

Bear River Head Start/ Early Head Start Trauma Informed Care Approach to Services Plan

Trauma Informed Care Approach to Services

Bear River Head Start and Early Head Start will play a critical role in buffering the impact of trauma by promoting resilience for children, families and staff. The effects of trauma are lessened by protective factors such as; strong parent/child relationships, relationships between staff/ children and families, in Head Start and Early Head Start programs. Protective factors between and within the communities in which we live. Supporting staff wellness is a critical part of our programs trauma-informed approach to program services.

Our guarantee will follow SAMHSA's definition of a trauma-informed approach, using the 4R's.

- **Realizes the widespread impact of trauma and pathways to recovery.**
- **Recognizes trauma signs and symptoms.**
- **Responds by integrating awareness about trauma into all facets of systems.**
- **Resisting retraumatization of trauma impacted individuals by decreasing the occurrence of unnecessary triggers.**

BRHS/EHS will implement the following trauma-informed care approaches to program services during 2023-2024.

Expand Mental Health Services

- Improve preventive mental health screening, assessments, and interventions.
- Enhance mental health consultation and intervention services including TIC supports and services. TIC strategies will be integrated throughout all program service areas and options to assist in healing.
- Ensure mental health Specialists and consultants are promoting and supporting TIC approaches integrated at intake and orientation.
- Build and enhance collaborative services with local substance abuse and treatment programs, DCFS, domestic violence providers, disaster response programs, and other community partners.

Increase Classroom Quality

- Hire additional staff to lower classroom ratios if needed. Enhance caregiver and child relationships.
- Provide ongoing coaching and support to education staff to address secondary stress and staff turnover.
- Improve physical environments and learning spaces to help address the multiple domains of development and learning that are impacted by trauma.
- Increase professional development and staffing patterns that foster continuity of care, and consistent, predictable, and nurturing environments.

Strengthen Family Services

- Enhance services that strengthen families, promote positive relationships, decrease parental stress, and improve family safety and financial security.
- Strengthen service provision related to housing access and stability.
- Provide enhanced job training, employment, education, and career services.
- Help families better access healthcare and nutritional services.
- Encourage families to use available transportation services to promote regular participation of children and families in services that support development and learning addressing trauma.
- Improve collaboration efforts with family support agencies to lessen family confusion and stress in dealing with multiple agencies.

Support a Trauma-Informed Workforce

- Provide training on trauma-informed approaches to all staff, governing body, Policy Council. Ensure training is accompanied with coaching, reflective practices and supervision training.
- Support staff through employee assistance programs.
- Decrease caseloads if possible, using other staff to help support workload.

Create a Program-wide Trauma-Informed Environment

- Ensure any trauma-informed training implemented at the management/ governing body/ or Policy Council level, includes a plan to monitor how the plan is being implemented.
- Conduct ongoing self-assessment to track program improvement related to integration of TIC over time.
- Expand the Health Advisory Committee to better support mental health services to children and families by implementing TIC approaches.



TIC Work Plan 2023-2024

Expand Mental Health				
Objective: Address mental health needs for enrolled children and families through all program service areas and program options.				
Program Impact: BRHS/EHS will buffer the impact of trauma by promoting resilience for children, families and staff, and learn more about Trauma Informed Approach.				
Objective/Action Plan	Outcomes/Progress	Who	When	Challenges
Improve preventive mental health screening, assessments, and interventions.	The Mental Health Specialist collaborates with staff in all service areas to assess and address the needs of children and families. Staff will be educated and trained on evidence based screeners, referrals, and assessments. Staff will support families in completing assessments and screeners. Families and children will receive support, resources, and referrals that will lead to positive parent child outcomes.	BRHS staff Mental Health Specialist	ongoing	Participant responses and behaviors at time of documentation.
Enhance mental health consultation and intervention services including TIC supports and services. TIC strategies will be integrated throughout all program service areas and options to assist in healing.	Stress and trauma will be addressed to mitigate negative impacts on children and families. Adverse childhood experiences will be addressed through additional staff and consultants within the program. The Mental Health Specialist will evaluate the individual needs of each program area and widespread needs of the agency to implement trauma informed care including program practices and trainings for staff. Staff will be trained and given recommendations from the Mental Health Specialist to offer support to families and know how to appropriately refer them to services. Families will have access to needed services and resources. BRHS staff will promote healing and avoid retraumatization of children and families.	BRHS Staff Coordinators Mental Health Specialist	ongoing	Staff training and turnover Limitations on family insurance coverage. Waiting lists for MH services.
Ensure mental health specialists and consultants are promoting and supporting TIC approaches integrated at intake and orientation.	The BRHS Mental Health Specialist will continue to follow guidelines and recommendations from SAMHSA, NCTSN, OHS, and the ECLKC website. The Mental Health Specialist will collaborate with the Mental Health Consultant and Mental Health agencies on referrals,	ERSEA BRHS Staff	ongoing	

