

Trauma- and Resiliency-Informed Systems Initiative Update

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1

Overview

- TRISI Background & Structure
- TIO Assessment, Cohorts, & Coaching
- Next Steps
- Questions

2

“Culture does not change because we desire to change it. Culture changes when the organization is transformed – the culture reflects the realities of people working together everyday.”

– Frances Hesselbein



3

TRISI BACKGROUND & STRUCTURE

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First 5 SMC EMCH Steering Committee: January 2018 Recommendation

Long-term goal: Embed Trauma-Informed Policies and Practices at every level of the system



Training and support for child- and family-serving organizations to become more trauma-informed, including:

- Agency Self-Assessments of Trauma-Informed Care
- Trauma Training: Basic training on definition, prevalence, impacts and treatment of trauma as well as information about resiliency and protective factors
- Reflective Practice Training and Supervision: An approach that supports various models of relationship-based service delivery and can be used across disciplines, systems of care, and service models for children and families.



Training and resources for professionals working with children and families

- To understand trauma, its impacts, and treatment options
- That incorporates cultural humility into trauma-informed work



Education for parents to help recognize the signs and symptoms of trauma

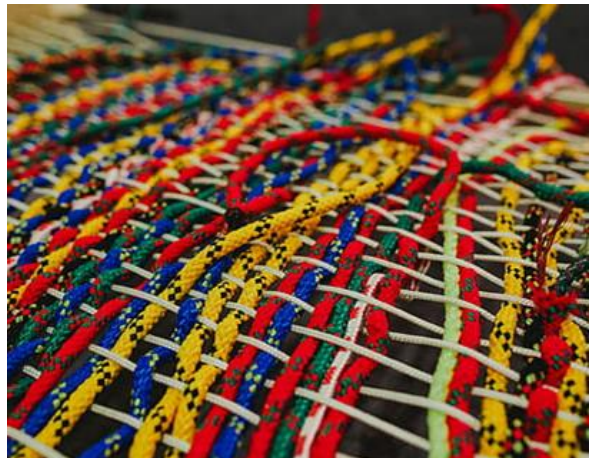
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Funding Partners

