


SAN DIEGO CENTER FOR CHILDREN
HEALTHY MINDS AND BODIES

TRAUMA INFORMED JOURNEY

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SDCC Services

Outpatient & Assessment

- Family Wellness Center – La Mesa, San Marcos, Kearney Mesa

School-Based

- North County Academy – (Carlsbad)
- Life School – (South Bay)
- SDCC Academy Non-Public School (K – 12)

Wraparound

- WrapWorks Program (3 locations)

Foster Care

- Special Families Foster Family Agency (incl. Treatment Foster Care Oregon programs)
- FFA Stabilization & Treatment (FFAST) Program (serving SD County FFA's)

Residential

- Children's Programs – (6 – 13 year old)
- Clark Adolescent Program – (13 – 20 year old)

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Early Efforts

2009

- Joined San Diego Trauma Informed Guide Team
- Missing "human capital" to fully implement

2011

- SDCC Trauma Informed Work Group started
 - Including representatives from multiple programs/department and level of staff
 - Human capital affected consistency
- Joan Gillice from NASMHPD presentation and Healing Neen video

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Early Efforts

2012

- Seclusion rooms eliminated from residential programs
- TIC added to New Hire Orientation
- Participated in National Council's TI Learning Community

**** Critical Mass Reached****

Staff with interest/initiative empowered to start implementing their own ideas in their programs/department

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Accomplishments 013 - Now

Agency-wide

- Re-energized TI work group – members volunteer from various programs (no one "assigned" to attend)
- TIC video/activity of the month* and departmental discussions
- Youth Voice Council Input – now use term "youth"
- Parent support groups begun in several programs/areas of the county (English & Spanish)
- Remodels in ALL programs to be more welcoming; incorporating student/youth art work
- Person-1st language trainings
- Self care trainings for staff
- TIC Environmental assessments –
 - Resulted in changes to physical environment (painting posters, fluorescent light covers, etc...)
- TI survey agency-wide
- TI language incorporated into daily language

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Accomplishments 013 - Now

School-Based Programs

- Sharing TIC video/activity of the month with education partners
 - Self care trainings for staff
 - SDCC Academy sponsored Paper Tigers showing for the community
 - Paper Tigers showing for SDCCA & NCA staff and high school youth
 - Collaboration with Cherokee Point
 - Process group for education staff
 - Sensory rooms
- Development Department**
- Participate on TI work group
 - Changed the language used and how communication done in marketing and social media

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Accomplishments 013 - Now

Residential Programs

- "Trauma Informed Experience" - Use experiential exercises to help build staff's compassion for youth & families
 - Sensory rooms provide a calming space for use when needing to cope with triggers or overwhelming emotions
 - ex. relaxing chairs, hammock, dim lighting, comfort items such as blankets and stuffed animals
- Foster Care**
- Foster Parent training enhanced to include trauma sensitivity and response
- Human Resources Department**
- TIC incorporated into performance evaluations & job descriptions
 - HR revised onboarding process, offer letter

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Lessons Learned & Next Steps

Lessons Learned:

- Start with "low hanging fruit"
- Leadership must be invested
- Have designated champion (if you can)
- Empower staff to take initiative

Next Steps:

- Restorative Justice approach in school-based programs
- Institutionalize Annual Staff TI Survey
- Eliminate use of Physical Holds (long term goal)
- Eliminate use of Supine Hold (short term goal)

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