Embedding Trauma-Informed Practices in San Mateo County Systems that Serve Children and Families

First 5 San Mateo Commission Meeting
July 30, 2018

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 make internal operations more trauma-informed, including:
- **Agency Self-Assessments of Trauma-Informed Care**
- **Trauma 101**: 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**
Trauma-Informed Systems: Planning Committee

Members and Affiliation
Michelle Blakely, First 5 San Mateo County
Natasha Bourbonnais, San Mateo County Human Services Agency
Suzie Hughes, One Life Counseling Services
Trish Erwin, SMC Health System, Family Health Services
Jean-Marie Houston, San Mateo County Office of Education
Michelle Sioson Hyman, Silicon Valley Community Foundation
Dr. Harvey Kaplan, SMC Health System, First 5 Commission (retired)
Sarah Poulain, Family Connections
Cheryl Oku, Gatepath
Kristin Reinsberg, UCSF Parent Infant Program, StarVista
Emily Roberts, First 5 San Mateo County
Sandra Phillips-Sved, Partners In School Innovation, First 5 Commission

Planning Process

January-February: Data collection for landscape scan
March-April: Develop scenarios for TIS development support in San Mateo county
May: Refine scenarios according to analysis and feedback
June: Incorporate Commission input and plan for implementation

Jan 2018 → March 2018 → May 2018 → July 2018
Planning Committee Meeting → Planning Committee Meeting → Planning Committee Meeting → First 5 San Mateo County Commission Meeting
## Landscape Scan

### Data and Perspectives Included
- A review of secondary literature
- Interviews with key stakeholders from:
  - First 5 Los Angeles
  - Genentech
  - Trauma Transformed
  - WestEd
  - ChildTrauma Academy
  - Bridge Housing
  - 4C’s of San Mateo County
- Planning Committee member input

### Key Findings
- There’s a lot already happening in San Mateo County, but coordination is lacking
- Changing how systems work will take time; think about this as long-term developmental work
- Leadership needs to be engaged for systems change to occur
- Training is a necessary building block for systems change (it will build demand)

## Key Assumptions

1. **Cultural context – and cultural humility on the part of systems and providers - is foundational to trauma and resilience work.**

2. **To provide trauma-informed care, organizations must become trauma- and resilience-informed.**

3. **Becoming trauma- and resilience-informed requires doing deep work to reform organizational systems, values, and ways of working.**
**Trauma-Informed Organizations (TIO) Developmental Framework**

**BECOMING TRAUMA AND RESILIENCY-INFORMED: 4 STAGES OF DEVELOPMENT**

**Principles**
- Safety
- Trust and transparency
- Peer support
- Collaboration and mutuality
- Voice, choice, and self-agency
- Culturally, historically, and gender-identity appropriate

**Domains**
- Leadership and governance
- Training and workforce development
- Screening, assessment, and services
- Progress and results monitoring
- Engagement and involvement
- Physical environment
- Cross-system collaboration
- Media and marketing
- Policies and procedures
- Financing

**Stage 1: Recognizing**
- System leaders
- Organizational leaders
- Policymakers

**Stage 2: Planning & Testing**
- System leaders
- Organizational leaders and managers
- All staff

**Stage 3: Committing**
- Coordinate with Other Local Efforts
- Promote Common Language/Approach
- Policy and Resource Advocacy

**Stage 4: Nurturing & Adapting**
- Increased leveraging of resources
- Increased alignment of trauma approaches
- Increased buy-in from leadership
- Increased resources for trauma work
- Increased awareness of the importance of being trauma-informed

**Inputs**
- Implementation Committee
- F5 SMC staffing and oversight
- Contracted project manager
- Trauma trainers and consultants
- SSS
- F5 San Mateo County Communication platform

**Target Audience**
- System leaders
- Organizational leaders
- Policymakers
- Trauma trainers and consultants
- F5 San Mateo County Communication platform

**Activities**
- Online Trauma and Resilience Resources

**Results**
- First 5 San Mateo County Trauma- and Resiliency-Informed Systems Initiative: Theory of Change

**First 5 San Mateo County Trauma- and Resiliency-Informed Systems Initiative: Theory of Change**

- Trauma 101 Training
- TIO Assessment Support
- TIO Implementation Support

**Source:** Center for Collective Wisdom, Trauma and Resiliency: A Systems Change Approach; Emerging Lessons and Potential Strategies from the Los Angeles County Trauma and Resiliency-Informed Systems Change Initiative, 2017. Downloaded from: https://www.first5la.org/files/Trauma.pdf
**Results**
- Increased leveraging of resources
- Increased alignment of trauma approaches
- Increased buy-in from leadership
- Increased resources for trauma work

**Initial Estimate**
- $80K

**Projected Cost Drivers**
- Contracted and First 5 San Mateo County staff time (to build relationships and coordinate Implementation Committee activity)
- Meeting costs (space, food, materials)
- Evaluation and learning

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**Proposed Project Timeline**

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<th>Phase 1</th>
<th>Phase 2</th>
<th>Phase 3</th>
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<td><strong>Buildout</strong></td>
<td><strong>Trauma 101 Training</strong></td>
<td><strong>TIO Program Implementation</strong></td>
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<td>- Convene Implementation Committee</td>
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<td>- TIO Program Implementation</td>
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<td>- Evaluation &amp; Learning</td>
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<td>- Relationship building</td>
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<td>- Initiative refinement</td>
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**Online Trauma and Resilience Resources**
- Increased awareness of the importance of being trauma-informed
- $30K