BHRS, Mental Health Services Act, Prevention and Early Intervention

First 5 San Mateo County

Sequoia Healthcare District

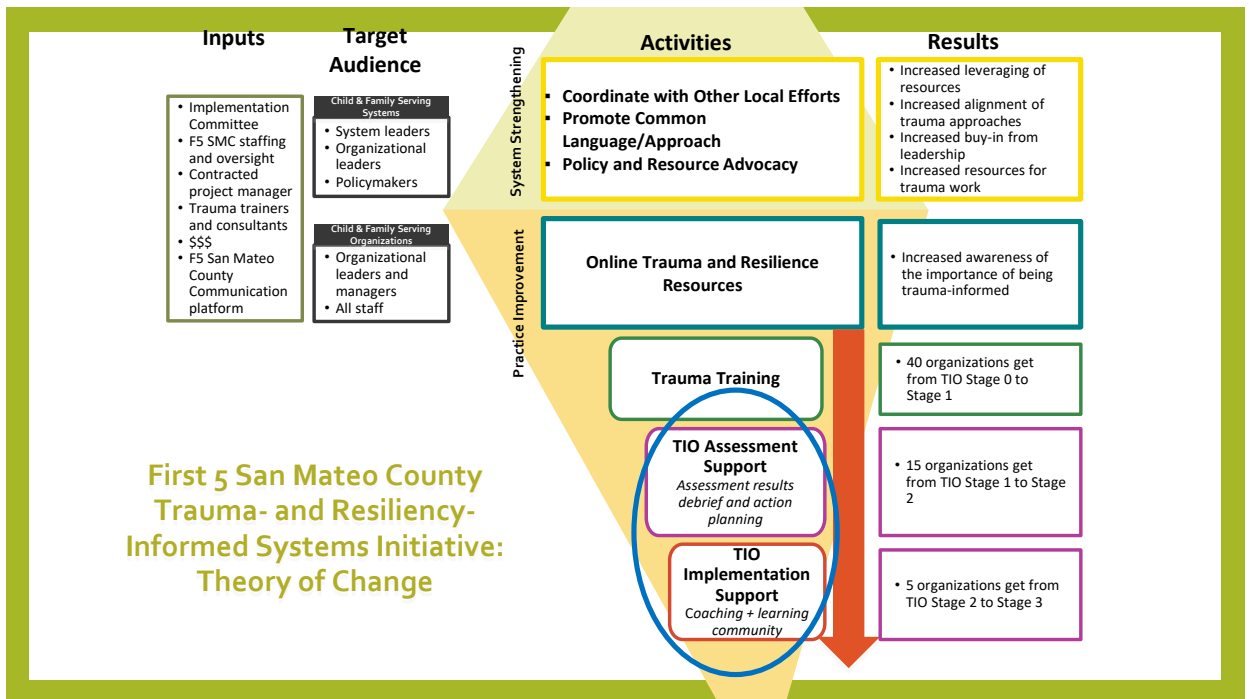


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Past Progress

- Online Resource Hub for SMC: [Home | San Mateo County \(CA\) | PACEsConnection](#)
- Market Assessment Survey
- Countywide Trauma Convening
- ID of a TI Organizational Assessment Tool

7



8

Core Team Roles

Hamai Consulting

- Initiative Design
- Cohort Facilitation

Trauma Transformed / EBAC

- Organizational Coaching

Learning For Action

- Strategy, Process Guidance, Research and Assessment Support

First 5 SMC

- Initiative Administration, Sustainability, and Participant

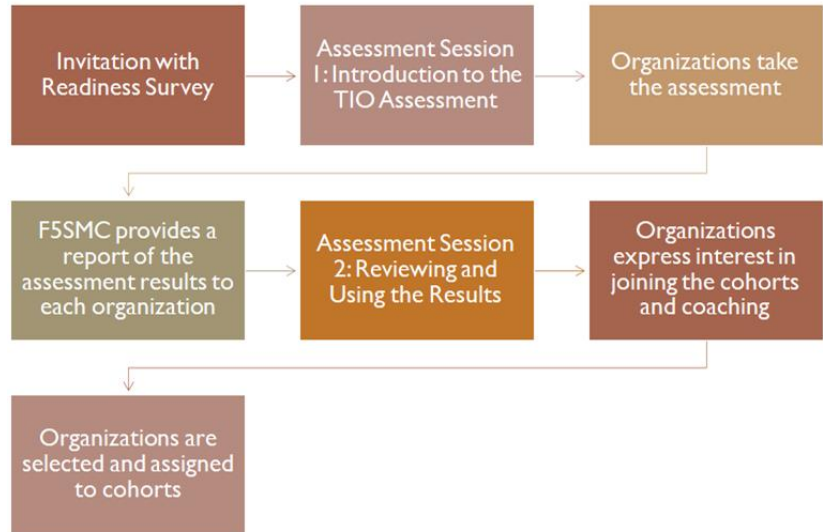


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TIO ASSESSMENT, COHORTS, & COACHING

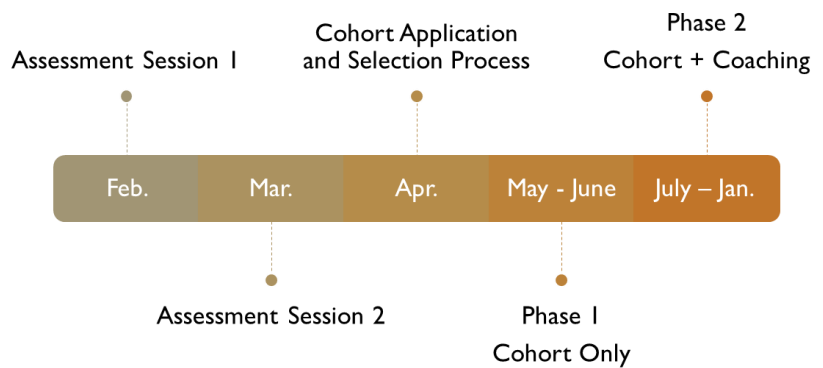
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Overall Process



11

Timing



12

Cohorts



6 organizations
4 smaller orgs
2 larger orgs



2 cohorts
1 for smaller orgs
1 for larger orgs



12 people per cohort
3 per smaller org.
6 per larger org.



Phase I
Two 2-hour sessions
per month

Phase 2
One 2-hour session
per month



**Commitment
of about 3
hours month**
Cohort meetings +
prep and follow-up

13

Coaching Structure



Purpose

To coach individual organizations to adopt, adapt, align to large group goals

With Individual Organizations

How to embed framework and TIS principles into organizational culture and structure

Activities

Leadership coaching calls
Team meetings & calls

240 hours for 1:1 coaching

14

Reflections

Ways We Grew

- This centered us during a time of upheaval
- Started setting more boundaries and practicing more self-care
- More open communication
- Created more space and time to listen and reflect
- Paying more attention to others
- Starting to incorporate more voices in decision making

