and care settings have been developed.

Using your smartphone?
Scan the QR code to access the course.



Access the flyer at:
mass.gov/doc/tir-lms-flyerenglish/download



EEC Regional Office TIR Training and Communities of Practice

For EEC regional staff

- This **all-day in-person** training provided EEC regional staff with the knowledge and tools to understand how trauma shapes behavior
- Participants worked to **apply this learning** to existing regulatory framework
- **Three virtual communities of practice** are offered to provide additional information and ongoing technical assistance





Core Champions Train-the-Trainer Program: Deeper Dives in Trauma and Resilience

For selected participants

- A train-the-trainer series is preparing selected applicants to train early childhood educators to extend their trauma-informed and responsive learning further
- Core champion trainers will leave with materials to help support training for providers in their region
- Launched in early February and will be completed in April





Deeper Dives in Trauma and Resilience Early Childhood Educator Training (Regional Training)

For all providers

- Deeper Dives in Trauma and Resilience training will be offered to **early education professionals** who have completed the initial trainings in the Strong Start LMS
- These trainings will provide participants with **extended learning opportunities around the TIR Guiding Principles, real-world application, and practical strategies**



Collaboration with JDAI DYS

- Cross-agency Trauma & Racial Equity Empowerment (TREE) training and technical assistance series
- Building statewide capacity for trauma-responsive racial equity training, including facilitation of the JDAI documentary [Seeing RED](#).
- Cadre 2 is launching! Spread the word: childwellbeingandtrauma.org

Participants from:

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

Partnering with EOHLC

- Audience: Homeless Coordinators, EA shelter providers, and Diversion Providers

Session 1: Addressing Secondary Traumatic Stress

Session 2: Building Opportunities for Healing, Hope, Agency, and Resilience

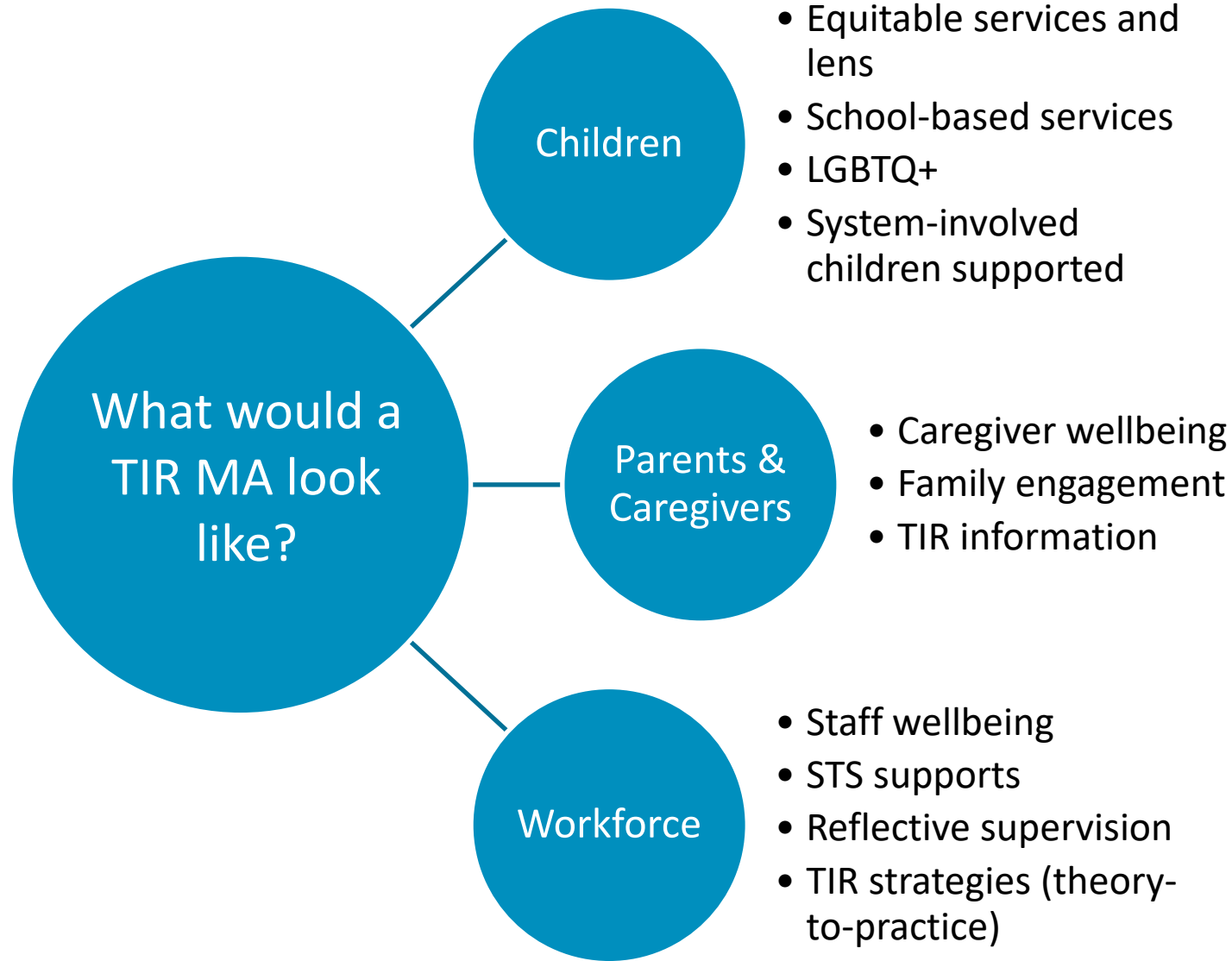
Session 3: De-escalation Strategies for Positive Engagement.

