

## Department of Correction Use of Trauma Informed Care

### TRAINING DATA

#### Academy Recruit Training

- ❖ 2,044 recruits trained in calendar year 2017

The recruit training, which has been provided to all new recruits since 2016, is specifically developed to be trauma informed and culturally competent.

#### Mental Health First Aid Training

- ❖ 6,500 staff members trained since 2014 (both uniformed and non-uniformed)

Mental Health First Aide (MHFA) teaches a single 5-step strategy that includes assessing risk, respectfully listening to and supporting the individual in crisis, and identifying appropriate professional help and other supports. MHFA has a trauma informed lens through which the training is provided. The goal is to help support an individual *until appropriate professional help arrives*. All recruits have received MHFA training since 2014.

#### Crisis Intervention Team Training (CIT)

- ❖ 579 individuals trained between 2015 and 2017 (both DOC and H+H staff)
  - 134 trained in calendar year 2015
  - 248 trained in calendar year 2016
  - 197 trained in calendar year 2017

Crisis Intervention Teams (CIT) training is designed to teach uniform and non-uniform staff members the common signs and symptoms of mental illness, recognizing those signs and symptoms representing in a crisis situation and safely de-escalate individuals experiencing a behavioral health crisis. Individuals trained in CIT learn about trauma and the role of trauma is can specifically in this setting. CIT explores the potential for re-traumatization when interacting with someone going through a crisis and analyzes triggers associated with trauma.

#### Safe Crisis Management Training

- ❖ 6,702 staff members trained since 2014

Safe Crisis Management (SCM) provides a common framework to prevent, support and/or manage disruptive and aggressive behaviors. The approach utilizes the principle of the “Least Restrictive Alternative (LRA)”, which means using the least amount of restriction necessary to manage the individual’s behavior. SCM stresses the importance of creating a culture that is strength based, trauma informed, and culturally sensitive.

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### DOC'S TRAUMA-INFORMED CARE GUIDELINES

Trauma informed care is defined as an approach that acknowledges the impact of trauma on individuals. The steps for implementing a trauma informed approach are

1. Realizing the widespread impact trauma and understand the potential paths for recovery,
2. Recognizing the signs and symptoms of trauma,
3. Responding by fully integrating knowledge about trauma into policies, procedures, and practices, and
4. Seeking to prevent re-traumatization.<sup>1</sup>

The Department of Correction has worked extensively to incorporate mental health awareness training and provide information on impact of trauma on individuals across the Department. Trauma-informed care training shall be provided to any member of staff who may work with an individual who has experienced trauma. In short, trauma-informed care training shall be provided to all members of staff who work with the incarcerated population.

Trauma-informed care training is provided during academy training for new recruit officers. Additional training is provided to those who work with certain populations.

### PROGRAMS THAT INCORPORATE TRAUMA-INFORMED CARE

In partnership with Correctional Health Services, DOC provides on-site treatment that has a trauma-informed lens. These programs include services in mental health units, such as the Clinical Alternative to Punitive Segregation (CAPS) and the Program for Accelerated Clinical Effectiveness (PACE).

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<sup>1</sup> SAMHSA. (2018). Trauma-Informed Approach and Trauma-Specific Interventions. Retrieved from: <https://www.samhsa.gov/nctic/trauma-interventions>