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## The Wisconsin Continuum of Trauma-Informed Care



Becoming a trauma informed organization requires knowledge of the principles of trauma informed care and a commitment to change. The implementation of a trauma-informed approach is a profound paradigm shift in knowledge, perspective, attitudes and skills that continues to deepen and unfold over time. The shift occurs on all levels, including leadership, policies, procedures, services, and the physical environment. The continuum of change begins with trauma awareness, followed by actions that are trauma sensitive and responsive. Trauma informed philosophy and principles will become embedded in the organization's practice, written policies and reputation. Successful trauma transformation will be evident; i.e., seen, heard and felt by all members of the organization and its consumers.

Purpose of trauma informed care:

- to create an environment where people are respectful, competent, sensitive and culturally relevant;;
- to implement evidence based trauma informed principles and approaches that address the effects associated with trauma;
- to develop a common language and framework for dialogue and discussion to enhance communication and progress;
- to increase the effectiveness of all services and assistance; and
- To ensure that agencies do no harm.

Application: Trauma informed care applies to all settings where people come together to provide or receive needed services and support, or to discuss and tackle common interests or concerns. Use of this framework:

- To provide information and guidance to help a group or organization understand the process of becoming trauma informed;
- To provide a tool to help groups or organizations identify where they are or want to be on the trauma informed continuum based on their needs and setting.
- To provide resources at the state and national level to assist organizations in moving toward a more trauma informed organization.



Definition	Processes	Indicators
<p><b>Level 1</b></p> <p><b>Key Task: Awareness and attitudes</b></p> <p><b>Trauma aware</b></p> <p>The organization becomes aware of trauma, the prevalence of trauma and considers the potential impact on clientele and staff.</p>	<p>Leadership understands that knowledge about trauma may enhance the organization’s ability to fulfill its mission and seeks additional information on the prevalence of trauma for the population served.</p> <p>Awareness training (including definitions, causes, prevalence, impact, values and terminology of trauma-informed care, etc.) is required for agency employees and volunteers or offered to participants in other types of groups</p> <p>People are informed about additional trauma resources and encouraged to continue their professional development or other learning.</p> <p>Opportunities are created within the organization to explore trauma and, if pursued, contemplate what this means for the agency, staff, consumers and community.</p>	<p>Most Staff:</p> <ol style="list-style-type: none"> <li>1. Learn the definition of trauma and its impact on people;</li> <li>2. Begin the internal process of becoming aware of their own adversity and trauma;</li> <li>3. Begin to recognize their own attitudes and perceptions that may be influenced by trauma;</li> <li>4. Become aware that knowledge about the impact of trauma can change the way they see and interact with others.</li> </ol>



Definition	Processes	Indicators
<p><b>Level 2</b></p> <p><b>Key Task: Knowledge, application, and skill development</b></p> <p><b>Trauma sensitive</b></p> <p>The organization begins to:</p> <ol style="list-style-type: none"> <li>1. Explore the principles of trauma-informed care (safety, choice, collaboration, trustworthiness, and empowerment) within their environment and daily work;</li> <li>2. Build consensus around the principles;</li> </ol> <p>Consider the implications of adopting or not adopting the principles within the organizations; and</p> <ol style="list-style-type: none"> <li>3. Prepare for change.</li> </ol>	<p>Values of a trauma-informed approach are processed with all levels of staff.</p> <p>The organization conducts a self-assessment to identify existing strengths, resources and barriers to change, as well as practice that is consistent or inconsistent with trauma informed care.</p> <p>Leadership prepares the organization for change and assures there is a process for reflection to determine readiness for change.</p> <p>The organization examines its commitment to consumer involvement and identifies next steps.</p> <p>The organization begins to review tools and processes for universal screening of trauma.</p> <p>The organization begins to identify potential resources for trauma specific treatment.</p>	<p>The organization values and prioritizes the trauma lens and begins to apply it.</p> <p>Trauma training for all staff, including new staff orientation, is institutionalized.</p> <p>Basic information on trauma is available and visible to both clients and staff, through posters, flyers, handouts, web sites, etc.</p> <p>Direct care workers begin to seek out opportunities to learn new trauma skills.</p> <p>Management recognizes and responds to compassion fatigue and vicarious trauma in staff.</p>



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<p><b>Level 3</b></p> <p><b>Key Task: Change and Integration</b></p> <p><b>Trauma Responsive</b> The organization starts to highlight the role of trauma. Staff begins re-thinking the routines and infrastructure at all levels of the organization.</p>	<p>Continued planning and action.</p> <p>Integration of trauma principles throughout the agency continues, including:</p> <ul style="list-style-type: none"> <li>• Staff behaviors and practices.</li> <li>• Staff supports                             <ul style="list-style-type: none"> <li>• Addressing staff trauma</li> <li>• Self-care</li> <li>• Models for supportive supervision</li> <li>• Staff development</li> <li>• Staff performance evaluation</li> </ul> </li> <li>• Organizational structure:                             <ul style="list-style-type: none"> <li>• Assess the environment</li> <li>• Assess record-keeping systems</li> <li>• Examine operational policies and procedures</li> <li>• Examine personnel policies</li> </ul> </li> <li>• Incorporate self-help and peer advocacy into the workplace</li> </ul>	<p>Staff applies new trauma knowledge to their specific work and an observable shift in perspective occurs.</p> <p>Language is introduced throughout the organization that supports safety, choice, collaboration, trustworthiness and empowerment.</p> <p>Policy review finds Identification of needed changes to mitigate negative language and include trauma sensitive approaches in written documents.</p> <p>The organization’s personnel policies recognize and support staff by addressing initial and secondary trauma.</p> <p>The organization presumes that all have experienced trauma and services include a trauma screening (i.e., universal precautions approach.)</p> <p>Agency policies and position descriptions allow people (employees, board members, volunteers, etc.) with lived experience to serve in meaningful roles throughout the agency Changes are made to ensure the physical environment is welcoming, accommodating and safe.</p> <p>Trauma assessment and treatment models are available for those who need them (either directly or through a referral process.)</p> <p>The organization has a ready response for crisis management that reflects trauma informed values.</p> <p>Staff at all levels accept the new direction of the agency and actively participate in implementing trauma informed care.</p>



