



TRAUMA-INFORMED SCHOOL  
**SERVICES**

THE DOERING INSTITUTE



# About TDI

Our mission at The Doering Institute is to **make the world a more compassionate place through trauma-informed care education!** We are more than thrilled that you are looking into implementing trauma-informed education practices at your school or district and would love to be invited into the work you are doing!

**For us, the work is rooted in the idea that there is hope for help, health, and healing for students (and staff, parents, etc.!) who have experienced trauma.** The greatest impact for trauma-affected students comes when the entire school community understands trauma, responds with grace and high expectations, and learns practical ways to help.

**We would love to help you as you go on this journey** to shift mindsets and change the culture of your school. Trauma-informed education is more than a buzzword, and we want to help you implement it the right way, right away!

# THINKING HOLISTICALLY

A holistic, school-wide (or, even better, district-wide) approach to trauma-informed education requires a **shift in culture and mindset.**

At The Doering Institute, we have the resources you need to make these radical (and necessary) shifts to help students who have experienced hard things.

**Our services reflect the need for this holistic approach.** We offer a range of services that address these needs, including an all-inclusive package that assists you in completing the six-step TDI implementation plan.

Whether you need training for teachers, a school assessment, or help with implementation of a school-wide culture shift toward trauma-informed education, **we are here to help you!**



# TDI'S SIX-STEP IMPLEMENTATION PLAN

Understanding the most up-to-date research on trauma-informed practices and what is going on in the world of education today has informed TDI's development of a six-step implementation process for schools or districts implementing trauma-informed care.

Our plan for implementing trauma-informed education keeps our services focused on what really matters. We want to make the world a more compassionate place by empowering educators to care for students who have been through hard things.



## How does this plan assist us in our other initiatives?

We know the pain of adding yet another program or initiative to your school that feels like "just one more thing." **The beauty of our holistic trauma-informed care model is that it integrates nicely into other initiatives that you likely have going on in your school!**

**We never want compassionate care to feel like a burden,** though it does take a radical shift in mindset and culture.

Instead, we want to bolster the work you are already doing by adding a compassionate lens to everything that you do.

There are significant overlaps between our program and the work you are doing in key areas, including:

- Cultural competency
- Special education programs
- Classroom management and school-wide discipline
- The preschool-to-prison pipeline (disruption)
- Equitable educational access
- Work with vulnerable populations
- Educator retention and care

## What does trauma-informed education (TIE) add to these initiatives?

- ✓ TIE gives a lens with which to **understand behavioral challenges and strengths** across a variety of populations, bringing greater insight into the "why" behind student choices and the "how" to address them.
- ✓ TIE **addresses the increasing challenges that students are facing,** culminating in global trauma due to COVID-19. Student rates of depression and anxiety have skyrocketed, and we have to understand how to respond.

# SERVICES OFFERED

Below is our holistic TDI Trauma-Informed Schools Implementation Package. Steps with an asterisk (\*) can be purchased individually.

## **Administrator Development Training\***

All administrators take the basic TIE training course that teachers and staff will take, along with six training sessions on core pillars of implementing TIE from a school leadership perspective, including:

- Developing teacher buy-in
- Compassionate leadership
- Consistent program evaluation (defining success and achieving it)
- Going beyond programs (developing a TIE culture)
- The Invisible Briefcase (how trauma impacts school staff, including you!)
- TIE school discipline

By the end of this development program, you will have developed a broad vision for TIE implementation in your school or district and a roadmap for the important role you will play in this implementation.





## Staff Mindset Assessment\*

Comprehensive survey of school staff to evaluate school culture compiled into an anonymized five point assessment of these core trauma-informed care pillars:

- Trust (of/from leaders and colleagues)
- Respect (of/from leaders and colleagues)
- Trauma-informed core competency

The results of the survey inform training by identifying pain points of staff and setting up an opportunity for transparency and a culture that breeds trust and openness.

