

DESCRIPTION

The **Trauma Informed Excellence[®]** (TIE) model was developed to give organizations and systems of care the knowledge and skills to fully integrate the trauma-informed paradigm into their operations. It has four key aspects that include (a) leaders committed to guiding their organization to be trauma and equity-informed; (b) a focus on implementing trauma-informed services; (c) training, policies, and processes to help staff thrive by building resilient organizational culture and teams; and (d) services and referrals for trauma specific treatment.



The Trauma-Informed Paradigm

The Substance Abuse and Mental Health Services Administration (SAMHSA) defines what it means to be trauma-informed as:

"A program, organization, or system that is trauma-informed realizes the widespread impact of trauma and understands potential paths for recovery; recognizes the signs and symptoms of trauma in clients, families, staff, and others involved with the system; and responds by fully integrating knowledge about trauma into policies, procedures, and practices, and seeks to actively resist re-traumatization."

Paradigm Shift: Most organizations fall somewhere on a continuum in relation to their knowledge and implementation of trauma informed practices. Becoming trauma-informed is a paradigm shift, a new way of thinking that challenges existing practices.

Uninformed about trauma	Trauma-informed
❖ Clients are sick, ill, or bad	❖ Clients are hurt and suffering
❖ Client behaviors are immoral and need to be punished	❖ Client behaviors are survival skills developed to help the client live through the trauma, but may cause problems in the client's life
❖ Clients can change and stop immoral destructive behavior if they only have the motivation	❖ Clients need support, trust, and safety to make change and heal
❖ Manage or eliminate client behaviors	❖ Recognize staff and program's potential to re-traumatize. Provide opportunities for clients to heal from their trauma
❖ Staff should come to work every day at their best, and perform to leadership's expectations	❖ Leaders need to create strong organizational culture to combat the trauma and stress associated with working with clients
❖ System of care should be created to minimize short-term costs and eliminate immoral behaviors	❖ System of care invests in healing trauma, improving outcomes and saving money over the long term

FACILITATED VIRTUAL TRAINING:

Virtual trainings are live, facilitated workshops offered using the Zoom platform. Our programs are designed to build confidence and competence by offering opportunities to practice new skills (with activities such as scenarios, reflections, demonstration/modeling, discussion, role & real play, collaborative whiteboard). Each facilitated virtual training includes an *Activity* handout that supports the interactions included in the session, a *Practice Tools* handout that supports

implementation and continued learning after the training, and a *Slides and References* handout of the material covered. We understand that adult learning requires ongoing practice, and we work with organizations to support staff beyond their online or virtual trainings, through coaching, practice sessions, and facilitation guides that can be used to encourage continued learning.

CURRICULUM

The following training can be offered in its entirety, or in smaller sections to meet your specific needs. Introduction to Trauma, Resilience, & Trauma-Informed Care is a prerequisite for most courses that follow.

Introduction to Trauma-Informed Care Series (6 hours)

These trainings are designed to introduce trauma-informed care and some basic tools for applying trauma-informed concepts with clients and within organizations.

- Introduction to Trauma, Resilience, & Trauma-Informed Care
- Trauma-Informed Approaches
- Building Team Resilience – Thriving as a Team & as Individuals

Trauma-Informed Care in Practice (6 hours)

These trainings are designed for staff who have completed an introduction to trauma-informed care, and want to explore practical skills for implementing TIC in their day-to-day work.

- First, Do No Harm – Preventing Re-traumatization
- Using Motivational Interviewing as a Foundational Skill for Trauma-Informed Services
- Using Motivational Interviewing Tools as a Trauma-Informed Approach

Trauma-Informed Supervision Series (4 hours)

These trainings are designed for supervisors and introduce the core concepts of trauma-informed supervision and tools for applying the concepts in their supervisory relationships and teams.

- Start Where You Are: Build Your Capacity as a TI Supervisor
- Reflective Supervision

Leading for Trauma-Informed Care Series (8 hours)

These trainings are designed for leaders. They introduce the core concepts of trauma-informed leadership and provide a path forward to apply the concepts in their work and organization.

- TI Leadership Introduction
- Start Where You Are: Build Your Capacity as a TI Leader
- Envision the Future & Build TI Culture
- Where to Start: Assess & Implement

ENROLLMENT

There are two options for managing learner enrollment.

- Coldspring Center can manage enrollment: The client will send an email with the names and email addresses of the learners they wish to enroll to a Coldspring Center project staff, who will enroll the learner(s) within 2 business days (typically, same day).
- Client can manage enrollment: The client will be provided with a URL to the Learning Center and an access code, which they will then provide to any learner(s) that need to be enrolled.

EVALUATION, CERTIFICATES, AND CONTINUING EDUCATION CREDITS

If requested, a training evaluation and final report will be provided at the completion of the training. Individuals who complete the training will earn a certificate of completion, and if eligible, Continuing Education Credits (CECs). Coldspring Center partners with the National Association of Social Workers – Colorado Chapter (NASW-CO) to provide the CECs. It is

the responsibility of the organization/individual learner to confirm that their specific licensing body will accept CECs from NASW-CO.

RECORDING ACCESS

Facilitated virtual training can be recorded, but this must be agreed upon beforehand and does include additional costs. Coldspring recommends thinking through this carefully. Recording sessions can have a negative impact on learner participation in the facilitated training. It is also not as effective as a recording because of the interactive nature of our training.

TECHNICAL REQUIREMENTS

Learners will need access to the following:

- Computer or tablet, phones are not recommended
- Browser: must support cookies, and use the most recent version of Google Chrome, Microsoft Edge, Mozilla Firefox, or Apple Safari
- Speakers/headphones/earbuds - for learners with hearing impairments, full script is available
- Webcam

To access courses, training materials, evaluation, and certificates of completion, learners will have an account in the Coldspring Learning Center: <http://coldspringcenter.org/LearningCenter>. Facilitated virtual training is offered using Zoom (unless otherwise agreed upon).

SERVICES

Services Available	Cost
Facilitated virtual training – for each 2-hour training	\$1,200
Technical assistance, coaching, systems implementation support (optional)	\$150/hour
Recording access – for each 2-hour training (optional)	\$600

CONTACT US

Info@ColdspringCenter.org | www.ColdspringCenter.org | P.O. Box 18292 | Denver, Colorado 80218 | 720.432.4529