Definition	Process	Indicators
<p><b>Level 4</b></p> <p><b>Trauma informed</b> Trauma-responsive practices are the organizational norm.</p> <p>The trauma model is accepted and so thoroughly embedded in culture and practice that it no longer depends upon a few leaders.</p> <p>The organization works with other partners to strengthen collaboration around trauma informed care.</p>	<p>The entire organization has been reviewed and revised to reflect a trauma approach.</p> <p>Systems are created and implemented to measure program progress and outcomes:</p> <ul style="list-style-type: none"> <li>• Impact on clients and client satisfaction</li> <li>• Fidelity to a trauma informed model</li> <li>• Corrective action plans</li> <li>• Staff retention</li> </ul> <p>Policies and procedures are revised to contain trauma informed language, values and processes.</p> <p>Personnel policies are revised to address the potential impact of secondary trauma and recommend interventions that support staff.</p> <p>Stigma related to the effects of trauma and accepting help is reduced.</p> <p>Human resources adapt processes that support hiring staff with knowledge of and expertise or lived experience with trauma</p>	<p>The organization’s mission statement, goals or objectives include a commitment to a trauma informed culture and environment.</p> <p>The entire organization demonstrates a sustainable commitment to trauma informed values (safety, choice, collaboration, trustworthiness, and empowerment) through adherence to trauma principles, advocacy, training, hiring practices and recruitment of volunteers, including the Board of Directors, committees, etc.</p> <p>All employees and volunteers demonstrate skill and effective use of trauma-informed practice with clients, visitors and other staff, regardless of their assigned job duties..</p> <p>People from other agencies and the community routinely turn to the organization for expertise and leadership in trauma-informed care.</p> <p>The organization uses data to inform decision-making at all levels.</p> <p>The organization uses feedback from recipients of services to assess program effectiveness and incorporate changes where needed.</p> <p>A trauma informed supervision model has been implemented that includes ongoing coaching and consultation. Supervisory support is accessible and readily available to staff onsite.</p> <p>The business model including fiscal structures works to meet the need to address trauma.</p> <p>All levels of management model trauma informed approaches and self-</p>



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<p><b>Level 4</b></p>	<p>The organization and staff become advocates and champions of trauma-informed decision-making at all levels.</p> <p>The organization publicly advocates for recognition of trauma informed care as an evidence-based approach that is required by policy and eligible for financial support or reimbursement for trauma informed services.</p>	<p>care.</p> <p>A process is in place to address unprofessional or insensitive words or actions by employees and volunteers.</p>



**Resource List**

*Resources highlighted in purple are Wisconsin-specific.*

<b>General</b>	
ACE Study	<a href="http://www.cdc.gov/violenceprevention/acestudy">http://www.cdc.gov/violenceprevention/acestudy</a> <a href="http://acestudy.org/home">http://acestudy.org/home</a>
ACEs Too High News	<a href="http://acestoohigh.com/resources">http://acestoohigh.com/resources</a>
ACEs Connection: A Community of Practice Social Network	<a href="http://www.acesconnection.com">http://www.acesconnection.com</a>
Adverse Childhood Experiences Primer	<a href="http://www.acesconnection.com/q/resilience-usa/blog/aces-primer-great-five-minute-video-that-explains-ace-study">http://www.acesconnection.com/q/resilience-usa/blog/aces-primer-great-five-minute-video-that-explains-ace-study</a>
Agency Environmental Components for Trauma- Informed Care Organizational Assessment	<a href="http://www.narbha.org/includes/media/docs/TIC-Environmental-Scan10-14.pdf">http://www.narbha.org/includes/media/docs/TIC-Environmental-Scan10-14.pdf</a>
Incorporating Trauma-Informed Practice and ACEs into Professional Curricula – a Toolkit	<a href="http://www.acesconnection.com/fileSendAction/fcType/0/fcOid/464476379552899628/filePointer/464476379552899649/fodoid/464617117048157049/Incorporating%20Trauma%20Informed%20Practice%20and%20ACEs%20into%20Professional%20Curricula%20-%20a%20Toolkit-1.pdf">http://www.acesconnection.com/fileSendAction/fcType/0/fcOid/464476379552899628/filePointer/464476379552899649/fodoid/464617117048157049/Incorporating%20Trauma%20Informed%20Practice%20and%20ACEs%20into%20Professional%20Curricula%20-%20a%20Toolkit-1.pdf</a> This is a set of recommendations for the integration of information about ACEs and the impact of trauma on children youth and families into professional education.
National Technical Assistance Center for Children’s Mental Health	<a href="https://gucchdtacenter.georgetown.edu/TraumaInformedCare/Module1.html">https://gucchdtacenter.georgetown.edu/TraumaInformedCare/Module1.html</a> Broad overview of the effects of trauma and the story of implementation of trauma-informed services and guidance and resource to help you implement.
Wisconsin ACE Study	<a href="https://preventionboard.wi.gov/Pages/OurWork/ACE.aspx">https://preventionboard.wi.gov/Pages/OurWork/ACE.aspx</a> <a href="http://www.iowaaces360.org/wisconsin.html">http://www.iowaaces360.org/wisconsin.html</a>
Wisconsin Department of Health Services Trauma-Informed Care Initiative	<a href="https://www.dhs.wisconsin.gov/tic/index.htm">https://www.dhs.wisconsin.gov/tic/index.htm</a>
Wisconsin Trauma-Informed Care Listserv Sign-up	<a href="https://www.dhs.wisconsin.gov/tic/signup.htm">https://www.dhs.wisconsin.gov/tic/signup.htm</a>
<b>Child Welfare</b>	



