

User Guide to the *Foundations of Trauma-Informed Care Toolkit*

Implementing Trauma-Informed Care (TIC) is mandated by the Centers for Medicaid and Medicare Services (CMS) as part of the Requirements of Participation for Nursing Facilities Phase 3. While TIC has been state of the art in many other fields for a decade, most organizations providing supports and services for older adults have little experience with TIC. To assist in the implementation of TIC, RFAA is creating tools and resources. These include:

- ▶ *Foundations of Trauma-Informed Care Toolkit* – release September 2018
- ▶ *Guidebook for Implementing Trauma-Informed Care* – release November 2018
- ▶ *Implementation of Trauma-Informed Care Level One*- release January 2019
- ▶ *Implementation of Trauma-Informed Care Level Two* – release March 2019
- ▶ Presentations, education and training on TIC and the impact of trauma on employees
- ▶ Webinars on TIC and related topics

Foundations of Trauma-Informed Care Toolkit

This toolkit provides basic information about trauma-informed care since most organizations will need to learn the foundations before moving to implementation. The toolkit includes:

- ▶ ***Foundations of Trauma-Informed Care Primer*** – to be used with senior staff and board members to form a baseline of understanding about TIC at the leadership level
- ▶ ***Six one-page information sheets*** – to be used with all staff to form a baseline of understanding about TIC across the organization
- ▶ ***Slides with notes*** – to be used for presentations and education

Using the Toolkit

Most organizations will find it helpful to do the following:

- ▶ Ask the leadership team to read the Foundations of Trauma-Informed Care Primer. It will be helpful if the Administrator, Director of Nursing and Assistant Director of Nursing, Social Worker, Compliance Officer, and Human Resources leader can then have a discussion about implications for the organization.
- ▶ Use the six short lessons and slides to provide trauma-informed care content to staff meetings, orientation, or via self-directed learning.
- ▶ Share the materials widely with key stakeholders. Implementing trauma-informed care requires support from the top of the organization. The primer and slides provide good background for boards of directors, regional corporate officers, funders and others who support will be important.

Special Notes

- ▶ Most nursing facility staff are not equipped to do counseling with patients/ residents who have experienced trauma. The goal of implementing trauma-informed care is to ensure an environment that is safe and sensitive, and to assure the availability of trained professionals as needed.
- ▶ Be aware that, given the high prevalence of people who have experienced adverse events, it is likely that these topics will be difficult for some staff members. The availability of employee assistance programs and providing trigger warnings, safe space and peer support will be important.