


LAPEER COUNTY COMMUNITY MENTAL HEALTH

Date Issued 12/12/17

Date Revised; 2/2/2021

CHAPTER Service Delivery	CHAPTER 02	SECTION 004	SUBJECT 180
SECTION Clinical and Support Services		DESCRIPTION Trauma Informed System of Care	
WRITTEN BY Jessica Pollock, MA, LPC, CAADC, DBT and TREM Supervisor Julie Cooley, MSA, QI Coordinator	REVISED BY Tina Close, MA LLP COO	AUTHORIZED BY  Lauren Emmons, ACSW CEO	

APPLICATION:

<input checked="" type="checkbox"/> CMH Staff	<input checked="" type="checkbox"/> Board Members	<input checked="" type="checkbox"/> Provider Network	<input checked="" type="checkbox"/> Employment Services Providers
<input type="checkbox"/> Employment Services Provider Agencies	<input checked="" type="checkbox"/> Independent Contractors	<input checked="" type="checkbox"/> Students	<input checked="" type="checkbox"/> Interns
<input checked="" type="checkbox"/> Volunteers	<input checked="" type="checkbox"/> Persons Served		

POLICY:

Lapeer County Community Mental Health (LCCMH) will address trauma in the lives of persons served. The agency will promote a Trauma Informed System of Care across the provider network.

STANDARDS:

- A. LCCMH has a Trauma Informed System of Care for all ages and across the service spectrum to ensure the following essential elements are provided. Services are delivered within a trauma informed environment.
1. Adoption of Trauma Informed System of Care culture, values, and principles and ensuring safety and preventing triggers of trauma. LCCMH will deliver trauma informed services in consideration of the following five core values of a Trauma Informed System of Care:
 - a. Safety
 - b. Trustworthiness
 - c. Choice
 - d. Collaboration
 - e. Empowerment

CHAPTER Service Delivery	CHAPTER 02	SECTION 004	SUBJECT 180
SECTION Clinical and Support Services		DESCRIPTION Trauma Informed System of Care	

- B. Screening for trauma exposure and related symptoms for each population.
- C. Trauma-specific services for each population using Evidence Based Practice(s) (EBPs) or evidence informed practice(s) provided in addition to EBPs.
- D. Adoption of approaches to prevent and address secondary trauma of staff.
- E. LCCMH, through direct service operations and network providers, will join with other community organizations to support the development of a trauma informed community promoting behavioral health and reducing the likelihood of mental illness and substance use disorders.

PROCEDURES:

A. Trainings and Education:

1. LCCMH staff and its Provider Network receives initial trauma informed care training and is provided with ongoing educational opportunities. Training includes: understanding trauma, principles of trauma informed care, the impact of trauma on a person's life, strategies to mitigate the impact of trauma, understanding triggers, and caring for self.
2. LCCMH joins community organizations and agencies, to support the development of a trauma informed community promoting healthy environments for children, adults, and their families.
3. LCCMH provides education on recovery and reduction of stigma, which are approaches supported in a trauma informed community. Substance abuse programming is provided using SAMSHA approved, evidence based and trauma informed approaches.
4. Ongoing training is provided to assist in identifying secondary trauma and implementing self-care. Secondary trauma will be routinely addressed in supervision. Resources will be made available to staff to evaluate the level of secondary trauma, burnout, and compassion fatigue. Debriefing is conducted of trauma specific incidents.

B. Assessments/Screenings:

1. The Trauma Informed Workgroup will conduct an organizational self-assessment and will update the Trauma Informed Work Plan every three years. The Workgroup has staff and person served representation from multiple departments. The assessment reviews agency policies and

CHAPTER Service Delivery	CHAPTER 02	SECTION 004	SUBJECT 180
SECTION Clinical and Support Services		DESCRIPTION Trauma Informed System of Care	

procedures, identifies strengths and barriers, and includes an environmental scan to ensure an environment conducive with Trauma Informed Care System of Care. The results will be used to develop the Trauma Informed Work Plan.

2. LCCMH staff will explore history of trauma in the clinical assessment process. If there are any indications of past or recent trauma, the primary case holder will administer a trauma screening tool initially and annually.

DEFINITIONS:

Trauma: Individual trauma results from an event, series of events, or set of circumstances experienced by an individual as physically or emotionally harmful or threatening and has lasting adverse effects on the individual's functioning and physical, social, emotional, or spiritual well-being. The overwhelming feelings of terror, horror and/or helplessness.

Secondary Trauma: the emotional duress resulting when a caregiver hears firsthand trauma, is providing daily care or therapy for an individual and is continuously faced with the behaviors of the traumatized individual. The terms listed below capture elements of this definition but are not all interchangeable with it:

- Compassion Fatigue: a less stigmatizing way to describe secondary traumatic stress, has been used interchangeably with the term.
- Vicarious Trauma: changes in the inner experience of the therapist resulting from empathic engagement with a traumatized client. It is a theoretical term focusing less on trauma symptoms and more on the covert cognitive changes occurring following cumulative exposure to another person's traumatic material.
- Burnout: characterized by emotional exhaustion, depersonalization, and a reduced feeling of personal accomplishment. While it is also work-related, burnout develops as a result of general occupational stress; the term is not used to describe the effects of indirect trauma exposure specifically.

REFERENCES:

MDHHS/CMHSP Managed Mental Health Supports and Services Contract: FY20 Attachment 7.10.6.1

TC