


DEVELOPMENT OF TRAUMA-INFORMED PRACTICE IN SAN DIEGO

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**PARTICIPATION IN THE
BREAKTHROUGH SERIES
COLLABORATIVE (BSC)**

Expanding Trauma-Informed Services

- Child Welfare County-wide 6 hour trauma training
- Increased cross system collaboration
- Developed and disseminated Trauma-Informed tools
- Increased focus and dialogue regarding trauma
- Building capacity of trauma treatment providers
- Training for resource families and community service providers, “Caring for Children who have Experienced Trauma.”



**SAN DIEGO CHILD WELFARE'S
PRACTICE MODEL:**

**SAFETY-ORGANIZED PRACTICE THROUGH A
TRAUMA INFORMED LENS**

Trauma-Informed Practice Training

- Beginning in the Fall of 2011, The County of San Diego provided a 6-hour Trauma-Informed practice training based on the two-day training from the National Child Traumatic Stress Network. Over 500 social workers received the training and all new incoming social workers receive Trauma-Informed practice through the training academy
- Staff trained in Safety–Organized Practice which includes 12 modules, 3-hours each

Safety Organized Practice: Core Strategies

Trauma-Informed Practice integrated and infused to ensure:

- Family Engagement
- Enhanced Safety
- Critical Thinking



Family Engagement

- Solution-Focused Questions
- Giving families choices as much as possible
- Including the child's voice in the work
- Increasing connection to safe and familiar people to ensure *sustainable* safety, wellbeing and permanency



Enhanced Safety

- Structured Decision-Making (SDM) tools in all levels of the work and at critical decision points to ensure consistent, safe assessments
- Focus on both physical *and* psychological safety



Critical Thinking

- Safety mapping to think through cases
- Voice of the child, safety networks and parent are included in all assessments



Trauma-Informed Practice Tools

- All About Me (Infants)
- All About Me (Children ages 1-17)
- Understanding Child Trauma Brochure
(English /Spanish)
- Trauma Informed Transitions Resource
Parent Letter



Safety-Organized Practice Training

- January 2012, The County of San Diego began providing a series of twelve, three-hour trainings on Safety-Organized Practice to all CWS social workers and supervisors
- This training focuses on elements of solution-focused practice, Structured Decision Making (risk assessment tool), and trauma-informed practices
- Beginning January 2013, all new incoming social workers will receive Safety-Organized Practice through the training academy

Module	Safety-Organized Practice Trainings
1	Interviewing for Safety and Danger
2	Three Questions to Organize Your Practice
3	Small Voices, Big Impact: Keeping Children at the Center of the Work
4	Solution-focused Inquiry
5	Introduction to Mapping
6	Harm Statements, Danger Statements and Safety Goals
7	Mapping With Families
8	Safety Networks
9	Safety Planning
10	Landing Safety-Organized Practice in Everyday Work
11	Organizational Environments: Reflection, Appreciation, and Ongoing Learning
12	Summary and Looking to the Future

Coaching Sessions

- Each training is followed by coaching sessions and supervisor Learning Circles to provide learning and practice opportunities for social workers and supervisors
- “Things to Try” tips sheets are given to social workers for each module and “Coaching Tip Sheets” are given to each supervisor

Next Steps

- Integrate into Practice Framework
- Support evidenced based trauma treatment
- Outreach to community partners
- Support staff in practice
- Ongoing client input and feedback
- Screening and assessments of all children coming into care
- Support staff experiencing secondary trauma
- Agency-wide trauma training