



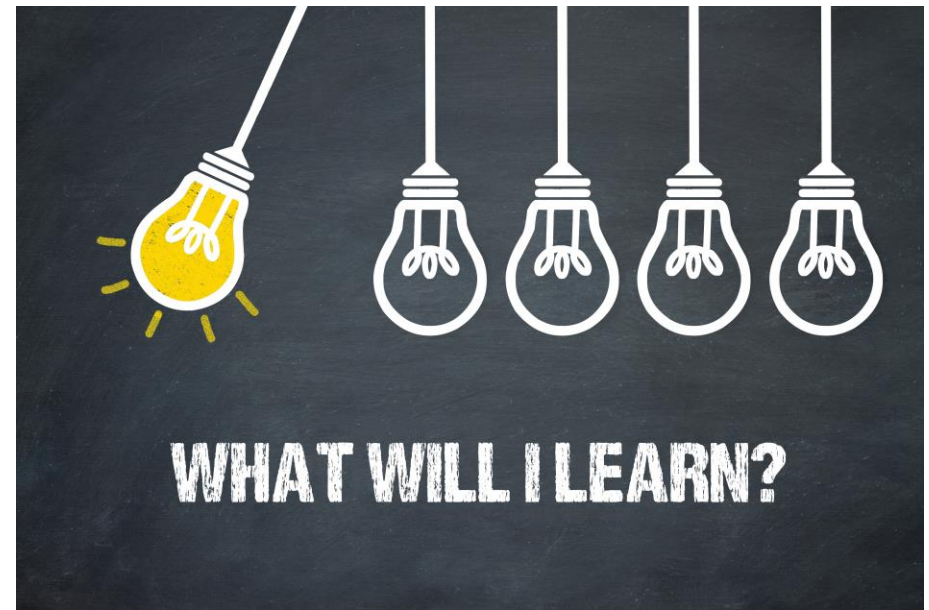
Illinois  
Collaboration  
on Youth

# Trauma-Informed Capacity Building Assessment Tool for Organizations



# Agenda

- I. Importance of Trauma-Informed Care
- II. Purpose of Assessment
- III. Review of Assessment
- IV. Rollout Timeline
- V. FAQ's