Ways We Can Grow

- This time of upheaval made it hard to be consistent
- Can share assessment results in ways that inspire more action
- More intentionally integrate this work with our equity work
- Continue this work – policy and culture change take time
- Deepen connection between the cohorts and coaching

15

NEXT STEPS

16

TRISI 1.0

- Monthly cohorts ended January 2022, move to quarterly cohort meetings for remainder of 2022
- Monthly individual agency-level coaching available for six current agencies through June 2022
- Possible opportunities to share across cohorts during the year



17

TRISI 2.0

- Focus on 3-4 large public child and family serving agencies
- Similar duration and structure to TRISI 1.0
- Incorporating feedback/learnings from 1.0 into sequencing and structure



18



Home Visiting Environmental Scan in SMC

Tamara Hamai
Hamai Consulting



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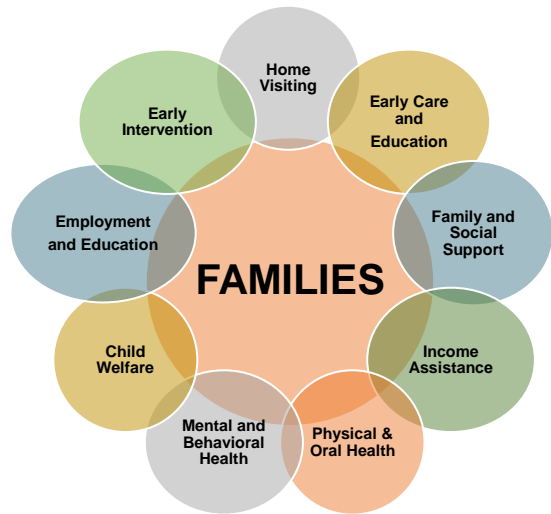


HOME VISITING IS PART OF A SYSTEM OR NETWORK OF SERVICES

“In partnership with the family, the delivery of the right services in the right setting at the right time.”

- Home Visiting Applied Research Collaborative (HARC)

Purpose: Help counties create a sustainable, unified system that supports families with the home visiting services they need and maximize available funding to serve more families.



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Action Plan Goals

Goal 1. Build or strengthen the county-wide vision for how a coordinated local early childhood development and family support system, including home visiting, can address the needs of families impacted by COVID-19.

Goal 2. Determine scope and effectiveness of existing home visiting programs and family support services designed to help families in crisis. Expand access to home visiting and other family support services, as needed, to help families recover from the effects of the COVID-19 pandemic.

Goal 3. Strengthen (or rebuild) coordination and alignment across home visiting and family support agencies to address the effects of the pandemic on family support systems.

Goal 4. Strengthen (or rebuild) early childhood development and family support systems by embedding home visiting as a critical component to helping families recover from the effects of COVID-19.

Goal 5. Advance family-centered and trauma-informed practices.

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Appreciative Approaches

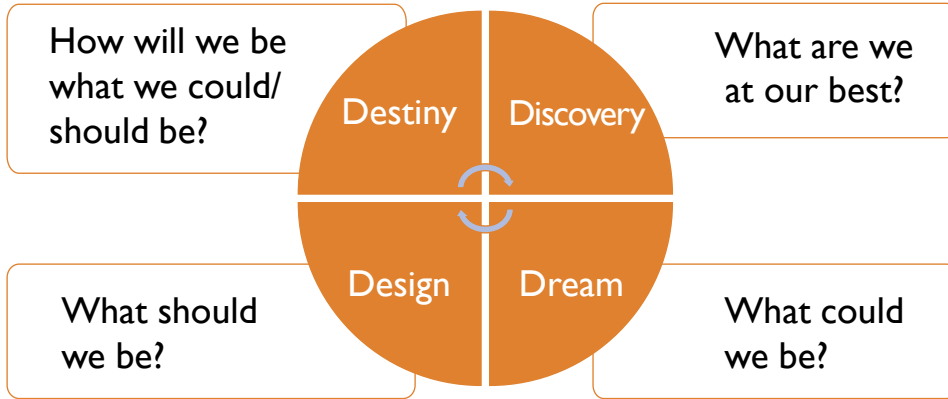


Think of appreciation as fully appreciating a person, object, or situation's complexity—not just “strengths-based” or “positive”