	resources, staff support, ongoing training, and following program policies, procedures, and performance standards. Staff will be trained on intervention services including trauma informed care approach and will implement it across program areas resulting in families having a trauma informed care experience upon intake, orientation, and throughout the program year.	Mental Health Specialist Mental Health Consultant		
Build and enhance collaborative services with local substance abuse and treatment programs, DCFS, domestic violence providers, disaster response programs, and other community partners.	BRHS has collaborations and MOUs with mental health service agencies. DCFS, domestic violence service providers, and other community agencies that ensure interagency collaboration and relationships to provide families direct access to needed services. The Mental Health Specialist oversees the community agencies collaborations, MOU's, as well as sits on coalitions and community meetings. BRHS staff will receive ongoing training to address the impact of trauma, and to recognize the signs and symptoms of trauma. Staff will help lessen the impact of trauma in children and families by promoting protective factors such as; strong parent-child relationships, and parent-caregiver relationships between staff, children and families.	Community Agencies Mental Health Specialist BRHS Staff	ongoing	Substance abuse, foster care, homelessness, grandparent led households. Agency response

Documentation: MOUs, TIC Approach report, CP Mental Health tab, CP reports, PIR, Community Collaborations meeting minutes, staff self-assessments.

TIC Work Plan 2023-2024

Increase Classroom Quality

Objective:

Implement trauma informed care in the classroom and address needs of children. Provide a safe environment that promotes resilience and avoids retraumatization. Increase support for teachers working with children affected by trauma.

Program Impact: BRHS/EHS will buffer the impact of trauma by promoting resilience for children, families and staff, and learn more about Trauma Informed Approach.

Objective/Action Plan	Outcomes/Progress	Who	When	Challenges
<p>Hire additional staff to lower classroom ratios if needed. Enhance caregiver and child relationships.</p>	<p>Hiring and retaining qualified teaching staff will improve services to families and directly benefit the children we serve. Teachers will show improvement in effective teaching strategies through teacher goals and ongoing mentoring. Staff modeling appropriate behaviors and forming relationships with students will build their resilience to ACE's The children and families we serve will receive the highest quality of Head Start services that will lead to positive child and family outcomes.</p>	<p>Child Development Staff Mentor Coaches Center Based Coordinator</p>	<p>ongoing</p>	<p>Staff Turnover- consistency for children. COVID-19 personnel number restriction</p>
<p>Provide ongoing coaching and support to education staff to address secondary stress and staff turnover.</p>	<p>The Mental Health Specialist will ensure front line service delivery of trauma informed care approach by providing training and resources to BRHS staff. They will provide support on mental health issues in house and strengthen program systems and operations regarding mental health and trauma care. Doing this can reduce staff turnover and ensure that burnout and secondary stress and trauma are addressed and appropriate support is given.</p>	<p>Mental Health Specialist Child Development Staff Mentor Coaches Center Based Coordinator</p>	<p>ongoing</p>	<p>Staff Turnover- training new staff.</p>
<p>Hire a Mental Health Specialist to support children, staff, and parents.</p>	<p>The Mental Health Specialist will oversee staff training on TIC. When necessary the Mental Health Specialist will observe in the classroom along with offering resources to families and helping them with referrals to services. This will ensure that all BRHS staff, participants, and families, are informed on self-care, mental health resources, and trauma informed care. By</p>	<p>Mental Health Specialist BRHS Staff</p>	<p>ongoing</p>	

