

Childhood Trauma Task Force

October 21, 2025

11:00 am-1 pm

Agenda

- Welcome and Introductions
- Approval of June Meeting Minutes
- Update to State Agencies' Trauma Training Requirements and Opportunities Project
- Discussion of Recommendations to Improve State Employees and Contracted Providers' Competencies on Child Trauma and Resilience
- Discussion of 2026 Work Plan

Welcome & Introductions

Welcome CTTF members and regular attendees!

When introducing yourselves, please share:

- Name
- Role/Org
- One thing you'd like to share about your organization's trauma-responsive practices or one thing you'd love to learn with this group

Introducing the Training & Learning Collaborative

- The Training & Learning Collaborative (TLC) is an OCA-led initiative that:
 - Brings together eight agencies from three secretariats to strengthen workforce training efforts for child-serving professionals.
 - Will develop a framework of core competencies for all family-serving staff with accompanying basic training.
- The TLC will kick-off on November 12th. Stay tuned for more updates!

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

High Level Findings: Training Content

Overall, reviewed documents (RFRs, regulations, federal legislation) do not sufficiently detail specific trauma-responsive training topics.


Examples of the varying levels of specificity on trauma-responsive principles within RFRs:

Vague Terminology

“Provider staff must participate in consistent trainings...that ensures competence and confidence in service delivery.”

Detailed Terminology

“Trainings to include working with girls, trauma responsiveness, Race Equity and Inclusion (REI), Positive Youth Development (PYD), the science of adolescent brain development, and the development of positive staff–youth relationships in accordance with Relational Theory, Trauma Theory, Social Learning Theory and Addiction Theory.”



“Staff members receive on-going appropriate training in Diversity, Equity, and Inclusion principles e.g., intersectionality, LGBTQAI+, health equity, implicit bias etc.”

High Level Findings: Training Implementation

- Agencies tend to outsource training responsibility to contracted providers.
- Few agencies require concrete documentation outlining how contracted providers intend to implement and maintain trauma-responsive practices.
- Not all agencies have mechanisms to monitor training completion or training efficacy.

Recommendations to Improve State Employees and Contracted Providers' Competencies on Child Trauma and Resilience

Questions to Guide Discussion of Recommendations



What recommendations should the CTTF present to promote:

1. A common understanding of trauma, resilience, and trauma-informed and responsive practices across child-sectors?
2. Mechanisms to ensure the state knows who is receiving (and has completed) what trainings?
3. Structures that coordinate training efforts and resource allocation for organizations and professionals who provide state services?

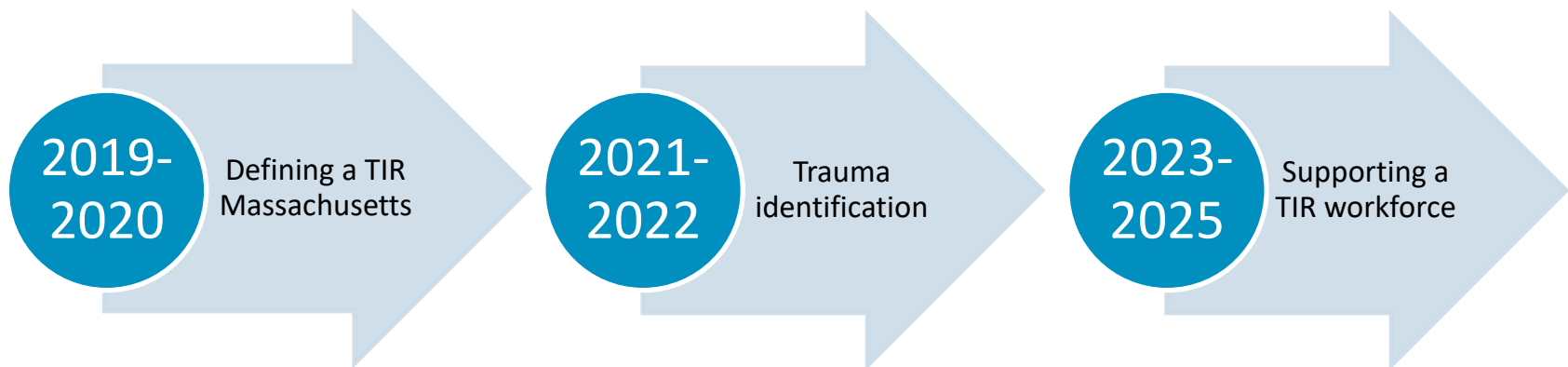
Next Steps for CTTF Annual Report

- OCA drafts annual report
- OCA sends draft to CTTF members by December 1
- At the December meeting (Dec 15), members discuss draft and, barring any major edits, approve the report

