TIS SFDPH 2015-2017
Data Snapshot - Key Findings

The San Francisco Department of Public Health is implementing a Trauma Informed System (TIS) approach – one which realizes the impact of trauma, recognizes trauma symptoms, responds by integrating knowledge into practice, and resists re-traumatization (SAMSHA, 2014). To create a TIS that benefits the workforce and community, activities including an evaluation program were developed to integrate knowledge and practice. Applied at the individual and programmatic levels, these activities embrace TIS principles to shift organizational culture.

Changing Attitudes & Beliefs

Are we supporting learning?

The TIS foundational training appears to be effective in shifting attitudes and beliefs that are supportive of a TIS. Using a pre/post model, participants were more likely to feel that being a TIS was important for everyone and that TIS principles would be easy to apply and improve their worklife after the training. However, participants were also more likely to believe that the TIS approach would be abandoned or poorly implemented by their organization.

After the training, participants are more likely to believe TIS is important and that TIS principles are beneficial and easily applied.

After the training, participants are more likely to believe that TIS will be abandoned or poorly implemented.

Effectiveness of Foundational Training

Are we supporting learning?

The foundational TIS training receives high marks from participants across various markers of effectiveness, When asked if the level of educational content was appropriate (Too Basic, Just Right, or Too Advanced), participants overwhelmingly indicated that the content was Just Right. Similarly, participants gave the course a score of Very Good.

Level of Educational Content

89% Just Right

Overall Course Score:
4.48 - Very Good

1 = Poor to 5 = Excellent

Commitment to Change Project

Are we supporting individual change?

The Commitment to Change training component focuses on applying knowledge from the training to implement a TIS practice. Participants commit to one small TIS change in their worklives. The majority were partially or completely successful in completing the C2C and intend to continue the change in their worklife. Overall, participants were most likely to focus on changes under the following principles:

9% Safety & Stability

26% Resilience & Recovery

39% Compassion & Dependability

Completely or partially successful in completing change

78%

Plan to continue implementing change

79%

Champions & Leaders Learning Collaborative

Are we supporting organizational change?

To provide a process for creating Trauma Informed Systems, a nine program Champions and Leaders Learning Collaborative (CLC) was introduced in 2016. The pilot utilized an organizational needs assessment (Tool for a Trauma Informed Worklife) to assess workplace application of the TIS Core Principles and then provided structured support for Champions to develop and implement change within their workplace.

At the program midpoint:

· **100%** of programs completed the TIS needs assessment

- Common areas for growth included **Safety & Stability** and **Collaboration & Empowerment**

· **78%** of programs identified a TIS principle(s) for organizational change

· **89%** of programs planned to continue implementing TIS changes