	doing so staff can appropriately cope with work related stress. Children and families will have the support and resources to build resilience.	Children, parents, and families Participants and Families		
Improve physical environments and learning spaces to help address the multiple domains of development and learning that are impacted by trauma.	The Mental Health Specialist along with Center based staff will observe the classroom environment and how children respond within that environment. Recommended changes or improvements will be made to facilitate being a more trauma informed environment. Staff will implement these recommendations and children will be provided with a safe environment that avoids retraumatization and fosters learning. By doing so this will help to ensure school readiness goals are met, and children and families are school ready. Staff will ensure that environments and curriculum are culturally and linguistically responsive to all children and families leading to positive child and family outcomes.	Child Development Staff Center based Coordinator Mentor Coaches Center based Managers Disability Specialist Mental Health Specialist	ongoing	Making sure classroom space and environments are set up to meet the needs of all children and staff.
Increase professional development and staffing patterns that foster continuity of care, and consistent, predictable, and nurturing environments.	Training and support will be provided to staff for self-care, burnout, and secondary trauma to maintain staff employment and avoid turnover. Staff who are caring for their own stress and wellness will be better equipped to foster relationships and model resilience for children and families.	Mental Health Specialist Coordinators BRHS Staff	ongoing	Staff Turnover

Documentation: Observations, screeners, child plus, referrals, staff numbers/ratios, trainings, TIC Approach Report, Staff Wellness Newsletter.

TIC Work Plan 2023-2024

Strengthen Family Services

Objective: Through trainings and coordination with the Mental Health Specialist, BRHS will train staff on how to provide trauma informed care and remain sensitive to the families we serve that are vulnerable to trauma. BRHS will also provide employee's knowledge of resources to share with families and use the PFCE framework in trauma informed care.

Program Impact: BRHS/EHS will buffer the impact of trauma by promoting resilience for children, families and staff, and learn more about Trauma Informed Approach.

Objective/Action Plan	Outcomes/Progress	Who	When	Challenges
<p>Enhance services that strengthen families, promote positive relationships, decrease parental stress, and improve family safety and financial security.</p>	<p>Through strengths-based partnerships with families, BRHS staff will promote resilience to combat the effects of trauma. Staff will highlight strengths and inform families on the importance of resilience and positive connections which can lead to positive outcomes for families and their children. They will maintain sensitivity in regards to families with low resilience factors.</p> <p>Staff meet regularly with parents and provide resources, referrals, and information that supports and promotes positive relationships, family safety, and financial security. All staff will have a base of understanding and training to be able to work with enrolled children and families to build resilience and coping skills to mitigate stress and trauma. Staff will foster support through Trauma Informed practices through program service delivery.</p>	<p>Family Advocates</p> <p>Family Development Managers</p> <p>Mental Health Specialist</p> <p>Mental Health Consultant</p> <p>Family Development Coordinator</p>	<p>ongoing</p>	<p>Families with low resilience factors may experience discouragement or retraumatization</p>
<p>Strengthen service provision related to housing access and stability.</p>	<p>Acknowledging and identifying housing needs and in turn directing families to services will address the safety principle of trauma informed care. A safe environment will provide healing and foster learning and development in children and families.</p> <p>Delivery of high quality services to children and families during challenging times. Development of innovative practices to meet identified needs. Collaborations and MOUs with local school districts and homeless liaison in accordance with serving the most vulnerable children and families will lead to positive child and family outcomes.</p>	<p>BRHS Staff</p> <p>ERSEA Coordinator</p>	<p>ongoing</p>	<p>Homelessness, Grandparent let households. Lack of housing service options in rural areas.</p>