California Evidence Based Clearinghouse for Child Welfare	<a href="http://www.cebc4cw.org">http://www.cebc4cw.org</a>
Child Trauma Academy	<a href="http://childtrauma.org/">http://childtrauma.org/</a>
Child Welfare Trauma Toolkit	<a href="http://nctsn.org/products/child-welfare-trauma-toolkit-2008">http://nctsn.org/products/child-welfare-trauma-toolkit-2008</a>
Creating Trauma-Informed & Developmentally Appropriate Systems of Care in Child Abuse and Neglect Prevention - Wisconsin	<a href="http://www.fosteringfutureswisconsin.org/wp-content/uploads/2014/11/CTF_Organizational_Self_Assessment.pdf">http://www.fosteringfutureswisconsin.org/wp-content/uploads/2014/11/CTF_Organizational_Self_Assessment.pdf</a> <a href="http://www.fosteringfutureswisconsin.org/wp-content/uploads/2014/11/CTF_Creating_Trauma_Informed_Systems.pdf">http://www.fosteringfutureswisconsin.org/wp-content/uploads/2014/11/CTF_Creating_Trauma_Informed_Systems.pdf</a>
Fostering Futures	<a href="http://www.fosteringfutureswisconsin.org/">http://www.fosteringfutureswisconsin.org/</a>
National Child Traumatic Stress Network (NCTSN)	<a href="http://www.nctsn.org/resources/topics/treatments-that-work/promising-practices">http://www.nctsn.org/resources/topics/treatments-that-work/promising-practices</a>
SaintA Trauma-Informed Care	<a href="http://www.sainta.org/trauma-informed-care/">http://www.sainta.org/trauma-informed-care/</a>
<b>TIC for Caregivers</b>	Power Point Slides on TIC concepts for child welfare and behavioral health settings.
Trauma-Informed Child Welfare Toolkit	<a href="http://www.chadwickcenter.org/CTISP/images/TICWPracticeToolkit.pdf">http://www.chadwickcenter.org/CTISP/images/TICWPracticeToolkit.pdf</a>
Trauma-Informed Removal Process	<a href="https://wmich.edu/sites/default/files/attachments/u248/2013/trauma-informed-removal.pdf">https://wmich.edu/sites/default/files/attachments/u248/2013/trauma-informed-removal.pdf</a>
Wisconsin Trauma Project	<a href="https://dcf.wisconsin.gov/cwportal/prevention/trauma">https://dcf.wisconsin.gov/cwportal/prevention/trauma</a>
<b>Community</b>	
Changing Minds	<a href="http://changingmindsnow.org/">http://changingmindsnow.org/</a>
Fostering Futures	<a href="http://www.fosteringfutureswisconsin.org/">http://www.fosteringfutureswisconsin.org/</a>
Creating Nurturing Environments	<a href="http://www.cdc.gov/violenceprevention/pdf/essentials_for_childhood_framework.pdf">http://www.cdc.gov/violenceprevention/pdf/essentials_for_childhood_framework.pdf</a>
Trauma-informed Community Building Manual	<a href="http://bridgehousing.com/PDFs/TICB.Paper5.14pdf">http://bridgehousing.com/PDFs/TICB.Paper5.14pdf</a>
<b>Courts</b>	
American Bar Association TIC Advocacy for Children and Youth	<a href="http://www.americanbar.org/content/dam/aba/administrative/child_law/ABA%20Policy%20on%20Trauma-Informed%20Advocacy.authcheckdam.pdf">http://www.americanbar.org/content/dam/aba/administrative/child_law/ABA%20Policy%20on%20Trauma-Informed%20Advocacy.authcheckdam.pdf</a>
Conference on Child Welfare and the Courts: Moving Toward a Trauma-Informed Wisconsin	<a href="http://www.wcwps.wisc.edu/conferences/conf/court/Default.aspx">http://www.wcwps.wisc.edu/conferences/conf/court/Default.aspx</a>
NCTSN Resources for Juvenile Justice System	<a href="http://www.nctsn.org/resources/topics/juvenile-justice-system">http://www.nctsn.org/resources/topics/juvenile-justice-system</a>



Early Care and Education	
<a href="#">1-2-3 Care: A Trauma-Sensitive Toolkit for Caregivers of Children</a>	A toolkit with printable handouts and suggestions for caregivers developed by public health nurses at Spokane Regional Health District.
<a href="#">Center for Early Childhood Mental Health Consultation – Recognizing and Addressing Trauma in Infants, Young Children and Their Families</a>	On-line learning modules for building trauma-informed services.
<a href="#">Center on the Developing Child Early Childhood Mental Health</a>	Video and written materials on what good mental health looks like in early childhood and possible signs of needed support for parents of children who may have challenges.
<a href="#">Center on the Developing Child Toxic Stress</a>	Video and written materials on how toxic stress derails healthy development.
<a href="#">Center on the Developing Child Brain Architecture</a>	Video and written materials on the importance of brain development in the first few years of life.
<a href="#">Child Trends: 5 Ways Trauma-Informed Care Supports Children's Development</a>	Blog with links to resources on ways to support young children who have experienced trauma.
<a href="#">Child Trends: Helping Young Children Who Have Experienced Trauma</a>	Strategies and policy suggestions for trauma-informed early care and education published in 2017.
<a href="#">Early Childhood Adversity, Toxic Stress, and the Role of the Pediatrician: Translating Developmental Science Into Lifelong Health</a>	Article on the role of pediatric professionals in improving the physical and mental health of children as well as the social and economic well-being of the families.
<a href="#">Empathy building a culture of health</a>	Blog on the importance of empathy in health starting from a young age.
<a href="#">Head Start Early Childhood Learning and Knowledge Center</a>	Video Series on understanding and addressing toxic stress and resilience.
<a href="#">Head Start Trauma Smart</a>	A <a href="#">model</a> developed to reduce the negative <a href="#">impact of trauma on young children</a> .
<a href="#">Medicaid Early Childhood Lab</a>	Maximizing Medicaid options to prevent early childhood adversity.
<a href="#">National Child Traumatic Stress Network: Early Childhood Trauma</a>	Article on symptoms, protective factors, and resources for families and providers of services to young children.
<a href="#">Understanding Toxic Stress and</a>	Video series on understanding and addressing toxic stress and resilience from the