Think of appreciation also like a house appreciating in value

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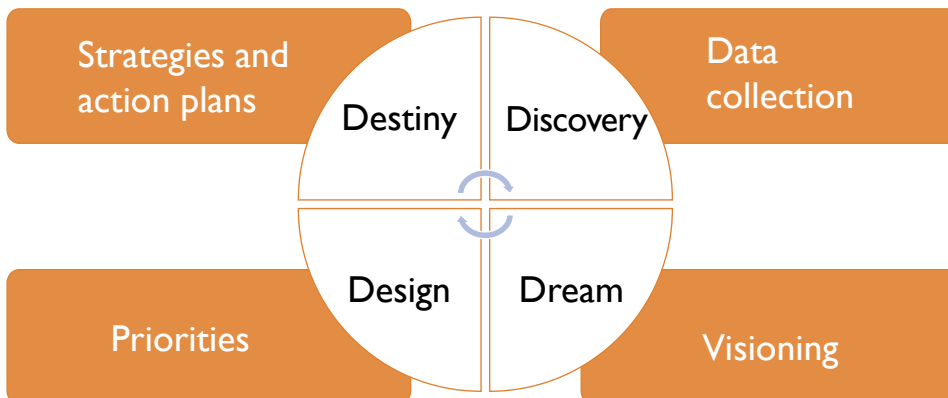
Appreciative Inquiry consists of these 4 Phases



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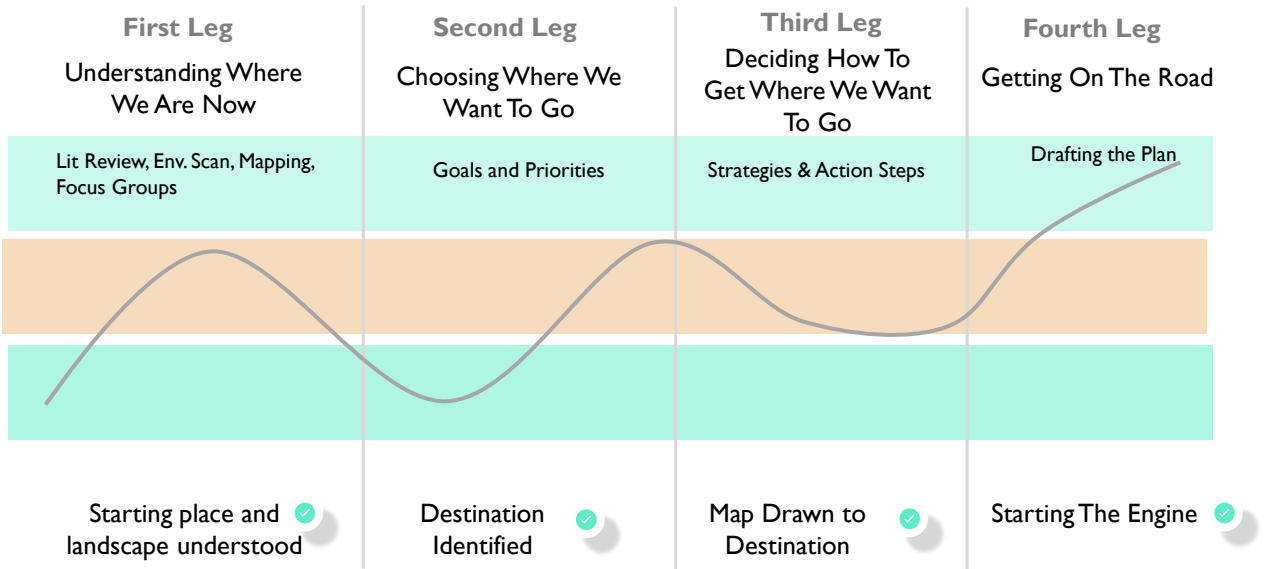
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Our Journey Together



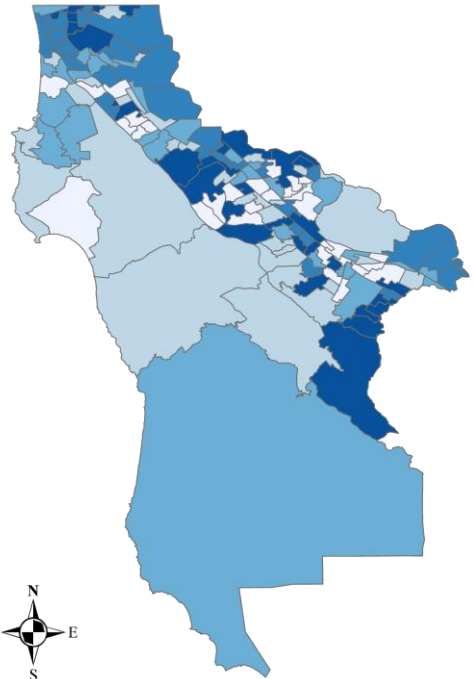
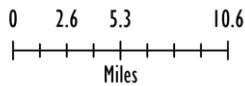
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Mapping Family Needs and Assets