<p>Provide enhanced job training, employment, education, and career services.</p>	<p>Staff will work with families to strengthen their support networks, inform and educate about available community resources such as job training, employment, education, and career services.</p> <p>Collaborations and community partnerships with agencies due to an increase of families affected by the COVID-19 pandemic, trauma, job loss, substance abuse, foster care, and grandparent led families will provide support and services based on individual family needs and goals that will help strengthen the child and family.</p>	<p>BRHS staff</p>	<p>ongoing</p>	<p>Unemployment, job loss.</p>
<p>Help families better access healthcare and nutritional services.</p>	<p>Through encouraging and linking families to wellness services, their physical needs will be addressed which in turn can identify any concerns or factors contributing to emotional wellbeing. This also establishes a primary care provider for families to utilize as a medical home and source of support for care.</p> <p>BRHS staff will promote awareness towards cultural practices and beliefs. They will also ensure awareness of trauma related to health exams and work to educate families on the benefits of healthcare and routine exams.</p>	<p>Mental Health Specialist</p> <p>Health and Wellness Team</p> <p>Family Development Team</p>	<p>ongoing</p>	<p>Families that are uninsured and don't qualify for WIC or Medicaid.</p> <p>Trauma experienced in hospitals and at medical appointments.</p>

<p>Encourage families to use available transportation services to promote regular participation of children and families in services that support development and learning addressing trauma.</p>	<p>Staff work with families and educate about available community transportation services, car seats, and provide training for parents and children on pedestrian safety. Staff follow-up with families about attendance for center based services and support families in making plans and setting goals that will support and enhance child development in learning in a trauma informed environment.</p> <p>Parents and staff work together to make sure that new child packets are completed and staff are made aware to only release children to individuals who have been authorized in writing by parent/guardian.</p>	<p>BRHS Staff</p>	<p>ongoing</p>	<p>Lack of public transportation in rural areas.</p>
<p>Improve collaboration efforts with family support agencies to lessen family confusion and stress in dealing with multiple agencies.</p>	<p>BRHS collaborates with family support agencies. Family advocates support families in completing a referral form for counseling services as needed. The Mental Health Specialist will help determine the appropriate service based on the family's need and send the referral to that agency and direct the family on further steps to making an appointment. This will provide a clear connection for the family to access needed services in a timely manner and avoid the stress caused by trying to find help.</p>	<p>Family Advocates</p> <p>Family Development Managers</p> <p>Family Development Coordinator</p> <p>Mental Health Specialist</p>	<p>ongoing</p>	<p>Agency wait lists.</p>

Documentation: Referrals, assessment tools and screeners, child plus documentation, family goals, community directory.

TIC Work Plan 2023-2024

Support a Trauma-Informed Workforce

Objective: Through coordination from the Mental Health Specialist, Bear River Head Start will train all staff on Trauma Informed Care Approach for all participants and families. Bear River Head Start will create a trauma informed environment.

Program Impact: BRHS/EHS will buffer the impact of trauma by promoting resilience for children, families and staff, and learn more about Trauma Informed Approach.

Objective/Action Plan	Outcomes/Progress	Who	When	Challenges
<p>Provide training on trauma-informed approaches to all staff, governing body, Policy Council. Ensure training is accompanied with coaching, reflective practices and supervision training.</p>	<p>Mental Health Specialist will work with Coordinators and staff to provide trainings specific to program area needs. Staff will be made aware of program goals and procedures to implement trauma informed care to participants and families. BRHS will provide ongoing training to Board and Policy Council members so they are fully aware and engaged about trauma informed care approach in BRHS.</p>	<p>Mental Health Specialist Coordinators BRHS Staff Program Governance</p>	<p>ongoing</p>	
<p>Support staff through employee assistance programs.</p>	<p>Ensure that all staff are aware of the EAP through trainings, managers, newsletters, and resources. Offering EAP services to staff will ensure staff wellness is met, improve professional development, and avoid burnout and turnover.</p>	<p>BRHS Staff</p>	<p>ongoing</p>	
<p>Decrease caseloads if possible, using other staff to help support workload.</p>	<p>Ensuring ongoing training and mentoring of staff working with children and families. Smaller caseloads when and if feasible and a shared work load allows for staff to focus more on connections with families and build positive relationships that promote resilience for children and families.</p>	<p>BRHS Staff</p>	<p>ongoing</p>	<p>Workload</p>

Documentation: Newsletters, EAP resources, Individual staff and managers meetings, team training.

TIC Work Plan 2023-2024

Create a Program Wide Trauma-Informed Environment

Objective: Through the Mental Health Specialist, BRHS will utilize resources and recommendations from OHS, SAMHSA and NCTSN to implement trauma informed practices across program areas.