<a href="#">Resilience Video Series</a>	perspectives of Head Start staff, parents and health care professionals.
<a href="#">WI Early Childhood Comprehensive Systems</a>	<a href="#">Webinar series</a> on reducing toxic stress and increasing resilience in Wisconsin's young children; <a href="#">workshop</a> for caregivers of children 0 – 5 years of age who have experienced trauma; <a href="#">summary</a> of the Wisconsin Early Childhood Comprehensive Systems Project.
<b>Families</b>	
Caring for Children Who Have Experienced Trauma Curriculum	<a href="http://www.nctsn.org/products/caring-for-children-who-have-experienced-trauma">http://www.nctsn.org/products/caring-for-children-who-have-experienced-trauma</a>
Impacts of Trauma by Age	<a href="http://nctsn.org/trauma-types/refugee-trauma/learn-about-refugee-trauma">http://nctsn.org/trauma-types/refugee-trauma/learn-about-refugee-trauma</a>
In Our Shoes: Toward an Understanding of Families Raising a Child with Mental Health Needs	<a href="https://www.youtube.com/watch?v=srb0nWaBRnY&amp;feature=youtu.be">https://www.youtube.com/watch?v=srb0nWaBRnY&amp;feature=youtu.be</a>
Personal and Parental Reflections on ACEs	<a href="https://www.youtube.com/watch?v=jUJHvbPrL0I">https://www.youtube.com/watch?v=jUJHvbPrL0I</a> (8 minutes)
Resources for Parents and Caregivers	<a href="http://nctsn.org/resources/audiences/parents-caregivers">http://nctsn.org/resources/audiences/parents-caregivers</a>
<b>Juvenile Justice</b>	
National Child Traumatic Stress Network: Juvenile Justice	<a href="http://www.nctsn.org/resources/topics/juvenile-justice-system">http://www.nctsn.org/resources/topics/juvenile-justice-system</a>
Juvenile Detention Trauma Toolkit "Think Trauma"	<a href="http://learn.nctsn.org/enrol/index.php?id=92">http://learn.nctsn.org/enrol/index.php?id=92</a>
Think Trauma Training Curriculum	<a href="http://www.nctsn.org/products/think-trauma-training-staff-juvenile-justice-residential-settings">http://www.nctsn.org/products/think-trauma-training-staff-juvenile-justice-residential-settings</a>
Screening and Assessment in Juvenile Justice	<a href="http://learn.nctsn.org/course/index.php?categoryid=47">http://learn.nctsn.org/course/index.php?categoryid=47</a>
Wisconsin Juvenile Justice Network: Mental Health & Trauma -Informed Practices	<a href="http://www.wisjnn.org/reform_categories/mental-health/">http://www.wisjnn.org/reform_categories/mental-health/</a>
<b>Law Enforcement</b>	
Crisis Intervention Team Training	<a href="http://www.citwisconsin.org/training-calendar-1/2015/10/10/crisis-intervention-team-cit-training">http://www.citwisconsin.org/training-calendar-1/2015/10/10/crisis-intervention-team-cit-training</a>



<b>Primary Care/Medical</b>	
ACEs Connection ACEs in Pediatrics Group	<a href="http://www.acesconnection.com/g/aces-in-pediatrics">http://www.acesconnection.com/g/aces-in-pediatrics</a>
ACEs, Toxic Stress and TIC for Pediatricians	<a href="http://cupublic.chw.org/Media/ACEsToxicStressTIC4Pediatricians/index_AICC.html">http://cupublic.chw.org/Media/ACEsToxicStressTIC4Pediatricians/index_AICC.html</a>
Early Childhood Mental Health	<a href="http://www.acesconnection.com/g/aces-in-pediatrics/clip/in-brief-from-harvard-center-on-the-developing-child-early-childhood-mental-health-5-min">http://www.acesconnection.com/g/aces-in-pediatrics/clip/in-brief-from-harvard-center-on-the-developing-child-early-childhood-mental-health-5-min</a>
Early Childhood Adversity, Toxic Stress, and the Role of the Pediatrician: Translating Developmental Science Into Lifelong Health	
<a href="#">Evidence-based therapies can ameliorate behavior problems in maltreated children</a>	
Health Care Toolbox	<a href="https://www.healthcaretoolbox.org/tools-and-resources/tools-you-can-use-intervention.html">https://www.healthcaretoolbox.org/tools-and-resources/tools-you-can-use-intervention.html</a>
Nadine Burke Harris TED Talk	<a href="https://www.ted.com/speakers/nadine_burke_harris_1">https://www.ted.com/speakers/nadine_burke_harris_1</a>
NCTSN Guidance for Primary Care Clinicians	<a href="http://www.nctsn.org/trauma-types/refugee-trauma/primary-care-resources">http://www.nctsn.org/trauma-types/refugee-trauma/primary-care-resources</a>
Pediatric Medical Traumatic Stress Toolkit for Health Care Providers	<a href="http://www.nctsn.org/trauma-types/pediatric-medical-traumatic-stress-toolkit-for-health-care-providers">http://www.nctsn.org/trauma-types/pediatric-medical-traumatic-stress-toolkit-for-health-care-providers</a>
Toxic Stress And Resilience : Health Care Professionals	<a href="https://eclkc.ohs.acf.hhs.gov/hslc/tta-system/health/mental-health/trauma/toxic-stress.html">https://eclkc.ohs.acf.hhs.gov/hslc/tta-system/health/mental-health/trauma/toxic-stress.html</a>
Trauma Informed Care: Behavioral Health in the Primary Care Setting	<a href="https://migrantclinician.adobeconnect.com/a1013869859/p52lxics1xk/?launcher=false&amp;fcsContent=true&amp;pbMode=normal">https://migrantclinician.adobeconnect.com/a1013869859/p52lxics1xk/?launcher=false&amp;fcsContent=true&amp;pbMode=normal</a>
Trauma Toolbox for Primary Care	<a href="https://www.aap.org/en-us/advocacy-and-policy/aap-health-initiatives/healthy-foster-care-america/Pages/Trauma-Guide.aspx">https://www.aap.org/en-us/advocacy-and-policy/aap-health-initiatives/healthy-foster-care-america/Pages/Trauma-Guide.aspx</a>
<b>Refugee/ Immigrant Services</b>	