Session 4: Sustaining TIR Practices: Supporting Staff for Long-Term Impact

Trauma-Informed and Responsive Services for Newcomers

- Two-part training on trauma-responsive practices for schools, 3/12 and 3/19
- Designed to equip K-12 educators with trauma-informed strategies for supporting students who are new to the U.S. or their school communities. Participants will explore how to nurture belonging, strengthen partnerships with families, and understand the impact of trauma on this population.

Building a TIR Commonwealth: What CTTF Members Shared



Discussion

- What will be different in a trauma responsive Massachusetts?
- How will that change over time?
- How do we measure success?

Update: State Agencies' Trauma Training Requirements and Opportunities Project

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

MA State Agencies Interviews- Wish List

Based on interviews and overview of training materials (either publicly available or shared with OCA staff). Training offerings may vary by region and vary by staff role (client-facing, supervisory level, clinical).

Training Topic	Wish List (wish to offer or expand upon)
Trauma	DYS; DCF; DPH; DTA; EEC
Resilience	DYS; DCF; DPH; DTA
Engagement & Facilitation Skills	DMH; DCF; DPH; DTA; EEC
Behavioral Health & Substance Use Disorder	EEC
Workforce Development (technical skills, STS, supervision)	DYS; DMH; DPH; DTA; EEC; DDS
Racial Equity and Diverse Populations	DMH; DCF; DPH; DTA; EEC



MA State Agencies Interviews

Agency Interviews Explored:

- What trauma, resilience, and well-being trainings are Massachusetts child-serving state agencies offering to their staff and providers?
- Do child-serving agency staff and providers feel their training needs are being met?
- What additional supports are needed to improve trainings offered?
- What “core” trainings would help improve child-serving professional’ knowledge on child wellbeing?



MA State Agencies Interviews

Interviews highlight:

- Differences in agencies' structure and capacity to provide staff training on topics related to childhood trauma and resilience
- Agencies that have standard curriculums and uniform training practices ensure that staff and contracted providers gain the same knowledge or "speak the same language"
- Opportunities for cross-agency collaboration and agency-provider collaboration

Completed Interviews

DPH

DMH

DTA

DCF

DYS

EEC

DDS

MA State Agencies Interviews- Initial Training Mapping

Some agencies already offer trainings on the following topics:

Trauma &
Resilience

Engagement &
Facilitation

Child &
Adolescent
Development

Workforce
Development

Racial Equity &
Diverse
Populations

MA State Agencies Interviews- Initial Training Mapping

Agencies expressed interest in receiving additional training within the following topics:

Trauma & Resilience

- Trauma Screening, Planning, Treatment
- Parent/Caregiver Trauma
- Reducing & Treating STS
- ACEs & PCEs
- Hope & Agency

Engagement & Facilitation

- Facilitating Difficult Conversation
- Strength based interviewing/MI
- De-escalation

Child/Adolescent Development

- Child development in relation to service provision

Workforce Development

- Reflective Supervision
- Train the Trainer

Racial Equity & Diverse Populations

- Cultural humility
- Implicit Bias
- Supporting diverse populations (LGBTQIA+, neurodiverse youth)

National Scan of States' Approaches to Trauma & Resilience Training



Research Questions:

1. How are other states training their child-serving agency staff and contracted partners on childhood trauma, resilience, and wellbeing?
2. What best practices could be implemented in Massachusetts?

Phase 1: General Scan

- National scan of other states' training requirements and opportunities for child-serving agency staff and contracted partners.

Phase 2: Trauma and Resilience Scan

- National scan of innovative efforts specific to trauma and resilience trainings for agency staff and contracted providers.

Hawaii's Office of Wellness and Resilience



- **Hawaii's Office of Wellness and Resilience (OWR)** strengthens state service systems using hope-centered principles as strategies to make Hawaii a trauma-informed state.
- Established in 2023 by the legislature
- Housed in the Governor's Office
- The OWR provides training and technical assistance:
- Offer trainings to executive state departments on the impact of ACEs and STS
- Promote workforce wellness, enhance staff self-care and resilience, and mitigate STS
- Assess and make recommendations for the legislature on policies, practices, programs, and processes to align with trauma-informed care principles

Virginia's Office of Trauma and Resilience Policy

Established by the Department of Social Services (DSS) in 2022:

- Facilitates culture change within DSS to embody trauma-informed and hope-centered policy and practice
 - E.g. implementation of the Science of Hope framework, certifying 32 Hope Navigators
- Promote cross-agency and system-wide collaboration.
 - E.g. Convened a cross-agency Lived Experience Community of Practice
 - E.g. Creation of a Trauma-Informed Initiatives Catalogue to coordinate projects and initiatives statewide
- Lead workforce research efforts
 - E.g. research about vicarious trauma in the DSS human services workforce



Vermont's Agency of Human Services



- 2018 act promotes a coordinated public health approach to addressing childhood adversity and resilience
 - Mandated the creation of the Director of Trauma Prevention and Resilience Development position

Statewide

- Direct and coordinate systemic approaches to build resiliency

Agency of Human Services

- Coordinate and improve internal response to childhood adversity, toxic stress, and resilience

National Scan of States' Approaches to Trauma & Resilience Training



Next Steps:

- Outreach to model states that have designated staff or offices that focus on trauma, resilience, and wellness.

Phase 1: General Scan

- Oklahoma
- Connecticut
- California

Phase 2: Trauma and Resilience Scan

- Hawaii
- Virginia
- Vermont

Are there other model states that have designated staff or offices that focus on trauma, resilience, and wellness?

Next Meeting

June 9, 2025
1:00-2:30pm

Contact

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