Program Impact: BRHS/EHS will buffer the impact of trauma by promoting resilience for children, families and staff, and learn more about Trauma Informed Approach.

Objective/Action Plan	Outcomes/Progress	Who	When	Challenges
<p>Ensure any trauma-informed training implemented at the management/ governing body/ or Policy Council level, includes a plan to monitor how the plan is being implemented.</p>	<p>The Mental Health Specialist will present on TIC and report progress of the program to the Board and Policy Council and management team. The TIC Approach to Services and the TIC Work Plans provide goals, training plans, procedures, and other outlines on the agency's TIC approach.</p> <p>The Mental Health Specialist will provide ongoing trainings, mentor implementation, retrain as needed, and support and build upon comprehensive services that benefit children and families.</p>	<p>All Staff</p> <p>Board</p> <p>Policy Council</p> <p>Management Staff</p>	<p>ongoing</p>	
<p>Conduct ongoing self-assessment to track program improvement related to integration of TIC over time.</p>	<p>The Mental Health Specialist and Program Coordinators will collect data through ongoing self-assessments and program improvement to assess staff knowledge of TIC before and after trainings are done.</p> <p>Assessments will be done in routine and varying ways throughout the program year</p>	<p>Mental Health Specialist</p> <p>Coordinators</p> <p>BRHS staff</p>	<p>ongoing</p>	<p>Staff turnover</p>

	to show how the implementation of TIC is improving program quality and affecting program services.			
Expand the Health Advisory Committee to better support mental health services to children and families by implementing TIC approaches.	Expanding the HSAC and introducing TIC and ACEs in the HSAC meeting will create collaborations between service providers that meet TIC standards. It will ensure that providers are working together to practice TIC.	Health Team Mental Health Specialist	ongoing	Provider response

Documentation: Trauma Informed Care Approach to Services report, MOU's and community collaborations, training, HSAC meeting minutes.

Training and Technical Assistance

Grantee: Bear River Head Start

Program Option: EHS

Budget: \$4,500

Content Area	Trauma Informed Care Approach
T/TA Need	<ul style="list-style-type: none"> • Parent, Family & Community Engagement • Health Trainings • Mental Health Consultant Trainings • Western Kentucky Trainings
Strategy	<ul style="list-style-type: none"> • Mental Health Performance Standards • Health Performance Standards • Staff Wellness, Self-Care, and Mindful Self-Compassion • Trauma-Informed Care and Strategies • Mental Health Hot Topics • Infant Mental Wellness • Parent Engagement in Health • Mental Health Consultant • SAMHSA • Stewards of Children and PCA UT • NCTSN • ACES • Examining Health Services (medical, dental, nutrition, mental health) • Mental Health Specialist • COVID-19 Pandemic response and safety guidelines.
Outcomes	<ul style="list-style-type: none"> • Increase understanding in current mental health issues and train staff. Increase understanding of current Child/parent mental wellbeing to also include perinatal, and prenatal depression. • Increase staff and family understanding of program services that support family well-being and promote children's overall well-being, learning and development. • Promote family engagement and goal setting following the PFCE Framework. • Provide quality training & materials for Parents and Staff. • Increased knowledge of Data, Assessments, Outcomes, & Competency- Based Relationships, Trauma Informed Approach, Dual Language Learner's, child, family, and staff health & safety. • Increased staff knowledge, understanding, and implementation of PFCE Framework and Family Engagement practices.
Participants	<ul style="list-style-type: none"> • Family Development Staff • Health Team Staff • All staff trained on mental health, child and family health and well-being
Timeline	Fiscal Year 2/1/2023 - 1/31/ 2024
Cost	\$4,500

