

# FY2022 Redeploy Illinois Continuation and Established Site Application

## Appendix I

### Trauma-Informed Action Plan

#### ***What is the Capacity Building Assessment Tool for Organizations (CBAT-O)?***

The CBAT-O was originally developed about 10 years ago through a grant with SAMSHA to help agencies become more trauma informed. Since this time, ICOY has conducted capacity building services with agencies across the state. In partnership with the Department of Human Services (DHS), this tool is meant to assess an agency's ability to provide trauma informed services. The expectation is for agencies is to improve their ability to serve all youth.

#### ***Why is my organization being asked to participate in the CBAT-O?***

In 2018, DHS released the following statement regarding their commitment to building trauma-informed youth service programs: "DHS has contracted with ICOY to assess, train and work with the Department's youth services program providers to build trauma capacity with a goal of 100% of funded youth services providers achieving and maintaining a "Trauma Informed" status. All DHS funded sites are expected to participate in the ICOY trauma assessment, trainings, and subsequent action plans, if determined necessary. Sites will not be penalized for their responses or the scores that result from the accuracy of the responses. Expectation is for all sites to experience growth in their delivery of trauma informed services."

#### ***What is the CBAT-O process?***

The complete CBAT-O process includes the assessment as well as trainings and learning communities to support organizations in their efforts to become trauma informed. The following sections outline the process.

#### **Assessment**

ICOY uses its Capacity Building Assessment Tool for Organizations (CBAT-O) to measure organizations' trauma informed practices in eight different areas. The highest possible score is 136 points. A trauma informed score is considered a score of 102 points is 75%.

#### **Trainings**

The Trauma Training Series was designed to complement the growth areas identified in the CBAT-O. The series consists of the following six trainings:

- Impact of Trauma on Youth
- Vicarious Trauma
- Culture & Trauma
- Trauma-Informed Supervision
- Organizational Values and Trauma-Informed Care
- Building a Network of Care

Due to the COVID-19 pandemic, trainings have been delivered virtually over the course of this fiscal year and will continue to take place in this way until it is deemed safe to return to an in-person format.

### Learning Communities

New this fiscal year, ICOY has developed a two-part learning community series to help providers implement trauma-informed change within their organizations. The learning community series will take place remotely, in order to adhere to current COVID-19 physical distancing measures. At this time, the learning community series is tentatively scheduled to take place in June, July, August, and September of 2021. The structure of the communities will emphasize peer-to-peer provider learning through using breakout rooms, small group discussion/ activity, and resource sharing.

#### **Learning Community- Part 1**

The first part of the series will focus on understanding the results of the CBAT-O assessment and using them to develop an action plan. It will also focus on helping providers set the stage for this change with activities that will help them consider how to build a trauma steering committee and how to create channels of communication to support increased staff buy-in.

#### **Learning Community- Part 2**

The second part of the series will focus on developing a strategic plan for implementing trauma-informed change while also considering each organization's strengths, weakness, opportunities, and threats (or a SWOT analysis). Additionally, the second community will examine building sustainability for the strategic plan through discussions centered on topics such as maintaining staff buy-in, developing agency-wide education plans, and combating compassion fatigue and burnout.

#### ***What are the next steps after my organization receives its score?***

All organizations will receive a detailed report with the score and a breakdown by each section. The highest possible score is 136 points. A trauma informed score is considered a score of 102 points is 75%.

Organizations will also receive a letter at the end of the fiscal year that they can submit with their NOFO as they reapply for DHS funding.

#### ***If your organization reaches a "trauma informed" status:***

- As emphasized with each organization, becoming trauma informed is a continuous process that requires ongoing training and program evaluation. To maintain the validity of this status, the feedback and scores provided to organizations in the assessment report are valid for one year.

***If your organization does not reach a “trauma informed” status, please see the following recommendations:***

- **Participate in ICOY’s Trauma Training Series**

If a site has not met the trauma informed status, it is recommended that they participate in the ICOY’s trauma training series, which typically begins in the spring. It is encouraged that sites participate in all trainings, but that special priority be placed on attending training topics that correlate with areas of growth opportunity as identified by the CBAT-O assessment.

- **Participate in Trauma Learning Community Series**

If an organization has not met the trauma informed status threshold, ICOY also strongly recommends them to participate in DHS program-specific learning communities which will offer sites the opportunity to participate in peer-to-peer provider learning and resource sharing.

- **Connect with ICOY to Build an Action Plan and Attend Quarterly Consultation Hours**

Finally, in addition to the trauma learning communities, ICOY encourages organizations that have not met trauma informed status to participate develop an action plan using an ICOY-provided template. Organizations would also be invited to quarterly consultation hours that would include feedback and resources specific to the unique needs of each organization and occur in conjunction with the quarterly program management meetings.