



TRUST-BASED
RELATIONAL
INTERVENTION®

The Trajectory of Trauma-Informed Principles Across Child Welfare Organizations

Presented by: Christian Hernandez



BACKGROUND

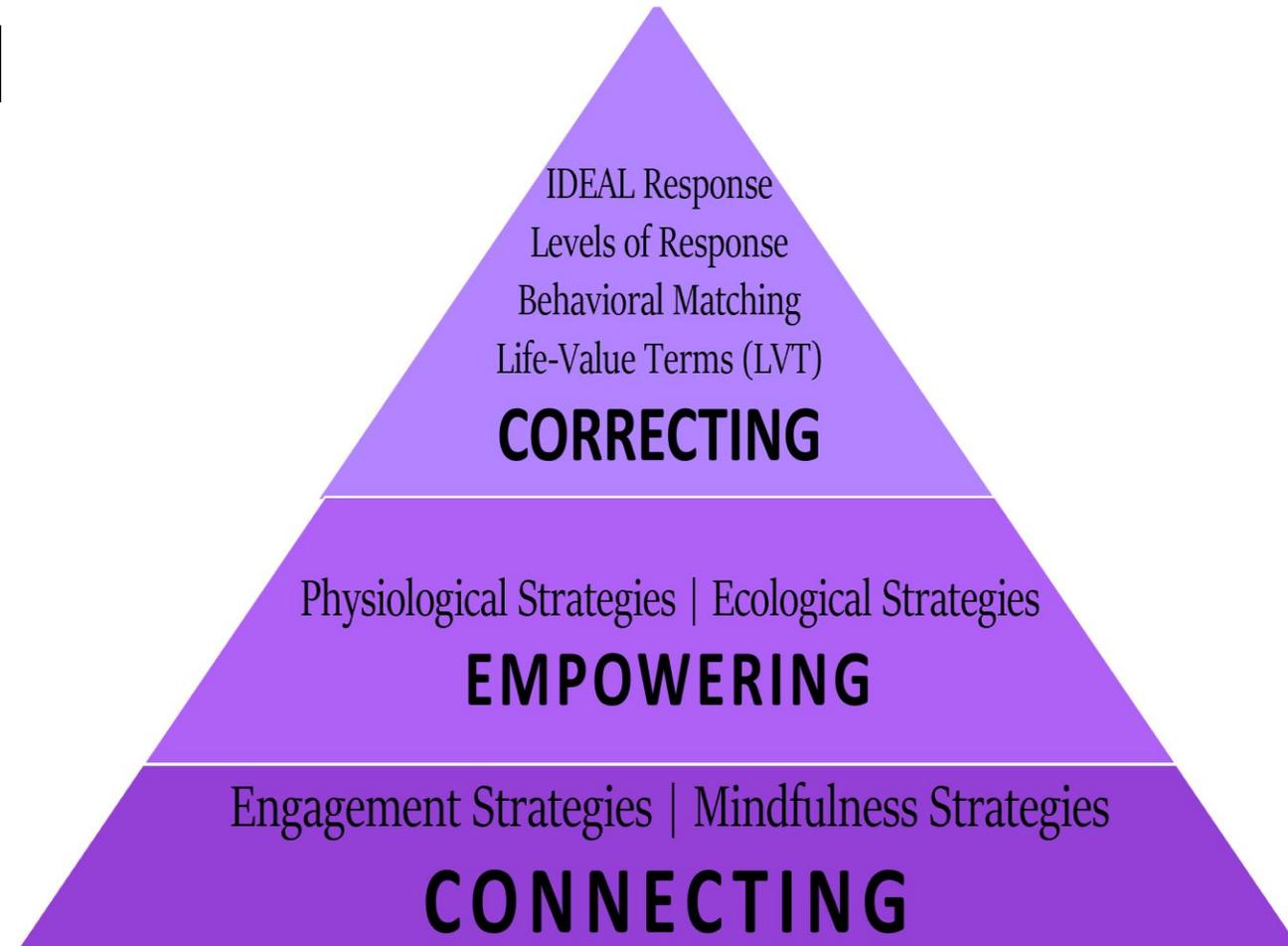
- SAMHSA's concept of a **trauma-informed-approach**
- Impact of trauma on children
- **Trust-Based Relational Intervention** (TBRI®) model





RESEARCH AIM

- Exploratory, mixed methods report
- After a year of participation in a TBRI-focused collaborative project, what meaningful *relationships and trends* regarding **TBRI strategy use** and **organizational functioning** among a pilot study sample can be uncovered?





METHODS

Procedures:

- Report during the first year of TBRI implementation (Dec. 2017 – Nov. 2018)
- Data collected across nine child welfare agencies participating in a county-wide mental health collaborative
- *Monthly* implementation process interviews and *baseline* surveys

Measures:

- TBRI Strategy Use – Structured Interview
 - Conducted with agency representatives monthly
- TCU Survey of Organizational Functioning & Workshop Evaluation (TCU SOF & WAFU) – Survey Scale
 - Conducted with agency staff at baseline

Participant sample:

- Child welfare agencies (n = 9) were a subset of over 20 organizations
- Criteria for participation: 8 monthly interviews (one must be within month 1 or 2), 1 survey at baseline