Legend

Strong Start Index

- Lowest Quintile (Fewest Assets)
- Second Quintile
- Third Quintile
- Fourth Quintile
- Highest Quintile (Most Assets)

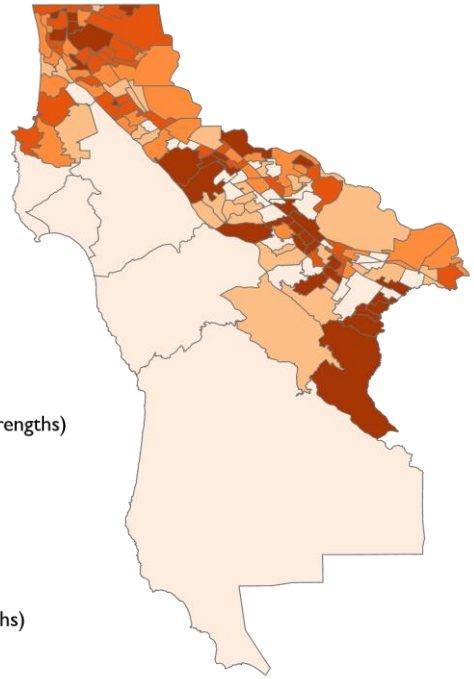
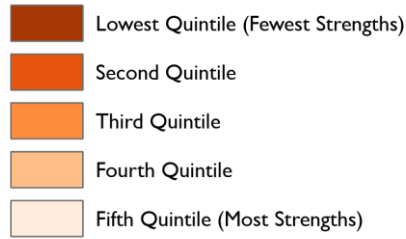


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Mapping Family Needs and Assets

Legend

Healthy Places Index

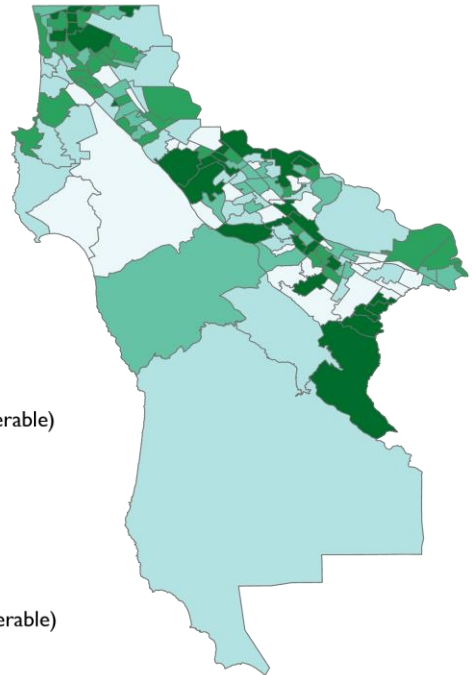
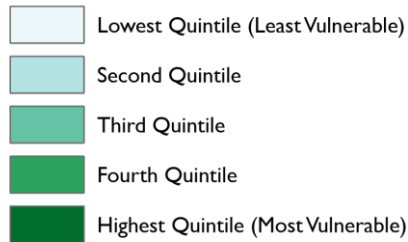


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Mapping Family Needs and Assets

Legend

Social Vulnerability Index



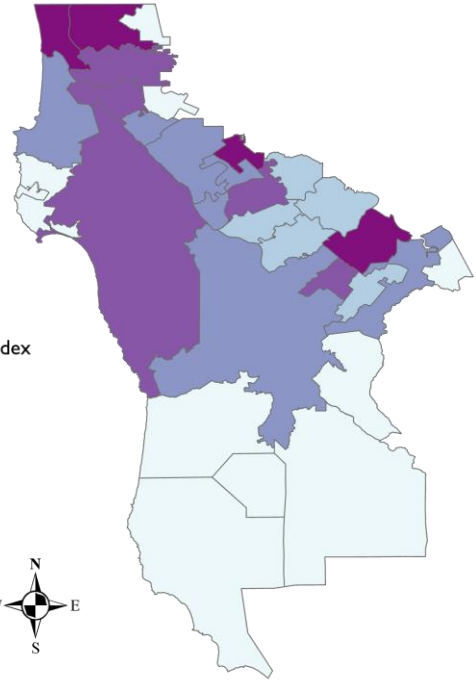
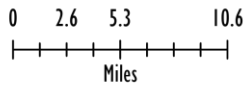
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Mapping Family Needs and Assets