CTTF 2026 Work Plan Discussion

Work Plan Discussion: Some Background

- The CTTF has completed most of its mandate, but there remains much to be done to build a TIR Commonwealth



- The leadership of the Center on Child Wellbeing & Trauma (CCWT) provides an opportunity for CTTF and CCWT to align strategies and promote TIR practices among professionals who provide state services to children & families

Proposed Work Plan for 2026

- Governor's [Council to Address Sexual Assault, Domestic Violence, and Human Trafficking](#) recognized the need for child-serving professionals to provide trauma-informed care.
- In 2024, the Council made recommendations to:
 - Improve access to trauma-informed care for medical and behavioral health clinicians who work with youth and families
 - Improve family and caregiver awareness of youth behavioral health resources that provide trauma-informed care to support children exposed to domestic violence

Proposed Work Plan for 2026

- CTTF has worked on topics adjacent to the Governor's Council's recommendations:
 - 2023 project [Understanding the Landscape of Trauma Services](#)
 - 2024-2025 work on training requirements and opportunities

Questions for the group (small group activity):

- Should the CTTF undertake this project as part of its 2026 Work Plan?
- What activities could the CTTF engage in to support the Gov's Council's recommendations?
- What deliverables could the CTTF produce?

Next Meeting

December 15, 2025

1:00-2:30pm

(virtual)

Contact

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Appendix A: Purpose and Methodology of Research on Contracted Providers' Training Requirements & Opportunities

Purpose: Analyze how state agencies *identify* and *monitor* training requirements and expectations for child-serving contracted providers

Methodology: Representative sample of procurement and re-procurement activity (from FY20-current), spanning a range of contracted service types and major agency functions*

Data: 25 documents analyzed across 7 agencies:

- 18 RFRs
- 2 pieces of federal legislation
- 5 regulations



**Note: This analysis reflects a representative sample, not an exhaustive review. See Appendix B for a list of select contracts and regulations.*

Appendix B: Select Contracts and Regulations

| Agency | Name | Type |
|--------|--|---------------------|
| DCF | Support & Stabilization | RFR |
| | Congregate Care Network | RFR |
| | Family Resource Centers | RFR |
| DYS | Staff Secure Residential Treatment | RFR |
| | Diversions | RFR |
| | Girls Services | RFR |
| | Community Services Network | RFR |
| | Skills Up | RFR |
| | Prison Rape Elimination (PREA) | Federal legislation |
| DMH | Juvenile Court Clinics | RFR |
| | Young Adult Access Centers | RFR |
| | IRTP Licensing | Regulations |
| DPH | Youth Violence Prevention | RFR |
| | Early Intervention Services | RFR |
| | Part C of IDEA | Federal legislation |
| | Home Visiting | RFR |
| DDS | Home Based Residential Support (pilot) | RFR |
| | Family Support Program Manual | Regulations |
| DTA | Young Parent Program | RFR |
| | Substance Use Disorder Training | RFR |
| EEC | 606 CMR 3: Residential Programs Serving Children and Teen Parents | Regulations |
| | 606 CMR 5: Agencies Offering Child Placement and Adoption Services | Regulations |
| | 606 CMR 7: Family, Group, and School Age Child Care Programs | Regulations |
| | Summer Programming | RFR |
| | Child Care Financial Assistance Program | RFR |
| | | |

Appendix C: Training Content, Broad Categories

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|-------------------|------------------------|---------------------------|
| Child Safety | Equity | Trauma |
| Child Development | Resilience & Wellbeing | Child & Family Rights |
| Behavioral Health | Child Service System | Child & Family Engagement |