

Trauma-Informed School Communities

The Road Map



Phase 1: Increase Awareness

1. Self-assess: Conduct a survey or a system assessment to determine where your district is in this effort. Invite input from all community members.
2. Refer to the project as “resilience” focused rather than trauma specific.
3. Identify a district leadership team & develop a strategic plan.
4. Provide professional development & begin to address to compassion fatigue.

Phase 2: Build Expertise

5. Identify a leadership team at each school, which could be an already established team or a newly formed team. Provide consultation and additional training to the leadership team.
6. Strategically approach systemic & culture change: Diminish interference, facilitate coherence, & deepen learning.
 - a. Tie in other initiatives, approaches, and current resources.
 - b. Provide ongoing professional development (i.e. faculty meeting, in-service, and student specific training).
7. Proactively meet basic needs. Provide access to food, recreation, transportation, & technology to all students in a way that does not identify or unintentionally shame students in need.

Phase 3: Connect to the Community

8. Conduct focus groups, parent outreach, & school board presentations.
9. Hold informational meetings with additional school staff (i.e. custodians, food service, bus drivers, coaches, guest teachers, administrative staff.)
10. Establish a resource library for adults and students.

Phase 4: Design & Implement a Maintenance Plan

11. Provide training for new hires annually.
12. Continue to conduct student specific consultation with an expert in trauma.
13. Continue community learning and action through outreach and training.
14. Conduct ongoing assessment of progress (i.e. repeat survey, regularly review already existing data, obtain and implement focus group input).