T/TA Assessment of Need

<p><u>Assessment of Need</u> Parent, Family, and Community Engagement, Social & Emotional Well-Being and Mental Health, and Health Trainings. BRHS to become a trauma informed environment.</p>
<p><u>Anticipated Learning Need</u> Increase staff and family understanding of program services that support family well-being and promote children’s overall well-being, learning and development. Increase understanding of Social & Emotional Well-Being and Mental Health. Trainings from our Mental Health Consultants. Staff training for BRHS to become a trauma informed environment.</p>
<p><u>Approach</u> Family Development staff will attend On-site trainings and focus on workshops that enhance Child, Family, and Staff Mental Health and Well-Being.</p>
<p><u>Intended Results: Documentation /Measurement</u> Staff will increase understanding in current mental health issues and train staff. Increase understanding of current Child/parent mental wellbeing to also include Perinatal, and prenatal depression. Health Trackers and documentation. ChildPlus.</p>
<p><u>T/TA Delivery Methods</u> Ongoing trainings with staff.</p>
<p><u>T/TA Resources</u> Webinars, Conference classes, on-site trainings for staff and for parents.</p>
<p><u>Target Audience</u> All staff</p>
<p><u>Contact Person</u> Family Services Coordinator-Kristie Curtis Centerbased Coordinator-Steph Wood</p>
<p><u>Timeline</u> Fiscal Year 2023-2024</p>
<p><u>Budget</u> \$4,500</p>

Grantee: Bear River Head Start

Program Option: PHS

Budget: \$2,500

Content Area	Trauma Informed Care Approach
T/TA Need	<ul style="list-style-type: none">• Parent, Family & Community Engagement• Health Trainings• Mental Health Consultant Trainings• Western Kentucky Trainings
Strategy	<ul style="list-style-type: none">• Mental Health Performance Standards• Health Performance Standards• Staff Wellness, Self-Care, and Mindful Self-Compassion• Trauma-Informed Care and Strategies• Mental Health Hot Topics• Infant Mental Wellness• Parent Engagement in Health• Mental Health Consultant• SAMHSA• Stewards of Children and PCA UT• NCTSN• ACES• Examining Health Services (medical, dental, nutrition, mental health)• Mental Health Specialist• COVID-19 Pandemic response and safety guidelines.
Outcomes	<ul style="list-style-type: none">• Increase understanding in current mental health issues and train staff. Increase understanding of current Child/parent mental wellbeing to also include Perinatal, and prenatal depression.• Increase staff and family understanding of program services that support family well-being and promote children's overall well-being, learning and development.• Promote family engagement and goal setting following the PFCE Framework.• Provide quality training & materials for Parents and Staff.• Increased knowledge of Data, Assessments, Outcomes, & Competency- Based Relationships, Trauma Informed Approach, Dual Language Learner's, child, family, and staff Health & safety.• Increased staff knowledge, understanding, and implementation of PFCE Framework and Family Engagement practices.
Participants	<ul style="list-style-type: none">• Family Development Staff• Health Team Staff• All staff trained on mental health, child and family health and well-being
Timeline	Fiscal Year 2/1/2023 - 1/31/ 2024
Cost	\$2,500

T/TA Assessment of Need

<p><u>Assessment of Need</u> Parent, Family, and Community Engagement, Social & Emotional Well-Being and Mental Health, and Health Trainings. BRHS to become a trauma informed environment.</p>
<p><u>Anticipated Learning Need</u> Increase staff and family understanding of program services that support family well-being and promote children’s overall well-being, learning and development. Increase understanding of Social & Emotional Well-Being and Mental Health. Trainings from our Mental Health Consultants. Staff training to become a trauma informed environment.</p>
<p><u>Approach</u> Family Development staff will attend On-site trainings and focus on workshops that enhance Child, Family, and Staff Mental Health and Well-Being.</p>
<p><u>Intended Results: Documentation /Measurement</u> Staff will increase understanding in current mental health issues and train staff. Increase understanding of current Child/parent mental wellbeing to also include Perinatal, and prenatal depression. Health Trackers and documentation. ChildPlus.</p>
<p><u>T/TA Delivery Methods</u> Ongoing trainings with staff.</p>
<p><u>T/TA Resources</u> Webinars, Conference classes, on-site trainings for staff and for parents.</p>
<p><u>Target Audience</u> All staff</p>
<p><u>Contact Person</u> Family Services Coordinator-Kristie Curtis Centerbased Coordinator-Steph Wood</p>
<p><u>Timeline</u> Fiscal Year 2023-2024</p>
<p><u>Budget</u> \$2,500</p>