Navigating the Journey from Trauma-Aware to Trauma-Informed
Checklist & Discussion Guide

RHNTC
REPRODUCTIVE HEALTH
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People, programs, organizations, and networks each have a role to play in providing trauma-informed adolescent sexual and reproductive health services. Establishing trauma-informed services entails undergoing a reflective process—or journey—that will identify priorities, challenges, and resources needed to become fully trauma-informed.

For facilitators: Use the checklist and questions below to lead your team in a discussion about where your program, organization, and network is on this journey from trauma-aware to trauma-informed and to identify opportunities for improvement. You can complete the worksheet during one meeting or over a series of meetings focused on each part of the journey.

Trauma-Aware	Describes our **program** well	Describes our **organization** well	Describes our **network** well
At least one person understands the need for trauma-informed approaches and is a champion.			
A group of people understand the need for trauma-informed approaches; they are champions.			
The majority of people understand and can speak about the need for trauma-informed approaches.			
We use data to validate need(s) for trauma-informed approaches.			

Would we describe our program, organization, and/or network as trauma-aware?

Where are our strengths?

Where is there room for improvement?

This resource is adapted from the Trauma Informed Oregon 2018. Trauma informed care screening tool.

Trauma-Sensitive *Foundational Knowledge*	Describes our **program** well	Describes our **organization** well	Describes our **network** well
A few staff have attended foundational training about trauma-informed approaches in adolescent health.			
Most staff have attended foundational training about trauma-informed approaches in adolescent health.			
Most staff have knowledge about trauma-informed approaches in adolescent health.			
Trauma-informed approaches knowledge is exchanged among staff as part of the culture.			
Most staff can apply their trauma-informed approaches knowledge and skills to their work with youth, parents, and partners most of the time.			
We have the internal capacity to educate others with foundational knowledge.			

Would we describe our program, organization, and/or network as having the foundational knowledge to be trauma-sensitive?

Where are our strengths?

Where is there room for improvement?

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Trauma-Sensitive *Readiness*	Describes our **program** well	Describes our **organization** well	Describes our **network** well
There is stable funding and an organizational culture that emphasizes strong leadership, staff retention, and satisfaction from work.			
Leadership is committed to trauma-informed approaches.			
The majority of staff are committed to trauma-informed approaches.			
Resources are directed to training, infrastructure, and organizational changes needed to ensure trauma-informed approaches.			
Trauma-informed approaches to adolescent health is a priority.			
Leaders model trauma-informed approaches.			
Leaders embody trauma-informed approaches.			

Would we describe our program, organization, and/or network as having the readiness to be trauma-sensitive?

Where are our strengths?

Where is there room for improvement?

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Trauma-Sensitive *Process & Infastructure*	Describes our **program** well	Describes our **organization** well	Describes our **network** well
A dedicated group is identified as trauma-informed approaches change agents.			
Change agents include youth with lived experience and served by the program, organization, and/or network.			
A process of communication and information sharing is established.			
Change agents are able to share knowledge of trauma-informed approaches through many communication channels and training opportunities to other staff in the organization.			
Change agents are empowered to call into question policy and practice, including power structures, that are not trauma-informed.			

Would we describe our program, organization, and/or network as having the process and infrastructure to be trauma-sensitive?

Where are our strengths?

Where is there room for improvement?

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Trauma-Responsive *Gather Information*	Describes our **program** well	Describes our **organization** well	Describes our **network** well
The dedicated group uses a process for gathering information about opportunities for trauma-informed approaches.			
The dedicated group has reviewed policies, practices, and environment with a trauma lens.			
There is a process for input and feedback from staff and youth and adults served by the program, organization, or network.			
Data are used to identify opportunities for trauma-informed approaches.			

Would we describe our program, organization, and/or network as gathering the necessary information to be trauma-responsive?

Where are our strengths?

Where is there room for improvement?

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Trauma-Responsive *Prioritize & Create Plan*	Describes our **program** well	Describes our **organization** well	Describes our **network** well
The dedicated group has developed a method to prioritize opportunities for trauma-informed approaches.			
The dedicated group has created a work plan.			
The dedicated group monitors the work plan and uses it to guide implementation efforts.			

Would we describe our program, organization, and/or network as prioritizing activities and developing a plan to be trauma-responsive?

Where are our strengths?

Where is there room for improvement?

Trauma-Informed *Implement & monitor*	Describes our **program** well	Describes our **organization** well	Describes our **network** well
Any change(s) to policy, practice, and environment have been **initiated.**			
Changes are reviewed and monitored, continuously asking, "Did it work?" to inform future changes or refinements.			
Most changes to policy, practice, and environment have been **initiated**.			

Would we describe our program, organization, and/or network as implementing and monitoring trauma-informed approaches?

Where are our strengths?

Where is there room for improvement?

Trauma-Informed *Adopt Policy & Practice*	Describes our **program** well	Describes our **organization** well	Describes our **network** well
Any change(s) to policy, practice, and environment have been **adopted.**			
Any change(s) to policy, practice, or environment have been **institutionalized.**			
Most changes to policy, practice, or environment have been **institutionalized.**			

Would we describe our program, organization, and/or network as adopting trauma-informed policies and practices?

Where are our strengths?

Where is there room for improvement?

Ongoing Assessment	Describes our **program** well	Describes our **organization** well	Describes our **network** well
Changes to policy, practice, or environment are documented.			
Impact of trauma-informed approaches is evaluated for staff and youth/adults served by program, organization, or network.			
Impact of trauma-informed approaches is evaluated in the program, organization, or network.			

Would we describe our program, organization, and/or network as dedicated to ongoing assessment of our trauma-informed policies, practices, and impact?

Where are our strengths?

Where is there room for improvement?