**Trauma 101 Training**
- 40 organizations get from TIO Stage 0 to Stage 1
- $90K

**TIO Assessment Support**
- Assessment results debrief and action planning
- 15 organizations get from TIO Stage 1 to Stage 2
- $90K

**TIO Implementation Support**
- Coaching + learning community
- 5 organizations get from TIO Stage 2 to Stage 3
- $90K

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**System Strengthening**

**Practice Improvement**

**Initial Resource Allocation:** $410K available over 2 years; $260K from First 5 San Mateo County + $150K from San Mateo County Health System (MHSA funds)
BECOMING TRAUMA AND RESILIENCY-INFORMED: 4 STAGES OF DEVELOPMENT

**Principles**
- Safety
- Trust and transparency
- Peer support
- Collaboration and mutuality
- Voice, choice, and self-agency
- Culturally, historically, and gender-identity appropriate

**Stage 1: Recognizing**
In this first stage of work, senior leaders and others are:
- Becoming aware of the research on trauma and resiliency, and its relevance to people served by the system and staff.
- Recognizing that addressing trauma and promoting resiliency are vital to improve the results for the people served by the system.

**Stage 2: Planning & Testing**
In this next stage, systems begin:
- Testing first applications—e.g., evidence-based practices in particular programs.
- Identifying and supporting champions for the work.
- Developing plans to integrate the guiding principles across all implementation domains.

**Stage 3: Committing**
Senior leaders formally commit to, and the organization undertakes, ongoing change work, including:
- Integrating the guiding principles across all implementation domains.
- Regularly assessing progress on becoming trauma and resiliency-informed and the impact of this work on system results.

**Stage 4: Nurturing & Adapting**
At this stage, staff and partners at all levels of the system are:
- Engaging in ongoing adaptation to live the principles across all implementation domains;
- Nurturing a trauma and resiliency-informed culture; and
- Supporting partners to make progress along this change continuum.

**Domains**
- Leadership and governance
- Training and workforce development
- Screening, assessment, and services
- Progress and results monitoring
- Engagement and involvement
- Physical environment
- Cross-system collaboration
- Media and marketing
- Policies and procedures
- Financing

**Source**: Center for Collective Wisdom, Trauma and Resiliency: A Systems Change Approach; Emerging Lessons and Potential Strategies from the Los Angeles County Trauma and Resiliency-Informed Systems Change Initiative, 2017. Downloaded from: [https://www.first5la.org/files/Trauma.pdf](https://www.first5la.org/files/Trauma.pdf)
Questions, Discussion, and Guidance
First 5 San Mateo County Strategic Plan 2015-2020 Revision

Kitty Lopez, First 5 San Mateo County
Michelle Blakely, First 5 San Mateo County
Christina Bath Collosi, VIVA Strategy + Communications

July 30, 2018

2015-2020 F5SMC Strategic Plan

Revision process – remains the same

Vision: Success for every child

Mission: First 5 San Mateo County promotes positive outcomes for young children and their families through strategic investments, community leadership, and effective partnerships
2015-2020 Plan Desired Outcomes

Revision process – remains the same
1. San Mateo County will give priority to young children and their families
2. Communities provide a safe and healthy environment for young children
3. Children have access to high-quality early care and education settings
4. Families feel connected to and supported by their community and able to nurture their child’s health and development
5. Children have healthy attachments to their parents and caregivers
6. Children have access to and are utilizing appropriate health care services to meet their health and developmental needs

How will outcomes be achieved?

Revision process – remains the same

It was understood by the Commission and community that investment alone will not make significant impact on the outcomes.

For the duration of the 2015-2020 Strategic Plan, First 5 San Mateo County will focus on three primary community roles (not in order of priority):
1. Strategic Financial Investor
2. Community Partner in aligned efforts
3. Community Leader to advocate for the prioritization of young children and their families in decision making processes
2015-2020 Plan Framework

Focus Area: Early Learning
  – 4 Strategies for Investment

Focus Area: Child Health and Development
  – 3 Strategies for Investment

Focus Area: Family Engagement
  – 4 Strategies for Investment

Systems Building: Community Approach
  – 3 Priority Approaches

Our kids!
Persisten Challenge

How can First 5 San Mateo County maximize impact in the community at a time of declining financial resources?

Financials Over Time
Prepared May 2018

Strategic Plan Revision Period
SMC Public Forum – Key Themes

1. **Convener and Collaborator**: Helping local funded and unfunded stakeholders tap into collaborative opportunities
2. **Resource Maximization**: Leveraging, aligning, blending funding as well as ensuring available public funds are maximized before F5SMC funding is utilized
3. **Impact Investor**: Focus investments on prevention and target intervention to the very highest needs children
4. **Systems Catalyst**: Striking the right balance between program investments and systems improvements through cross sector initiatives and effective partnership
5. **Advocate and Champion**: Impacting local and regional decision makers including community business leaders to prioritize young children

F5SMC Commission Strategic Planning Ad-hoc

- Prioritize tightly connected and deep efforts aimed at root causes. By this, the committee means focusing on prevention and targeting services that are aligned with systems improvement efforts (systems coordination, partnership/ advocacy)
- Prioritize strategies with greatest return on investment
- Eliminate strategies that never got off the ground or did not have considerable traction
Partnership Breakfast

Anne Campbell,
San Mateo County Superintendent of Schools

John Keene,
Chief Probation Officer, San Mateo County

Ken Cole,
Executive Director, San Mateo County Department of Housing

Srija Srinivasan,
Deputy Chief at San Mateo County Health System

Selina Toy Lee,
Director of Collaborative Community Outcomes

Thank you!