Legend

COVID-19 Vulnerability and Recovery Index

- Lowest Quintile (Least Vulnerable)
- Second Quintile
- Third Quintile
- Fourth Quintile
- Highest Quintile (Most Vulnerable)



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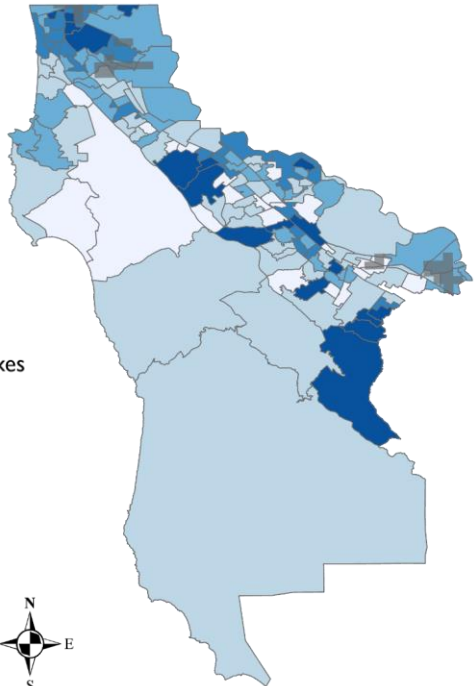
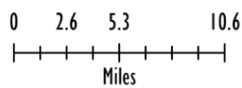
Mapping Family Needs and Assets

Legend

- CCCS Priority Neighborhoods

Average Quintile for All Need Indexes

- Lowest Quintile
- Second Quintile
- Third Quintile
- Fourth Quintile
- Highest Quintile



12



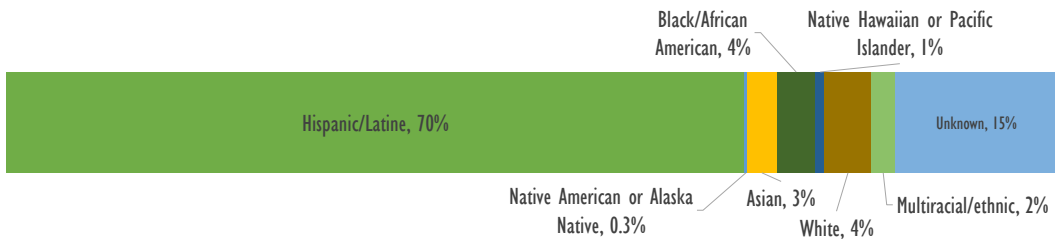
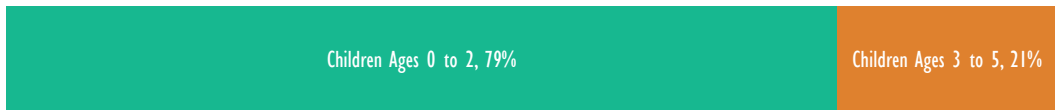
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- IZZI – Early Head Start
- IZZI at Home – Head Start
- StarVista – Healthy Homes
- Puente de la Costa Sur – Sueños Unidos Childcare Coop
- Peninsula Family Services – Early Head Start
- Family Connections – Home Visiting
- San Mateo County Children and Family Services
 - Parenting Education Services
 - Black Infant Health Program
 - Healthy Families Program
 - Nurse-Family Partnership Program
 - Pediatrics Program

Still working on collecting more information about these programs and 3 other programs

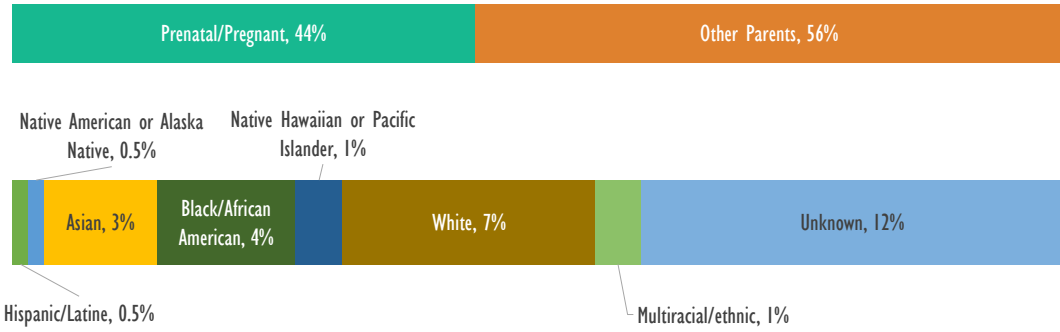
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792 children served



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1,728 parents,
86 other family members, &
277 other people served



15



16

Literature Review Findings

Q: What does research show works for coordinating home visiting in other places?

