

Huron County Trauma Informed Care Action Plan

WORKPLAN – SOCIAL SERVICES

Yellow: Done
Green: Working on

Prioritize barriers that exist in Huron County to respond to trauma and identify action steps and start dates.

Barrier	Action step and responsible person/agency	Start date
Trauma fatigue	<ol style="list-style-type: none"> 1) Develop internal team at each agency; provide assistance for other agencies on how to develop team 2) Identify and implement training for internal team at each agency on self-care; debriefing 3) Identify/develop self-care training for each agency to implement 4) Develop self-care resources for internal/staff support (co-workers) 5) Wellness activities/wellness program 6) Develop plan for ongoing self-care trainings/information sharing 	
Consistent messaging in regard to trauma, including all staff	<ol style="list-style-type: none"> 1) Expand opportunities for residents to receive trauma-informed interventions by enhancing efforts for practitioners, facilities and agencies to become competent in trauma informed practices 2) Expand opportunities for community members to receive training for trauma 3) Identify and offer different levels of training within your organization depending on staff knowledge of trauma 4) Adjust intake forms/creation of universal intake form 5) Develop county wide training on trauma-informed care 6) Ensure messaging creates a cohesive, wraparound approach where TIC messaging is clear, recognizable and well understood 7) Community introductions ~ ex. Rotary, Kiwanis, Regional Chambers, etc. 	

Prioritize *immediate next* steps Huron County can do to become a trauma-informed county/community. Identify start dates.

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Action Step	Responsible Person/agency	Start date
Develop internal team at each agency; provide assistance for other agencies on how to develop team <ul style="list-style-type: none"> • Create list of all agencies with contact information • Identify main point of contact for each agency • Obtain letter of commitment from agency • Identify plan on how to develop team to share with agencies • Schedule time to meet with main point of contact for each agency to assist them in developing team • Create follow up schedule to ensure teams have been developed 		
Identify and implement training for internal team at each agency on self-care; debriefing <ul style="list-style-type: none"> • Identify training options • Select training to implement • Schedule trainings for each agency 		
Identify/develop self-care training for each agency to implement <ul style="list-style-type: none"> • Identify training options (MHAS has one for consideration) • Select training to implement • Schedule trainings for each agency 		

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WORKPLAN – COMMUNITY ADVOCACY

Prioritize barriers exist in Huron County to respond to trauma and identify action steps and start dates

Barrier	Action step and responsible person/agency	Start date
Knowing resources in the community	<ol style="list-style-type: none"> 1) Creation of a central community resource guide that includes all county resources for community agencies and their clients 2) Create a central repository of trauma -informed services 3) Develop list serve of trauma-informed providers to respond to stories/media 4) Create trauma informed social media page; community agencies to share trauma informed social media page and group members will provide social media resources 5) Cross trainings 6) Gather TIC plans from other counties 7) Promotion of interagency meetings throughout the county to promote collaboration and resource sharing 8) Develop additional meeting/support session during which agencies may participate (voluntarily) to help one another and engage in self-care 	
Training and education	<ol style="list-style-type: none"> 1) Identify trauma informed care self-assessment to be utilized by agencies/community partners to assess training and education needs. Consider Trauma Informed Organizational Change Manual 2) Identify/develop and implement county wide training on trauma-informed care. Training must include various levels to meet all needs 3) Create/train more trainers and start implementing training 4) Establish guidelines for Trauma Informed Care Certification for individuals and organizations per the expectation from TIC Community Steering Committee <ul style="list-style-type: none"> • Develop 3 Tiers of Trauma Awareness: Trauma Aware, Trauma Trained, Trauma Certified 	

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	<ul style="list-style-type: none"> ○ Trauma Aware: Agencies follow the 6 Key Principals of Trauma Informed Care + 1 (1hour) Training per year on TIC awareness ○ Trauma Trained: Agencies use SAMHSA’s 10 Principles; Must submit documentation of training to the MH&R Board; TIC in staff orientation; Self-Assessment must be completed, Annual 1 hour TIC training ○ Trauma Certified: All criteria above + 6 hours of TIC training every 2 years; submit documentation of completion to the MHAS Board 	
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Action step	Responsible Person/agency	Start date
Creation of a central community resource guide that includes all county resources for community agencies and their clients <ul style="list-style-type: none"> • Identify what needs to be included in central community resource guide • Identify and review current community resource guides • Identify if one of current resource guides should be used or if new one needs to be created; if one needs to be created, identify best format 		
Create a central repository of trauma -informed services <ul style="list-style-type: none"> • Identify trauma-informed services in Huron County • Share information with MHAS to add to TIC page on their website 		
Develop list serve of trauma-informed providers to respond to stories/media <ul style="list-style-type: none"> • Identify trauma-informed providers in the community • Contact each provider to identify their comfort level in responding to stories/media 		
Create trauma informed social media page; community agencies to share trauma informed social media page and group members will provide social media resources <ul style="list-style-type: none"> • Identify social media platform(s) for trauma informed social media page • Identify person(s) and/or agency(ies) responsible for updating social media page on daily basis • Develop plan for team members providing social media resources (what types of materials, proactive and reactive messaging) 		

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• Determine group's response to community traumatic events		
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WORKPLAN - SCHOOLS

Prioritize barriers exist in Huron County to respond to trauma and identify action steps and start dates.