Bridging Refugee Youth and Children Services	<a href="http://www.brycs.org/">http://www.brycs.org/</a>
Child Welfare: Trauma and Immigrant Families	<a href="http://www.americanhumane.org/assets/pdfs/children/pc-toolkit-trauma-immigrant-families.pdf">http://www.americanhumane.org/assets/pdfs/children/pc-toolkit-trauma-immigrant-families.pdf</a>
Healing Trauma in Refugee Communities	<a href="http://www.theannainstitute.org/RefugeeTraumaPaperJuly212008.pdf">http://www.theannainstitute.org/RefugeeTraumaPaperJuly212008.pdf</a>
<b>Schools</b>	
Center for the Collaborative Classroom	<a href="https://inside.collaborativeclassroom.org/">https://inside.collaborativeclassroom.org/</a>
Educators' Toolkit	<a href="http://www.nctsn.org/nctsn_assets/pdfs/Child_Trauma_Toolkit_Final.pdf">http://www.nctsn.org/nctsn_assets/pdfs/Child Trauma Toolkit Final.pdf</a>
Helping Traumatized Children Learn – Massachusetts Advocates for Children in Association with Harvard Law School	<a href="http://traumasensitiveschools.org">http://traumasensitiveschools.org</a>
NCTSN Child Trauma Toolkits for Educators	<a href="http://www.nctsn.org/resources/audiences/school-personnel/trauma-toolkit">http://www.nctsn.org/resources/audiences/school-personnel/trauma-toolkit</a>
Trauma Sensitive Schools	<a href="http://dpi.wi.gov/sspw/mental-health/trauma">http://dpi.wi.gov/sspw/mental-health/trauma</a> <a href="http://dpi.wi.gov/sspw/mental-health/trauma/e-resources">http://dpi.wi.gov/sspw/mental-health/trauma/e-resources</a> <a href="http://traumasensitiveschools.org">http://traumasensitiveschools.org</a>
Wisconsin Department of Public Instruction – Creating Trauma-Sensitive Schools to Improve Learning Trauma E- Resources	<a href="http://sspw.dpi.wi.gov/sspw_mhtrauma">http://sspw.dpi.wi.gov/sspw_mhtrauma</a> <a href="http://dpi.wi.gov/sspw/mental-health/trauma">http://dpi.wi.gov/sspw/mental-health/trauma</a> <a href="http://sspw.dpi.wi.gov/sspw_traumaeresources">http://sspw.dpi.wi.gov/sspw_traumaeresources</a> <a href="http://dpi.wi.gov/sspw/mental-health/trauma/e-resources">http://dpi.wi.gov/sspw/mental-health/trauma/e-resources</a>
<b>Youth Services</b>	
Changing Minds	<a href="http://changingmindsnow.org/">http://changingmindsnow.org/</a>
Trauma and Resilience	<a href="http://www.ahwg.net/index.html/">http://www.ahwg.net/index.html/</a> <a href="http://www.ahwg.net/uploads/3/4/5/5/34557719/traumaresbooklet-web.pdf">http://www.ahwg.net/uploads/3/4/5/5/34557719/traumaresbooklet-web.pdf</a>