Q: What does research say a coordinated system could look like?

A: **Collaboration** is essential to coordinating home visiting services.



COORDINATION OF THE HOME VISITING SYSTEM



17

Aspects of Collaboration

- (1) Community involvement
- (2) Common goals or tasks
- (3) Shared responsibilities
- (4) Shared rewards
- (5) Shared resources
- (6) Shared authority or decision making
- (7) Shared evaluation
- (8) Shared structures
- (9) Shared visions and values



COORDINATION OF THE HOME VISITING SYSTEM



18

Collaboration Strategies

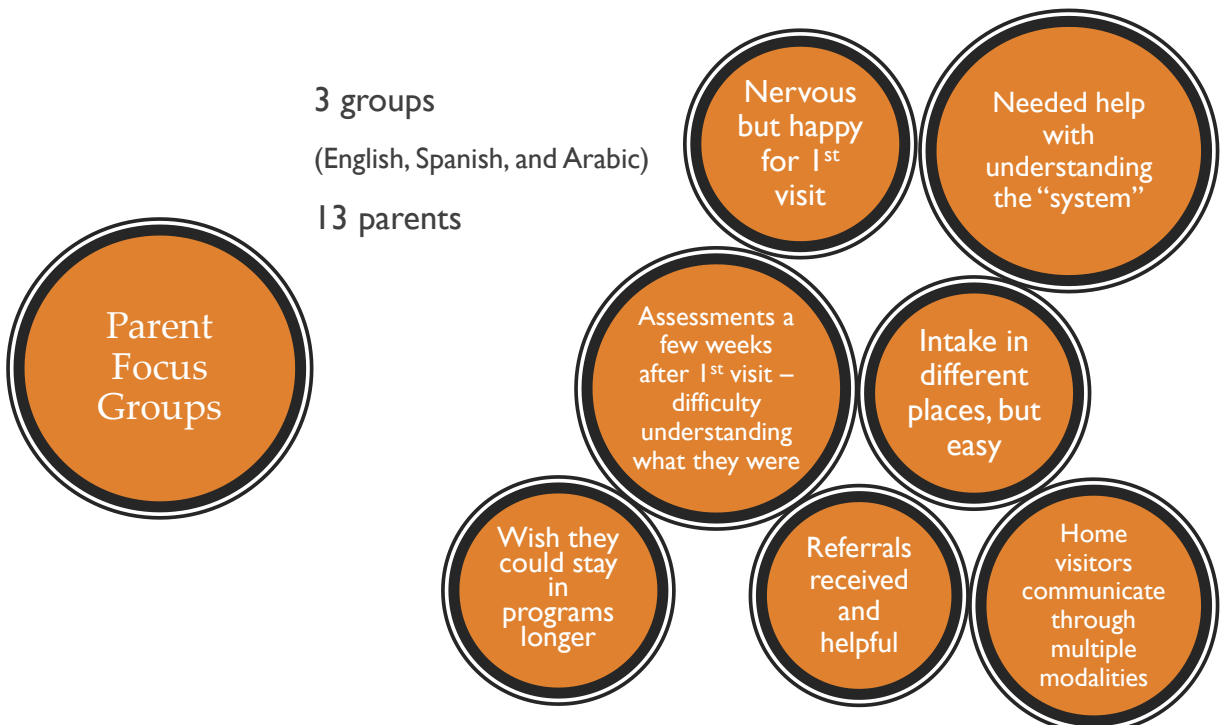
- Referral Networks with Warm Handoffs
- Liaisons
- Advisory Committees
- Centralized Intake System
- Linking Funding to Integration