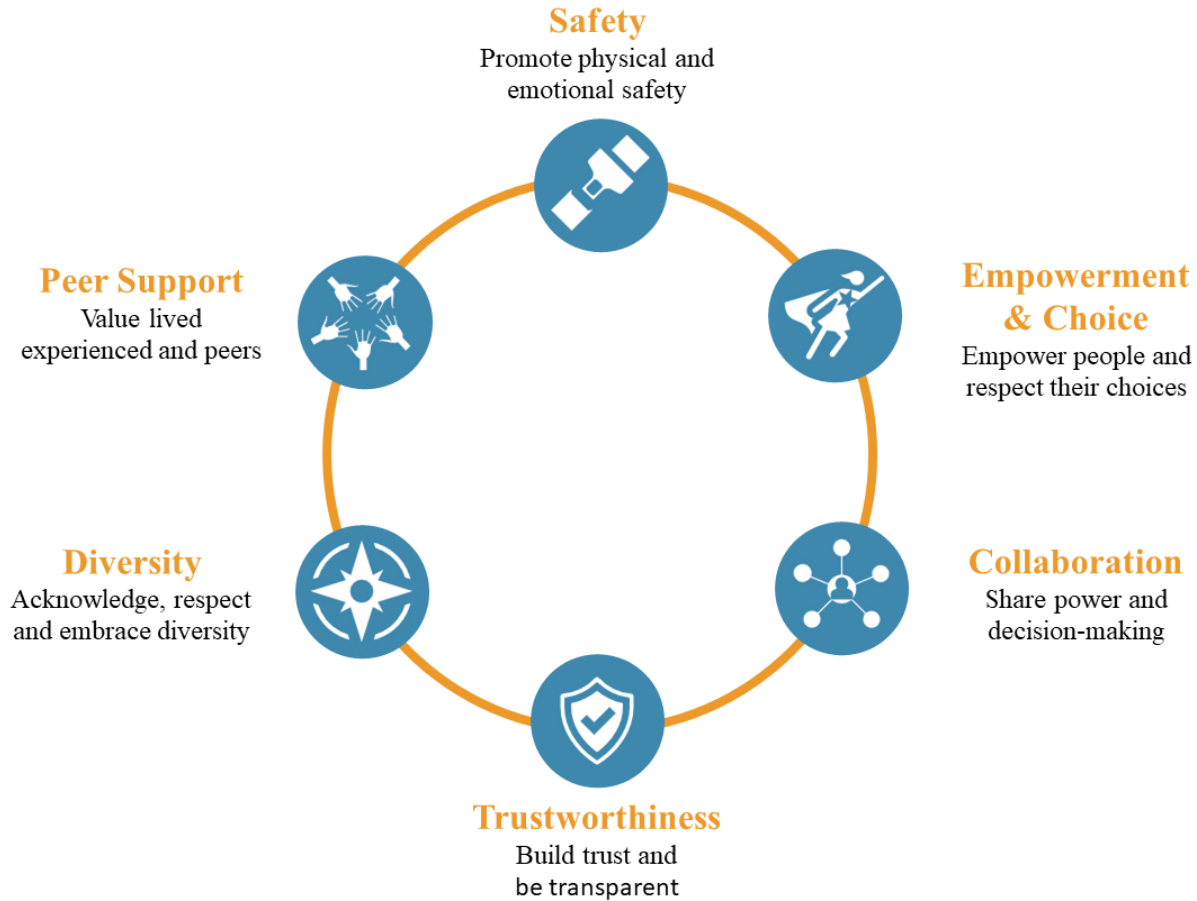




# Importance of Trauma-Informed Care



# Trauma-Informed Care Framework



# Benefits of TIC

## Trauma-Informed Care:

Increases  
Satisfaction of  
Clients

Increases  
Employee  
Success and  
Job Satisfaction

Increases  
Quality of  
Services

Emphasis on  
respect and  
collaboration

Promoted  
Physical and  
Emotional  
Safety

Reduces the  
Possibility of  
Re-  
Traumatization

# Why TIC?

## Evidence-based benefits:

- Reduced trauma symptoms, drug use severity and mental health symptoms (Moses et al., 2003)
- Decreased patient use of acute care and crisis services (SAMHSA, 2011)
- Cost effective treatment (Community Connections, 2005)
- Increased effectiveness of services – in engagement, retention, and outcomes (SAMHSA, 2011)
- Increased organizational outcomes, such as: enhanced staff skills and morale; more collaboration within and outside their agencies; reduced vicarious trauma; fewer negative events (Hopper, Bassuk, Olivet, 2010)

*(List adapted from: Trauma Matters Report, 2013)*

# Trauma Informed Care Road

## ROADMAP TO TRAUMA INFORMED CARE



AGENCY WIDE COMMUNICATION | ONGOING EDUCATION & TRAINING



# Capacity Building Assessment Tool for Organizations (CBAT-O)





# CBAT-O Overview

**Online anonymous assessment**



**9 total sections with 84 questions. Every question or statement counts towards your overall score**



**136 total points possible**

**Must be completed in one sitting. Cannot be saved**



**Can take between 30 minutes to 1 hour to complete**



**A score of 102 or higher is considered a 'trauma informed' status**

# IDHS Statement

IDHS has contracted with ICOY to assess, train, and work with the Department's youth services program providers to build trauma capacity. The Department's goal is to have 100% funded youth services providers achieving and maintaining a "Trauma Informed" status. All IDHS funded sites are expected to participate in the CBAT-O trauma assessment, training opportunities, and suggested action plans, if determined necessary. Sites will not be penalized for their responses or the scores that result from the accuracy of the responses. ***However, all IDHS sites are expected to have a minimum of 80% participation across all staff levels.*** The expectation is for all sites to experience growth in their delivery of trauma informed services.



# Purpose of the CBAT-O

1. To help organizations assess their ability to provide trauma-informed services

2. To identify organization's areas of growth in trauma-informed care

3. To identify organization's strengths in trauma-informed care



## CBAT-O Assessment Structure

- 1) Trauma Sensitive Environment Checklist
- 2) Organization Structure
- 3) Policies and Procedures
- 4) Supervisor Practice and Support
- 5) Staff Practice
- 6) Leadership
- 7) Training
- 8) Cultural Historical, Gender Identity, and Sexuality Responsiveness
- 9) Community Leadership

# Participation Expectations

IDHS and ICOY expect that the total number of completed assessments from each agency should equate to **80% of the total staff who are funded through one or multiple IDHS programs.** The total should also reflect the various levels of participation from Direct Service to Senior Leadership.

*Organization of 5 staff*



*Organization of 10 staff*



*Organization of 15 staff*



*Organization of 40+ staff*

*32+ IDHS-funded staff*

## Staff Levels:

Direct Service

Non-Direct Service

Director

Supervisor

Senior Leadership



# CBAT-O Timeline October-January

# CBAT-O Rollout Timeline

FY25

## TRAUMA INITIATIVES TIMELINE

FY25 Monthly Overview

### JULY '24

FY25 Trauma-Informed Care Curriculum begins

### AUGUST '24

CBAT-O Informational Webinars

### SEPTEMBER '24

CBAT-O Live Demonstration Webinars

### OCTOBER '24

CBAT-O goes live on October 1, 2024

### NOVEMBER '24

CBAT-O closes on October 31, 2024 at 11:59pm, data analysis begins

### DECEMBER '24

Reports and training recommendations are continued to be built for participating organizations

### JANUARY '25

CBAT-O Reports are finalized and distributed



# CBAT-O Frequently Asked Questions





# CBAT-O Frequently Asked Questions

**Q: Who from my agency should complete the CBAT-O?**

**A: All service roles & IDHS youth programs staff. Refer to the participation chart(s) in the FY25 CBAT-O Guide**

## **Q: What identifying information does the assessment ask for?**

- Organization Name
- Service Role

Please note this assessment is anonymous, it does not ask for name or title

# CBAT-O Frequently Asked Questions

**Q: I took the CBAT-O last year; do I need to take it again?**

**A: Yes, your organization is expected to annually participate in the CBAT-O. Each year, the CBAT-O launches in the fall. Trauma-Informed scores, status, and data are valid for only 1 year.**



## CBAT-O Frequently Asked Questions

**Q: Can I get the questions ahead of time?**

**A:** No, this assessment is meant to be taken alone, without any prior planning. ICOY suggests that staff members prepare for this assessment by reflecting on new implementations, trainings, models, and systems that improved and grew over the past fiscal year within your organization.



## CBAT-O Frequently Asked Questions

**Q: What if something doesn't apply to me or my organization?**

A: We realize not every question will be applicable to your role, and/or organization. Please answer the questions to the best of your knowledge and understanding. We also encourage individuals to utilize the comments section of the assessment to expand on any answer choices, or relevant information to support your answer choice.

## Q: What if I run into issues while trying to complete the assessment?

Please reach out to our shared inbox [trauma\\_initiatives@icoyouth.org](mailto:trauma_initiatives@icoyouth.org) or Gabriela Zamora and Pearl McRae, via email!

- [gzamora@icoyouth.org](mailto:gzamora@icoyouth.org)
- [pmcrae@icoyouth.org](mailto:pmcrae@icoyouth.org)

QUESTIONS?