Teen Pregnancy Prevention	<a href="https://www.hhs.gov/ash/oah/oah-initiatives/teen_pregnancy/training/Assests/traumainformed-checklist.pdf">https://www.hhs.gov/ash/oah/oah-initiatives/teen_pregnancy/training/Assests/traumainformed-checklist.pdf</a>
Trauma-Informed Vocational Services	<a href="https://ion.workforcegps.org/resources/2016/04/20/12/08/Enough_is_Known_for_Action_System_Involved_Youth_Understanding_Trauma_Informed_Practice">https://ion.workforcegps.org/resources/2016/04/20/12/08/Enough_is_Known_for_Action_System_Involved_Youth_Understanding_Trauma_Informed_Practice</a>
Why Does This Still Upset Me? A Youth Guide to Understanding Trauma	<a href="https://georgetownuniversity.adobeconnect.com/_a939479530/p7tv29yszeh/?launcher=false&amp;fcsContent=true&amp;pbMode=normal">https://georgetownuniversity.adobeconnect.com/_a939479530/p7tv29yszeh/?launcher=false&amp;fcsContent=true&amp;pbMode=normal</a>
<b>Websites</b>	
ACE Study	<a href="http://www.cdc.gov/violenceprevention/acestudy">http://www.cdc.gov/violenceprevention/acestudy</a>
	<a href="http://acestudy.org/home">http://acestudy.org/home</a>
	<a href="http://acestoohigh.com/resources">http://acestoohigh.com/resources</a>
	<a href="http://www.acesconnection.com">http://www.acesconnection.com</a>
The Anna Institute	<a href="http://www.annainstitute.org">http://www.annainstitute.org</a>
California Evidence Based Clearinghouse for Child Welfare	<a href="http://www.cebc4cw.org">http://www.cebc4cw.org</a>
Child Trauma Academy	<a href="http://childtrauma.org/">http://childtrauma.org/</a>
Fostering Futures	<a href="http://www.fosteringfutureswisconsin.org/">http://www.fosteringfutureswisconsin.org/</a>
International Society for Traumatic Stress Studies	<a href="https://www.istss.org/">https://www.istss.org/</a>
National Center on Domestic Violence, Trauma and Mental Health	<a href="http://www.nationalcenterdvtraumamh.org">http://www.nationalcenterdvtraumamh.org</a>
National Center for PTSD, U.S. Department of Veterans Affairs	<a href="http://www.ptsd.va.gov">http://www.ptsd.va.gov</a>
National Center on Trauma Informed Care (NCTIC)	<a href="http://nasmhpd.org/TA/nctic.aspx">http://nasmhpd.org/TA/nctic.aspx</a>
National Technical Assistance Center for Children's Mental Health	<a href="http://gucchdtacenter.georgetown.edu/TraumainformedCare/">http://gucchdtacenter.georgetown.edu/TraumainformedCare/</a>
National Child Traumatic Stress Network (NCTSN)	<a href="http://www.nctsn.org/resources/topics/treatments-that-work/promising-practices">http://www.nctsn.org/resources/topics/treatments-that-work/promising-practices</a>
NREPP (trauma)	<a href="http://www.nrepp.samhsa.gov/">http://www.nrepp.samhsa.gov/</a>
Resource Center on Violence	<a href="http://www.vawnet.ofg/news/2013/04/trauma-informed/">http://www.vawnet.ofg/news/2013/04/trauma-informed/</a>



Towards Women	
Saint A Trauma- Informed Care	<a href="http://www.sainta.org/trauma-informed-care/">http://www.sainta.org/trauma-informed-care/</a>
Substance Abuse and Mental Health Services Administration – Health Resources and Services Administration Center for Integrated Health Solutions	<a href="http://www.integration.samhsa.gov/clinical-practice/trauma">http://www.integration.samhsa.gov/clinical-practice/trauma</a>
Trauma-Informed Care Project	<a href="http://www.traumainformedcareproject.org/resources.php">http://www.traumainformedcareproject.org/resources.php</a>
Veterans Administration	<a href="http://www.ptsd.va.gov/professional/pilots-database/index.asp">http://www.ptsd.va.gov/professional/pilots-database/index.asp</a>
Wisconsin ACE Study	<a href="https://preventionboard.wi.gov/Pages/OurWork/ACE.aspx">https://preventionboard.wi.gov/Pages/OurWork/ACE.aspx</a> <a href="http://www.iowaaces360.org/wisconsin.html">http://www.iowaaces360.org/wisconsin.html</a>
Wisconsin Department of Health Services	<a href="https://www.dhs.wisconsin.gov/tic/index.htm">https://www.dhs.wisconsin.gov/tic/index.htm</a>
Wisconsin Department of Public Instruction – Creating Trauma-Sensitive Schools to Improve Learning Trauma E- Resources	<a href="http://sspw.dpi.wi.gov/sspw_mhtrauma">http://sspw.dpi.wi.gov/sspw_mhtrauma</a> <a href="http://dpi.wi.gov/sspw/mental-health/trauma">http://dpi.wi.gov/sspw/mental-health/trauma</a> <a href="http://sspw.dpi.wi.gov/sspw_traumaeresources">http://sspw.dpi.wi.gov/sspw_traumaeresources</a> <a href="http://dpi.wi.gov/sspw/mental-health/trauma/e-resources">http://dpi.wi.gov/sspw/mental-health/trauma/e-resources</a>
<b>Videos</b>	
Adverse Childhood Experiences Primer	<a href="http://www.acesconnection.com/q/resilience-usa/blog/aces-primer-great-five-minute-video-that-explains-ace-study">http://www.acesconnection.com/q/resilience-usa/blog/aces-primer-great-five-minute-video-that-explains-ace-study</a>
Anna Institute Video – Important Souls	<a href="http://theannainstitute.org/a-bio.html">http://theannainstitute.org/a-bio.html</a>
Children, Violence and Trauma Video	<a href="http://youtube.com/watch?v=z8vZxDa2KPM">http://youtube.com/watch?v=z8vZxDa2KPM</a>
Cost-Saving Potential of Trauma-Informed Primary Care	<a href="http://ldi.upenn.edu/news/cost-saving-potential-trauma-informed-primary-care">http://ldi.upenn.edu/news/cost-saving-potential-trauma-informed-primary-care</a>
Early Childhood Mental Health	<a href="http://www.acesconnection.com/q/aces-in-pediatrics/clip/in-brief-from-harvard-center-on-the-developing-child-early-childhood-mental-health-5-min">http://www.acesconnection.com/q/aces-in-pediatrics/clip/in-brief-from-harvard-center-on-the-developing-child-early-childhood-mental-health-5-min</a>
How Childhood Trauma Effects	<a href="https://www.ted.com/talks/nadine_burke_harris_how_childhood_trauma_affects_health_acro">https://www.ted.com/talks/nadine_burke_harris_how_childhood_trauma_affects_health_acro</a>



