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12-month Follow-up Survey and Implementation Interviews

February 2019 - March 2019

23 Agencies Responded with 851 participants

Average response rate was 71%

20 Agencies are currently participating in implementation calls
Demographics Data

Population Gender
(n = 660)
- Female: 86%
- Male: 13%
- Other: 1%

Population Race/Ethnicity
(n = 662)
- American Indian/Alaska Native: 1%
- Asian: 2%
- Black or African American: 21%
- Hispanic: 16%
- Native Hawaiian or Pacific Islander: 3%
- More than one race: 0%
- Other (please specify): 2%
- White/Caucasian: 55%
Demographic Data

Population Age Range
(n = 643)

- 20’s: 7%
- 30’s: 26%
- 40’s: 25%
- 50’s: 13%
- 60’s: 7%
- 70’s: 0%

Population Education Background
(n = 662)

- Associate's degree: 5%
- Bachelor's degree: 33%
- Doctoral degree or equivalent (e.g., MD, PsyD): 4%
- High school diploma or equivalent: 2%
- Master's degree: 5%
- No high school diploma or equivalent: 5%
- Other (please specify): 1%
- Some college, no degree: 2%
TBRI Familiarity

- Each set of bars represents a survey.
- TBRI familiarity increased from baseline and remained high at the 12-month follow-up (90%).
- Slight drop after 1 year in TBRI familiarity may represent turnover.

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Mid-year</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>Training Follow-up</td>
<td>95%</td>
<td>5%</td>
</tr>
<tr>
<td>12-month Follow-up</td>
<td>90%</td>
<td>10%</td>
</tr>
</tbody>
</table>
Behavior Management Strategies

• The 3 most commonly used strategies to manage behaviors across the project were:
  1. Positive Reinforcement
  2. Redirecting Behavior
  3. Ignoring Bad Behavior

• These are the same as previous surveys.

• On average, punishment, grounding, timeouts, level systems, medication and restraints are rarely or never used.
The 3 most commonly used TBRI skills across the project were:

1. Voice Quality
2. Schedules
3. Mindful Awareness

The previous survey’s top 3 TBRI skills were - voice quality, playful interactions, and mindful awareness.

Schedules have taken over as the second most commonly used TBRI skill within the collaborative
• Slight decrease in Mission, Cohesion, Communication and Job satisfaction

• Slight increase in perceived Influence, Autonomy, Stress, Burnout, and Leadership Engagement

• Job Satisfaction is still the highest rated Category

• Burnout is still the lowest rated category
Policy Communication Over time

- There was very little change over time for the PCI scales
- Office Instruction decreased slightly
- Discussions in Meetings increased slightly
- Personal expression increased slightly
Repeated Measures

• Comparing organizations that did versus did not have a TBRI practitioner at the beginning of the project.
  • Agencies with a TBRI practitioner:
    • Had a significantly more positive attitude towards trauma-informed practice at baseline and the 12-month follow-up (based on ARTIC)
    • Had a marginally higher team cohesion at baseline (cohesion overall decreased)
    • Reported greater leadership engagement at both baseline and follow-up, but the agencies without a TBRI Practitioner reported a significant improvement in leadership engagement while those with a Practitioner did not.
  • Perceived Influence increased across all agencies.
Relationships among Measures

• Resiliency at baseline was not related to burnout at follow-up.

• Leadership Engagement at Baseline predicted better communication, higher job satisfaction, and less burnout at follow-up.

• A greater sense of mission and higher job autonomy at baseline predicted higher job satisfaction at follow-up.

• Better cohesion and job autonomy at baseline predicted better communication at follow-up.
Relationship between Surveys

• Greater leadership engagement at baseline is associated with a greater increase in meeting discussion about TBRI and personal expression of TBRI.

• More office instruction at baseline was related to lower job satisfaction, decreased sense of mission, lower cohesion, lower job autonomy, and more burnout at follow-up.
Implementation Plans

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Christian Hernandez
GOAL Progress for Initial Goals

Number of Agencies

- Planning stage: 3 agencies
- Less than 50% complete: 5 agencies
- More than 50% complete: 9 agencies
- 100% complete: 2 agencies
Implementation - What’s Happening

(1) More use of TBRI directly with clients
(2) More TBRI added to agency environment
(3) More TBRI-Based training & materials
(4) More trauma-informed/TBRI Assessment/Tracking
(1) More use of TBRI directly with clients

• Nurture groups added
• Nurture group/TBRI techniques added to counseling groups
• TBRI added to In-home services (e.g., behavioral scripts, TBRI language, snacks, nurture groups, engine-plates, sensory items)
• Summer camps added
(2) More TBRI added to agency environment

• TBRI elements added to forensic interview rooms
• Lobbies adapted to better meet ecological, physical, & sensory needs; & disarm fear (snacks, water, games, sensory items).
• TBRI Posters on walls
• Adding TBRI-Based language into agency website
(3) More TBRI-based training & materials

- Creation of TBRI-based Parent education curriculum
- Adapting existing TBRI-Based manuals to older age groups
- TBRI in new employee training & ongoing staff training
- Created TBRI Information Sheet for staff
- Using Champions as consultants for staff
- Using practitioners to train agencies outside of the collaborative
(4) More TBRI-based Assessment/Tracking

• Tracking staff usage of TBRI strategies

• Created TBRI-based conference tool for monthly supervision meetings

• Using ARTIC to measure staff attitudes on trauma-informed care

• Using SDQ (Strengths & Difficulties Questionnaire) with clients
Factors affecting goal progress

- Whether a factor facilitated or hindered progress, could vary from month to month within the same agency, and varied from agency to agency.
- Next, we discuss reasons why certain factors facilitated or hindered . . .
Hindered

- Need more practitioners
- Limited number of staff
- Lack of support staff
- Hard to manage large number of staff with fidelity
(2) Staff Time

Facilitated

• Allocating more staff time/positions for help with TBRI

• Staff had time to start a study group
(2) Staff Time

Hindered

- Management & Staff turnover
- Vacations & leave for various reasons
- Had to adjust responsibilities of staff
- Competing with other people/projects (fundraiser, accreditation)
- Need more time for staff training/coaching
- Staff work mainly outside the office so getting everyone together is a challenge
- Getting time from leadership for meetings etc.
(3) Budget/Funding

Facilitated

• Scholarships for training
• Departments working within their means; budgeting for supplies
• Using additional funds for TBRI
• Receiving more funds/grants
• Finding creative ways to acquire funds (special requests to donors, etc.)

Hindered

• Funding practitioner training is difficult
• Waiting on leadership to allocate funds for TBRI
• Lack of funds/resources
(4) Leadership Buy-in

Facilitated

• Agency board is interested in TBRI
• Leadership is going to trainings
• Have leadership support
• Executive Director is creating budget that includes TBRI

Hindered -

• Leadership change - getting buy-in from new leader
(5) Service Coordination

Facilitated

- Different departments/managers working together to support the goal
- Getting other agencies into the TBRI/trauma conversation
- Getting help from other agencies to implement nurture groups

Hindered

- Volunteers aren’t trained yet
- Getting everyone on the same page
(6) Equipment

Facilitated

• Have TBRI materials and DVDs
• using laptops in sessions made documentation easier

Hindered

• Didn’t have enough TBRI DVD’s
• Training room is small
• Need more space for sensory rooms and training rooms
Facilitated

• Seeing positive collaboration between agencies in the collaborative

• There are people to reach out to if help is needed
(8) Other

Hindered

• Building renovation and/or moving locations
• Delays in getting training
For questions, contact:

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