The full assessment process for staff:

- Staff and leaders fill out an anonymous survey covering the five pillars (trust of/from leaders, respect of/from leaders, and trauma-informed competency).
- The results are compiled into a report for school leadership, with key metrics and data patterns identified and staff pain points listed. **The goal of the TDI assessment has more to do with telling a story of where your school is today than it is about numbers and data.**
- A plan for next steps is created together during a processing session between TDI staff and the school leadership. The goal of this plan is to ensure that the other steps are implemented with your staff in mind.

# Trauma-Informed Educator Training\*

School staff are given **full access** to our online, self-paced Intro to Trauma-Informed Education Training.

- The training starts at the very beginning with defining trauma, understanding the need for trauma-informed education practices, and how trauma impacts the brain.
- The content includes theory to lay the foundation for the practical steps, but the meat is in actionable steps toward implementation.
- There is about 90 minutes of video content across ten modules, along with a few brief readings. Each module contains printable notes pages and reflection guides. The most important part of these training modules is the reflection that takes place--your staff are the experts and they should be the ones making decisions about how to implement TIE in your school!
- You may also choose to watch the videos as a staff and reflect in small groups.
- The customized school assessment that identifies school-specific pain points and culture barriers to implementation will be used to create a custom two-hour live training (virtual; in-person options available for select cities), including a Q&A session for staff.





# Collaboration

**We believe school staff should be treated as the education experts they are!**

After being trained in the principles of trauma-informed education, staff are asked to brainstorm together and create a plan for implementing trauma-informed education practices in the school.

These sessions can be led by school staff using our collaboration guide or you can choose to utilize our staff to lead these sessions (virtual; in-person options available for select locations).

**By the end of these sessions, staff will have a plan for the implementation phase that was designed completely by school staff!** This means the plans are sure to take into account your school and community culture. There is also *natural buy-in*--when the staff creates the plans, they are more likely to enjoy implementing them and experience empowerment and ownership over these steps instead of feeling like it's "just one more thing" they are being asked to do.

The TDI Trauma-Informed School Culture Assessment (a comprehensive look at the school culture through words, policies, actions, and resources) will be used as staff evaluates where they are now and how they want to get to the next step of becoming a TI school.



## Implementation

Following the collaboration session, school staff are responsible for implementing their plan. During this phase, school leadership should be available for support! **We include a guide that breaks down a simple system of support for staff during this phase.** We are available for support during this phase!

## Evaluation

**Our program includes an evaluation plan that can be customized by your staff to determine if their work has achieved the desired outcomes.** Trauma-informed education practices are not intended to create one more metric that we use to rate teachers, so *this phase is not about disciplining or evaluating teachers and school staff!* Instead, it is an opportunity for identifying areas where additional training and support is needed. It is also an excellent chance for utilizing a peer mentorship program when things get tough.

This is also when there will be a new assessment that will determine if the interventions you have put in place to help with pain points are working. The TDI Teacher Attitudes Assessment will be used again and results will be compared to the original survey.

While it would be nice if we could wave a wand or follow a few simple steps and everything would become trauma-informed in an instant, the reality is that while we know a lot about TIE, researchers have only begun scratching the surface of how to care for kids who have been through hard things. Even here at TDI, we are always learning and growing! Since there is so much to learn and TIE implementation can come with difficult questions with no easy answers, this process described above is naturally cyclical:

*Teachers are trained, they create a plan, they implement the plan, they evaluate the plan and identify new areas where training and support is needed, then they get the training and support they need and it starts over.*

**We are here for you at every stage of the journey!**

# *Thank you!*

We want to thank you for considering allowing The Doering Institute the privilege of partnering with you in the amazing work you are doing to care for students who have been through hard things. Your work today will make an impact for your students for a lifetime. Thank you!



## **We are here for you!**

[www.thedoeringinstitute.com](http://www.thedoeringinstitute.com)

*For us, trauma-informed education is more than a buzzword.*

What started almost a decade ago as a personal quest to learn how to love "those" students better has turned into a compassionate care institute designed to give you actionable training in trauma-informed practices and resources for making the world a more compassionate place.