



## Week 4: Assessing Your Setting

### Key Takeaways:

- In the first three sections of the course, the focus was on setting your table for the sustainable application of a trauma-informed and resilience-building approach. In section 4, we shift to focus on assessing your setting using a trauma-informed assessment.
- The intent behind a trauma-informed assessment is to use a systematic approach to evaluate different areas of your setting--both the things that are working well and the areas that could be improved. The information you gather in the assessment will help guide the development of specific goals.
- There are a number of different trauma-informed assessment tools that exist, most of which are based on the Trauma-Informed Program Self-Assessment Scale developed by Drs. Roger Falot and Maxine Harris. All of these tools encourage you to look at a variety of domains in your setting. Five domains that are common across these tools are:
  - Leadership and staff
  - Clients and consumers
  - Services
  - Policies and procedures
  - Physical environment
- Redesigning our systems and structures requires us to consider the values of diversity, equity, and inclusion in ALL of these domains.



**Activity:** Work through the following questions either individually or as part of your Resilience Champion team. (You may use the worksheet as a tool to support the activity.) Consider how you might utilize your team to collect feedback on the needs and the strengths of your setting. Getting a variety of perspectives is important so consider what format is best (anonymous survey, interviews, etc) to get honest input. Be careful to avoid implementing this process in a vacuum. Get outside of your comfort zone!

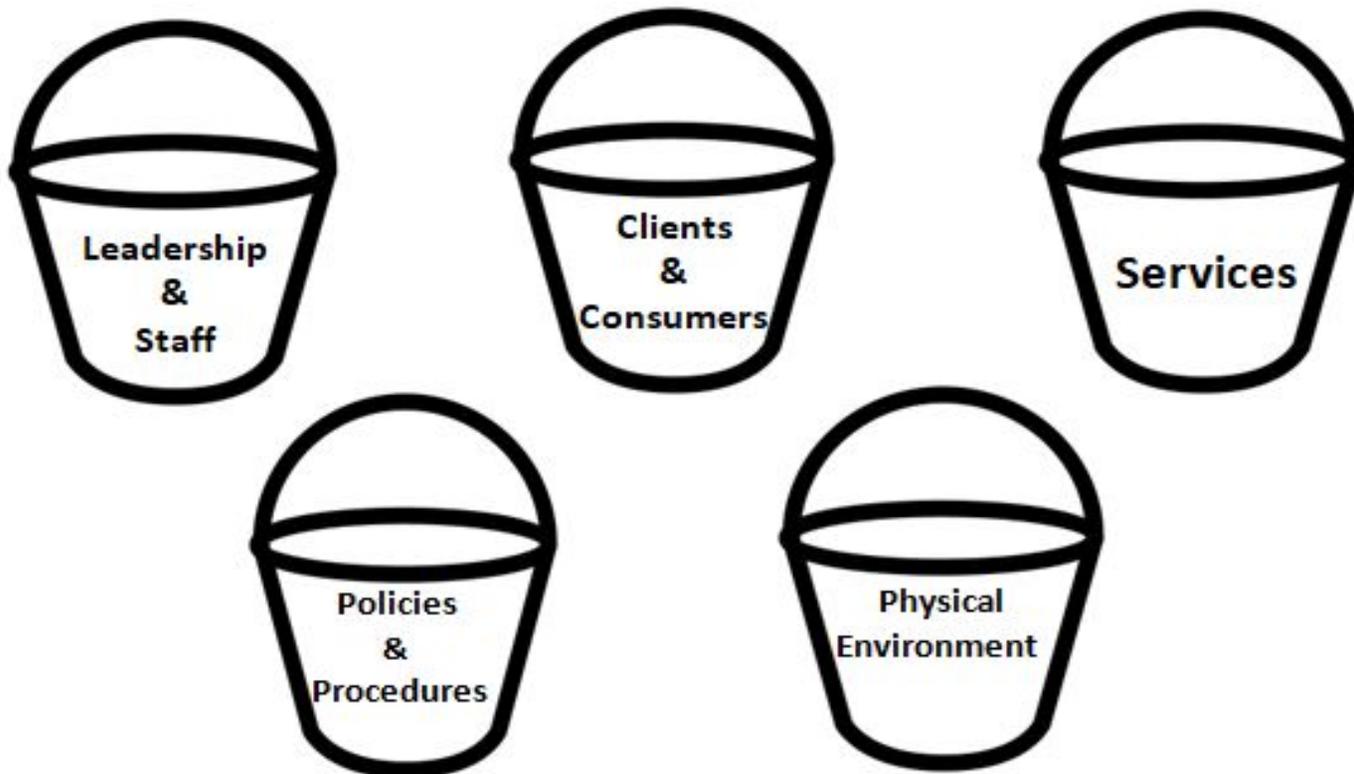
- 1. Choose an assessment tool:** Use the additional resources and/or the worksheet below to develop an assessment tool (formal or informal) that works best for your setting.
- 2. Assess your setting:** Use your tool to assess your setting across different areas you defined.

**Discussion post:** Post your answer to these questions:

- What are *you already doing* in your setting to support a trauma-informed approach?
- What are your biggest opportunities for improvement?

## Worksheet 5 - Assessing Your Setting

This worksheet is meant to be an informal tool to support you and your team in assessing your setting. This is not an exhaustive list and we encourage you to utilize the additional resources for ideas. You may want to add or subtract from both the categories (buckets) and the questions as you see fit. You may also want to review existing tools found in the additional resources for ideas for questions.





- **Have all leadership and staff received training on the impact of trauma?**
- **How are staff supervised?**
- **Are staff receiving adequate support to reduce burnout?**
- \_\_\_\_\_?



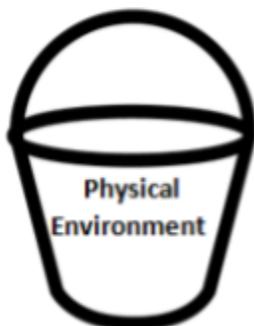
- **Are clients' basic needs being met?**
- **Do clients feel safe & welcome?**
- **What are the strengths of your clients?**
- \_\_\_\_\_?



- Do your services promote equity?
- Do your clients have a voice in what and how services are offered?
- Are you coordinating your services with other agencies within your community?
- \_\_\_\_\_?



- **What are your organization's policies around hiring and firing?**
- **What are your organization's policies for handling conflict?**
- **Does your organization have an emergency response plan?**
- \_\_\_\_\_?



- Do staff and clients feel physically safe in your facility?
- Is your physical space conducive for collaboration and reflection?
- Do your facilities provide a positive sensory experience for staff & clients?
- \_\_\_\_\_?



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- \_\_\_\_\_?
  - \_\_\_\_\_?
  - \_\_\_\_\_?