Barrier	Action step and responsible person/agency	Start date
Difficult to bring something new into schools	<ol style="list-style-type: none"> 1) Get districts together 2) Share what their individual missions and goals are 3) Create common understanding on what is being done and identify how to go from there 	
Address trauma fatigue in staff	<ol style="list-style-type: none"> 1) Create Trauma Informed Care Committee for each district and train internal team on self-care; debriefing 2) Self-care training 3) Develop self-care resources for internal/staff support (co-workers) 4) Wellness activities/wellness program 	
Resources for students and families	<ol style="list-style-type: none"> 1) Follow through with families; assist families in need 2) Engage "outside" agencies to assist (in responding to students and families with traumas) 3) Create packet/list of resources 	
Provide ongoing support, follow-up and communication	<ol style="list-style-type: none"> 1) Team meetings – ongoing 2) Be open to alternative placements/scheduling (ex. students who work – don't add to retraumatization) 3) Appropriate release forms 	
Identification – general awareness	<ol style="list-style-type: none"> 1) Train all staff/educate community 2) Research and compile educational materials on how TIC aligns with PBIS 3) Identify ways to address/respond to our own compassion fatigue 4) Notify families 	

Prioritize *immediate next* steps Huron County can do to become a trauma-informed county/community. Identify start dates

Action step	Responsible Person/district	Start date
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<p>Get districts together</p> <ul style="list-style-type: none"> • Schedule meeting including all Huron County Districts • Agenda to include: <ul style="list-style-type: none"> ○ Share what their individual missions and goals are ○ Create common understanding on what is being done to address TIC and identify next steps 		
<p>Create Trauma Informed Care Committee within each district and train internal team on self-care; debriefing (Social Services team to provide training)</p> <ul style="list-style-type: none"> • Identify members for TIC Committee within each district • Schedule and hold self-care training for internal team • Develop plan for TIC Committee (how often meet, include countywide meetings, goals, etc.) 		
<p>Self-care training for all staff</p> <ul style="list-style-type: none"> • Work with Social Services team to schedule 		

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WORKPLAN – FIRST RESPONDERS

First Responders defined as: Law Enforcement, Fire Fighters (paid and volunteer), Emergency Management, Community Corrections and Dispatch/Communications

Barrier	Action step and responsible person/agency	Start date
Increase need for behavioral health services for first responders; stigma around acknowledging and accessing behavioral health services still exists.	<ol style="list-style-type: none"> 1) Create public service campaign around first responder mental health and wellness to reduce stigma 2) Increase first responder access to mental health services in a venue that is comfortable, accessible, and convenient for them 3) Create a central repository of trauma -informed services for first responders, partnering with Social Services to utilize TIC webpage/social media page 4) Creation of a central community resource guide that includes all county resources for first responders 5) Identify qualified behavioral health professionals with expertise and experience in working with first responders 	
Trauma Informed Approach/Secondary traumatic stress	<ol style="list-style-type: none"> 1) Promote REACT, first responder peer support and F.I.R.S.T. App (wellness behavioral app for first responders) 2) Develop county wide training on TIC for first responders 3) Identify strategies to implement wellness check-ins 4) Self-care training for all first responders 	

Prioritize *immediate next* steps Huron County can do to become a trauma-informed county/community. Identify start dates.

Action step	Responsible Person/agency	Start date
Create public service campaign around first responder mental health and wellness to reduce stigma <ul style="list-style-type: none"> • Identify goals for public service campaign • Research public service campaigns throughout the state and in other states • Select public service campaign based on which one meets the majority of the identified goals 		
Increase first responder access to mental health services in a venue that is comfortable, accessible, and convenient for them		

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<ul style="list-style-type: none"> • Work with MHAS to collect list of local mental health providers who are trained to work with first responders • Create definitions for 'comfortable', 'accessible', and 'convenient' • Utilizing the list provided by MHAS, identify which providers meet these needs • If needed, identify additional providers that meet the identified needs 		
<p style="background-color: #00FF00; margin: 0; padding: 2px;">Create a central repository of trauma -informed services for first responders, partnering with Social Services to utilize TIC webpage/social media page</p> <ul style="list-style-type: none"> • Develop list of trauma informed services that need to be included • Identify trauma informed services in Huron County and surrounding counties for first responders • Share information with Social Services group to add to TIC webpage and social media page • Promote TIC webpage and social media page to local first responders 		