



Project Broadcast Presents Trauma-Informed Leadership Training

What is Trauma-Informed Leadership Training? This is an opportunity for up to 12 counties to send between 2-5 staff members to become trauma champions and lead their county's effort to become a trauma-informed agency. Those accepted will start (or continue) their agency's Trauma-Informed Leadership Team (TILT) and will be responsible for "tilting" their agency's practices to be more trauma-informed. Participants will become steeped in trauma knowledge; learn practical ways to spread trauma knowledge, skills, and practices within their agency and community; and build a sustainable trauma-informed program.

Why Consider This Opportunity? Embedding trauma-informed practices into your agency can improve outcomes for both children and families and reduce staff turnover. While the NC Division of Social Services is embedding trauma-informed information into the entire child welfare training system, becoming a trauma-informed agency is a significant culture shift. This opportunity is designed to support staff in creating change that will be most effective for each county's unique workforce. Incorporating trauma-informed principals and practices could also help counties prepare for the pending child welfare reform efforts.

Participants will be exposed to the National Child Traumatic Stress Network's curriculum called the *Child Welfare Trauma Training Toolkit*, however creating a thriving trauma-informed system takes significantly more than training alone. Therefore, participants will receive training on a wide variety of resources and learning strategies. Participants will learn how to maximize these resources and will receive coaching on how to make this trauma-informed culture shift work in their agency. Participants (particularly those who have the full support of their agency leadership) will emerge from the TILT Learning Community poised to energize and strengthen their child welfare workforce.

What is Involved in This Training? This is an intensive, nine-month learning experience. Participants will be required to attend three face-to-face learning sessions (two-days each) in the Raleigh/Durham area. Additionally, a commitment of approximately 5-10 hours each week will be required to be successful. Initially, this time will be spent completing independent learning assignments and participating in cross-county consultation calls. The participant's time will later shift to county-specific independent and TILT teamwork to create trauma-informed change in their agency. Throughout the process, counties will receive consultation and tangible resources to build a trauma-informed agency.

Frequently Asked Questions

Is Now The Right Time for My Agency? We understand each county has competing priorities that make it difficult to determine if this is the best time to commit resources toward becoming a trauma-informed agency. The application process is designed to help you think about this opportunity in depth and determine if this is something that will make sense for your agency at this time. To assist in implementation, this opportunity is created in such a way that gives each county flexibility in how it develops trauma-informed programming and each county will receive support to make changes that make sense for their agency. NC DSS anticipates offering this opportunity once during each state fiscal year with the vision of all 100 counties having a robust trauma-informed agency.

Will Everyone Be Accepted? This is a competitive application process. Agencies will be accepted into the Learning Community based on their agency's application score. This ensures that agency leadership supports this effort and has taken the necessary steps to ensure their staff are set up for success. For those agencies that are accepted, each staff person's application will be scored. This ensures that we accept individuals who are ready to invest the time and who have the scope of influence and/or opportunity in the agency to help make the culture shift toward becoming trauma-informed.

Can Current Project Broadcast/TILT Counties Apply? Yes. Any counties already working on building a trauma-informed system may apply. However, this remains a competitive application process and applications will be scored accordingly.

Which Staff Should Apply for the TILT Learning Community? Successful TILT teams have been comprised of individuals with varying work roles (including leadership, trainers and/or line staff) and varying work areas (prevention, intake, assessment, foster care, adoption, etc.) but all have one thing in common - Each individual is committed to the idea that becoming trauma-informed is a crucial step for the success of the children and the families they serve as well as their staff's well-being. Those that are excited about this work and eager to bring creativity and problem-solving strategies to their agencies will likely be the most successful.

What will Staff Be Required to Do? Training others (formally and informally) is a key component to developing a trauma-informed system. As such, participants will be required to practice training others as part of this Learning Community. Their training topic will be selected so it is relevant to the trauma work they are planning on doing at the agency. While this Learning Community is only 9 months long, individuals that participate will be expected to continue working toward developing a thriving trauma-informed agency for the next several years.

Will the Project Broadcast Trauma Screening Tool Be Part of this Training? Yes. Participants will be taught more about the Project Broadcast trauma screening tool and required to slowly pilot it in their agency. Participants will also be required to implement Secondary Traumatic Stress programming as part of that process.

More About This Opportunity

How Much Does This Cost? While this opportunity is free to counties, each county will be responsible for their own travel costs for the face-to-face trainings. Counties more than 60 miles from Raleigh/Durham should budget for participants to stay overnight for the face-to-face sessions given the intensity of the material and learning experience.

How Many Staff Can Participate? We believe that counties need trauma champion teams proportional to the size of their workforce. As such we have created the following allocation. You are not required to send the maximum number, but are welcome to do so.

0-35 child welfare staff	2 staff members
36-75 child welfare staff	3 staff members
76-99 child welfare staff	4 staff members
Over 100 child welfare staff	5 staff members

When are the Face-to-Face Learning Sessions? The face-to-face learning sessions will be held in the Raleigh/Durham area on the following dates. Applicants should note these dates on their calendars.

Learning Session 1	December 6, 2017 - December 7, 2017
Learning Session 2	February 21, 2018 - February 22, 2018
Learning Session 3	May 2, 2018 - May 3, 2018

What is Involved in the Application Process? Two types of applications need to be completed - one agency application and individual applications for each staff person applying.

County leadership (either the Director or Program Administrator/Manager over child welfare) must complete an agency application. This application captures information about the current agency culture/practices and will help ensure that county leadership appreciates the time commitment required and agrees this is the 'right' time for their agency to embark upon building a trauma-informed system. Additionally, each individual the county wishes to send through the TILT Learning Community must complete an individual application.

Those counties and individuals interested in this opportunity, should e-mail Dina.Gerber@duke.edu who will e-mail you a unique link to complete the application online. This is a competitive application process; agencies and individuals should complete their applications accordingly. **The deadline for both the agency and the individual application is 5:00 p.m. on September 27, 2017.**

To receive an application or if you have any questions, please contact:

Ms. Dina Gerber at the Center for Child and Family Health
E-mail: dina.gerber@duke.edu Phone: 919.385.0787