Health Across a Lifetime	<a href="#">ss a lifetime?language=en</a>
Men and boys as Sexual Abuse Survivors	<a href="http://www.youtube.com/watch?v=Wx-JqBdwdAA">http://www.youtube.com/watch?v=Wx-JqBdwdAA</a>
National Technical Assistance Center for Children’s Mental Health	<a href="https://gucchdtacenter.georgetown.edu/TraumaInformedCare.html">https://gucchdtacenter.georgetown.edu/TraumaInformedCare.html</a>
<b>Toolkits</b>	
Child Welfare Trauma Toolkit	<a href="http://nctsn.org/products/child-welfare-trauma-toolkit-2008">http://nctsn.org/products/child-welfare-trauma-toolkit-2008</a>
Educators’ Toolkit	<a href="http://www.nctsn.org/nctsn_assets/pdfs/Child_Trauma_Toolkit_Final.pdf">http://www.nctsn.org/nctsn_assets/pdfs/Child_Trauma_Toolkit_Final.pdf</a>
Fallot and Harris Organization Self-Assessment Tool	<a href="http://www.theannainstitute.org/TIPSASCORESHEET.pdf">http://www.theannainstitute.org/TIPSASCORESHEET.pdf</a>
Incorporating Trauma Informed Practice and ACEs into Professional Curricula – a Toolkit	<a href="http://www.acesconnection.com/fileSendAction/fcType/0/fcOid/464476379552899628/filePointer/464476379552899649/fodoid/464617117048157049/Incorporating%20Trauma%20Informed%20Practice%20and%20ACEs%20into%20Professional%20Curricula%20-%20a%20Toolkit-1.pdf">http://www.acesconnection.com/fileSendAction/fcType/0/fcOid/464476379552899628/filePointer/464476379552899649/fodoid/464617117048157049/Incorporating%20Trauma%20Informed%20Practice%20and%20ACEs%20into%20Professional%20Curricula%20-%20a%20Toolkit-1.pdf</a>
Institute for Recovery	<a href="http://healthrecovery.org/images/products/30_inside.pdf">http://healthrecovery.org/images/products/30_inside.pdf</a>
Juvenile Detention Trauma Toolkit “Think Trauma”	<a href="http://learn.nctsn.org/enrol/index.php?id=92">http://learn.nctsn.org/enrol/index.php?id=92</a>
Partnering with Youth and Families Toolkit	<a href="http://nctsn.org/nctsn_assets/pdfs/Pathways_ver_finished.pdf">http://nctsn.org/nctsn_assets/pdfs/Pathways_ver_finished.pdf</a>
Psychological First Aid	<a href="http://www.ptsd.va.gov/professional/manuals/manual-pdf/pfa/PFA_2ndEditionwithappendices.pdf">http://www.ptsd.va.gov/professional/manuals/manual-pdf/pfa/PFA_2ndEditionwithappendices.pdf</a>
Risking Connections	<a href="http://traumainformedresponse.com/uploads/Sec_03-TReSIA-Assessment.pdf">http://traumainformedresponse.com/uploads/Sec_03-TReSIA-Assessment.pdf</a>
Trauma-Informed Organizational Toolkit for Homeless National Center on Family Homelessness	<a href="http://familyhomelessness.org/media/90.pdf">http://familyhomelessness.org/media/90.pdf</a>
<b>Documents</b>	
A Long Journey Home: A Guide for Creating Trauma-Informed Services for Mothers and Children Experiencing Homelessness	<a href="http://www.familyhomelessness.org/media/89.pdf">http://www.familyhomelessness.org/media/89.pdf</a>
Ann Jennings and Ruth Ralph. In Their Own Words, 2007.	<a href="http://www.theannainstitute.org/ITOW.pdf">http://www.theannainstitute.org/ITOW.pdf</a>



Anonymous. Dear Doctor. The Permanente Journal, 6(1), Winter 2002	<a href="https://www.thepermanentejournal.org/files/Winter2002/deardoc.pdf">https://www.thepermanentejournal.org/files/Winter2002/deardoc.pdf</a>
Assaulted Staff Action Program	<a href="http://americanmentalhealthfoundation.org/2012/04/theassaulted-staff-action-program-asap-psychological-counseling-for-victims-of-violence/">http://americanmentalhealthfoundation.org/2012/04/theassaulted-staff-action-program-asap-psychological-counseling-for-victims-of-violence/</a>
Creating Trauma-Informed & Developmentally Appropriate Systems of Care in Child Abuse and Neglect Prevention - Wisconsin	<a href="http://www.fosteringfutureswisconsin.org/wp-content/uploads/2014/11/CTF_Creating_Trauma_Informed_Systems.pdf">http://www.fosteringfutureswisconsin.org/wp-content/uploads/2014/11/CTF_Creating_Trauma_Informed_Systems.pdf</a>
Engaging Women in Trauma-Informed Peer Support: A Guidebook	<a href="http://www.nasmhpd.org/docs/publications/EngagingWomen/PeerEngagementGuide_Color_UP_FRONT_P_AGES.pdf">http://www.nasmhpd.org/docs/publications/EngagingWomen/PeerEngagementGuide_Color_UP_FRONT_P_AGES.pdf</a>
Healing the Hurt – Rich, et al (men of color)	<a href="http://dcf.state.fl.us/programs/samh/docs/Healing-the-Hurt.pdf">http://dcf.state.fl.us/programs/samh/docs/Healing-the-Hurt.pdf</a>
Helping Traumatized Children Learn – Massachusetts Advocates for Children in Association with Harvard Law School	<a href="http://traumasensitiveschools.org">http://traumasensitiveschools.org</a>
Paul Tough. The Poverty Clinic. The New Yorker, March 21, 2011	<a href="http://www.newyorker.com/magazine/2011/03/21/the-poverty-clinic">http://www.newyorker.com/magazine/2011/03/21/the-poverty-clinic</a> <a href="http://aceresponse.org/img/uploads/file/the_poverty_clinic.pdf">http://aceresponse.org/img/uploads/file/the_poverty_clinic.pdf</a>
SAMHSA Concept Paper (Trauma Aware)	<a href="http://store.samhsa.gov/shin/content//SMA14-4884/SMA14-4884.pdf">http://store.samhsa.gov/shin/content//SMA14-4884/SMA14-4884.pdf</a>
SAMHSA's TIP 57: Trauma-Informed Care in Behavioral Health Services	<a href="http://store.samhsa.gov/shin/content//SMA14-4816/SMA14-4816.pdf">http://store.samhsa.gov/shin/content//SMA14-4816/SMA14-4816.pdf</a>
Trauma-Informed Supervision Guide – Institute for Health and Recovery	<a href="http://healthrecovery.org/publications/detail.php?p=30">http://healthrecovery.org/publications/detail.php?p=30</a>
Trauma Sensitive Schools	<a href="http://traumasensitiveschools.org">http://traumasensitiveschools.org</a>
Trauma Stewardship: An Everyday Guide to Caring for Self While Caring for Others, van Dernoot, Lipsky & Burk	<a href="http://traumastewardship.com">http://traumastewardship.com</a>
Wisconsin ACE Study	<a href="http://wischildrenstrustfund.org/files/WisconsinACEs.pdf">http://wischildrenstrustfund.org/files/WisconsinACEs.pdf</a> <a href="http://wischildrenstrustfund.org/files/WisconsinACEs(2014Brief).pdf">http://wischildrenstrustfund.org/files/WisconsinACEs(2014Brief).pdf</a>
Wisconsin A Practical Guide for	<a href="http://www.disabilityrightswi.org/wp-content/uploads/2012/05/Trauma-Informed-Guide.pdf">http://www.disabilityrightswi.org/wp-content/uploads/2012/05/Trauma-Informed-Guide.pdf</a>