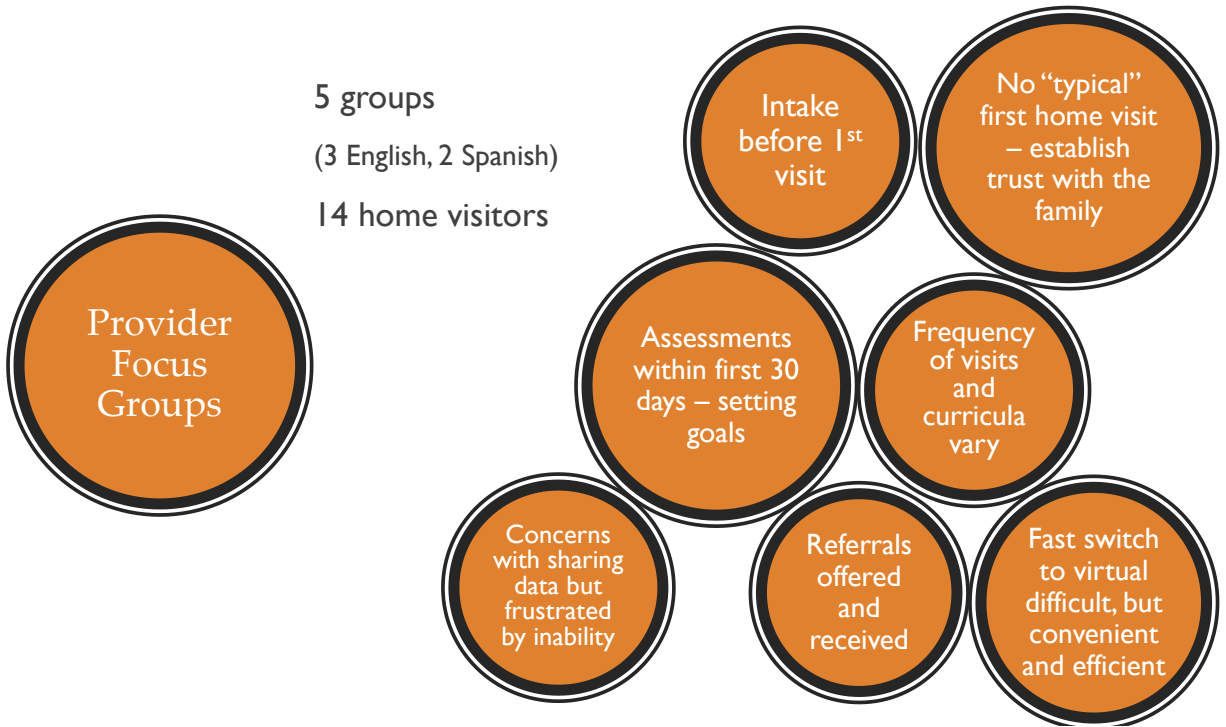
COORDINATION OF THE HOME VISITING SYSTEM



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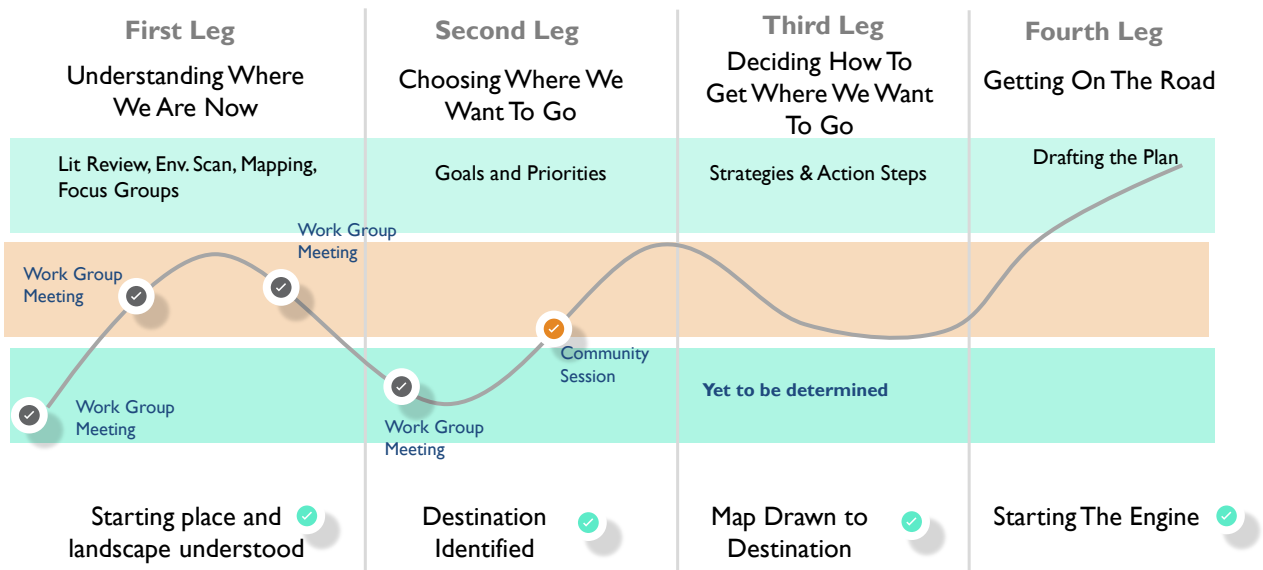


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21

Our Journey Together



22