Organization Self-Assessment: Adoption of Trauma-Informed Care Practices

Domain 1: Early Screening and Comprehensive Assessment of Trauma

- Do your screening and assessment tools include questions about trauma?
- What is your process for screening and then assessing for trauma?
- Is there a procedure in place to re-engage or re-assess at other times during the treatment process?
- Does the assessment process lead to a diagnosis associated with trauma when indicated?
- Do the assessment findings guide the treatment planning process?

Domain 2: Consumer Driven Care and Services

- Is there consumer representation on committees, boards, councils, groups?
- Are consumers employed in various positions throughout the organization?
- Does your organization have a formal system in place to gather consumer feedback and satisfaction?
- Is the consumer’s voice and choice respected and encourage
- Are consumers represented on your implementation team?

Domain 3: Trauma-Informed, Educated and Responsive Workforce

- Has leadership clearly communicated that every employee plays an important role in promoting trauma-informed care?
- Does senior clinical leadership actively support and participate in all trauma-informed care efforts?
- Has all staff been educated on how to create a “healing” environment and what their respective roles are in doing so?
• Do hiring practices place an emphasis on candidates with experience in trauma related interventions or skills that promote a trauma-informed environment?

• Is there an expectation that staff behavior be in alignment with trauma-informed practices?

• Have supervisors and practitioners been trained in trauma specific, evidence-based and emerging best practices?

• Does training in trauma and trauma-informed care include all levels of staff including support staff?

• Is there organizational recognition and support for staff wellness including procedures to address secondary traumatic stress and vicarious trauma?

Domain 4: Provision of Trauma-Informed, Evidence-Informed and Emerging Best Practices

• Do practices focus on “What Happened” to the person rather than on “What’s Wrong” with the person?

• Do consumer preferences play a central role in the service planning process?

• Are care partners included in the service planning process?

• Are consumers fully involved in service planning decision making?

• Do consumers have an opportunity to create wellness plans designed to prevent and manage a crisis?

• Does the organization offer an array of evidence based or emerging best practices that are trauma specific?

• Does the organization promote collaboration and continuity of care with other organizations in the consumer’s network?

Domain 5: Safe and Secure Environments

• Does the organization have a system in place to assess the safety and comfort of the environment and all practices in order to promote healing and prevent re-traumatization or re-victimization?
Does the organization stress that every employee and the consumers served contribute to a safe and secure environment?

Do consumers and staff feel safe in communicating when practices or the environment feel unsafe without fear of reprisal?

Is there a system in place to review and follow up on incidences that have been or have felt threatening?

Does the organization have a support system in place for consumers and staff that have been directly or indirectly affected by adverse events?

Does the organization recognize that seclusion and restraint and the use of coercive practices are re-traumatizing?

**Domain 6: Community Outreach & Partnership Building**

Does the organization assume a leadership role in engaging and educating community partners in trauma-informed care practices?

Does the organization engage external partners in the service planning process in partnership with consumers to ensure continuity of care?

Does the organization utilize multi-media outlets to build trauma-informed care awareness among family members, consumers, local organizations and the general public?

**Domain 7: Ongoing Performance Improvement and Evaluation -- Sustainability**

Does the organization have a system in place to regularly collect data and measure performance in each of the core trauma-informed care domains?

Is there a system in place to analyze and share data/outcomes with leadership, Board, staff and consumers?

Does the organization have standing work group or team of key shareholders empowered to sustain a continuous organizational focus on trauma-informed care?