Creating Trauma-informed Disability, Domestic Violence and Sexual Assault Organizations	
Wisconsin Responding to Disclosures of Personal Trauma	<a href="https://www.dhs.wisconsin.gov/tic/dispa.pdf">https://www.dhs.wisconsin.gov/tic/dispa.pdf</a>
Wisconsin Trauma-Informed Care: Moving Into Action	<a href="https://www.dhs.wisconsin.gov/publications/p0/p00616.pdf">https://www.dhs.wisconsin.gov/publications/p0/p00616.pdf</a>
Wisconsin Trauma-Informed Organizational Self-Assessment for Child Abuse Prevention Agencies	<a href="http://www.fosteringfutureswisconsin.org/wp-content/uploads/2014/11/CTF_Organizational_Self_Assessment.pdf">http://www.fosteringfutureswisconsin.org/wp-content/uploads/2014/11/CTF_Organizational_Self_Assessment.pdf</a>
Wisconsin Trauma-Informed Care Organization Self-Assessment for Consumer-Run Recovery Organizations	<a href="https://www.dhs.wisconsin.gov/tic/sacro.pdf">https://www.dhs.wisconsin.gov/tic/sacro.pdf</a>
Wisconsin Trauma-Informed Care: Skill Development	<a href="https://www.dhs.wisconsin.gov/tic/skilldev.pdf">https://www.dhs.wisconsin.gov/tic/skilldev.pdf</a>
Wisconsin Trauma-Informed Care: Values	<a href="https://www.dhs.wisconsin.gov/tic/values.pdf">https://www.dhs.wisconsin.gov/tic/values.pdf</a>
Wisconsin United Way of Dane County Trauma- Informed Care Workbook	<a href="https://www.unitedwaydanecounty.org/wp-content/uploads/2011/11/TraumaInformedCare-WorkbookPart1.pdf">https://www.unitedwaydanecounty.org/wp-content/uploads/2011/11/TraumaInformedCare-WorkbookPart1.pdf</a>
<b>Working With Partners</b>	
Creating Culture: Promising Practices of Successful Movement Networks	<a href="http://nonprofitquarterly.org/governancevoice/23439-creating-culture-promising-practices-of-successful-movement-networks.html">http://nonprofitquarterly.org/governancevoice/23439-creating-culture-promising-practices-of-successful-movement-networks.html</a>
Collective Impact	<a href="http://www.ssireview.org/articles/entry/collective_impact/">http://www.ssireview.org/articles/entry/collective_impact/</a> <a href="https://www.dhs.wisconsin.gov/mch/earlychildhoodsystems/events.htm">https://www.dhs.wisconsin.gov/mch/earlychildhoodsystems/events.htm</a> <a href="http://milwaukeesucceeds.org/">http://milwaukeesucceeds.org/</a>
Prevention Institute - Cross Sector Collaboration	<a href="http://www.preventioninstitute.org/">http://www.preventioninstitute.org/</a>
Trauma-Informed Community Building Manual	<a href="http://bridgehousing.com/PDFs/TICB.Paper5.14pdf">http://bridgehousing.com/PDFs/TICB.Paper5.14pdf</a>
<b>Listserv</b>	
Wisconsin Trauma-Informed Care	<a href="https://www.dhs.wisconsin.gov/tic/signup.htm">https://www.dhs.wisconsin.gov/tic/signup.htm</a>

February 2017

**The Wisconsin Continuum of Trauma-Informed Care**



Listserv	
ACEs Connection	<a href="http://www.acesconnection.com/">http://www.acesconnection.com/</a>

This document was adapted for Wisconsin from a tool developed by a group of Missouri organizations that have been active champions in addressing the impact of trauma and working towards becoming trauma-informed organizations. They represent a variety of organizations that serve children, youth and families and/or adults in a variety of settings. Anyone is free to use this document but would appreciate notification of such to [patsy.carter@dmh.mo.gov](mailto:patsy.carter@dmh.mo.gov). The recommended citation when used is: Wisconsin Version of the *Missouri Model: A Developmental Framework for Trauma-Informed, MO Dept. of Mental Health and Partners (2014)*.