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ANALYSIS PLAN

- 1 Counted the frequency of changes in TBRI Strategy Use from baseline to mid-year, and mid-year to post-training for each of the nine child welfare agencies (See Table 1)
- 2 Created visual representations of TBRI Strategy Use among a subset of agencies with distinct patterns of strategy use (See Figures 1 – 4)
- 3 Further inspected the organizational functioning of the subset of agencies with the SOF & WAFU scale (See Table 2)



In order to examine the trajectory of TBRI principles and organizational functioning during the first year of implementation, data from the sample agencies was analyzed in the following manner ←

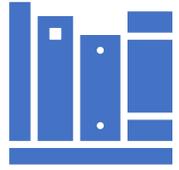


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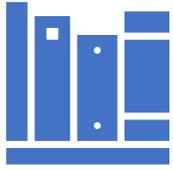
RESULTS

Table 1

Agency Organization	Mid-year Increases	Mid-year Decreases	Post-year Increases	Post-year Decreases
Agency 105	8	0	3	0
Agency 112	4	1	0	0
Agency 115	8	0	0	0
Agency 125	5	0	5	0
Agency 126	4	0	0	1
Agency 127	6	0	0	8
Agency 113-3-74	7	1	0	2
Agency 113-4-74	8	1	0	8
Agency 120-1	0	0	7	0

Overview of TBRI Strategy Use among sample:

- 8/9 agencies had more mid-year increases with minimal decreases, 1/2 of agencies experienced decreases in the post-year measure, while 3 agencies continued to show strategy increases

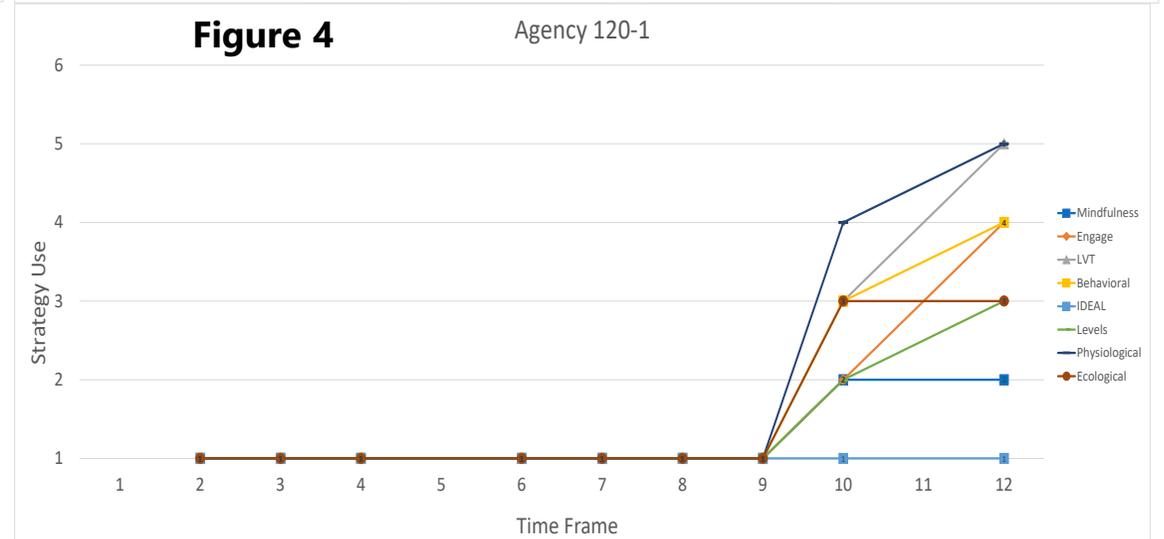
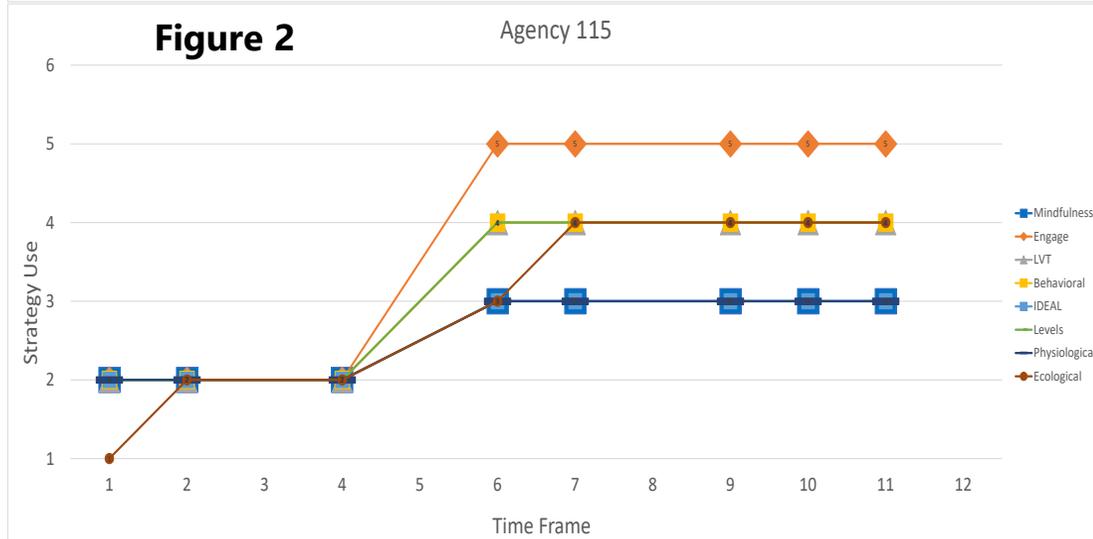
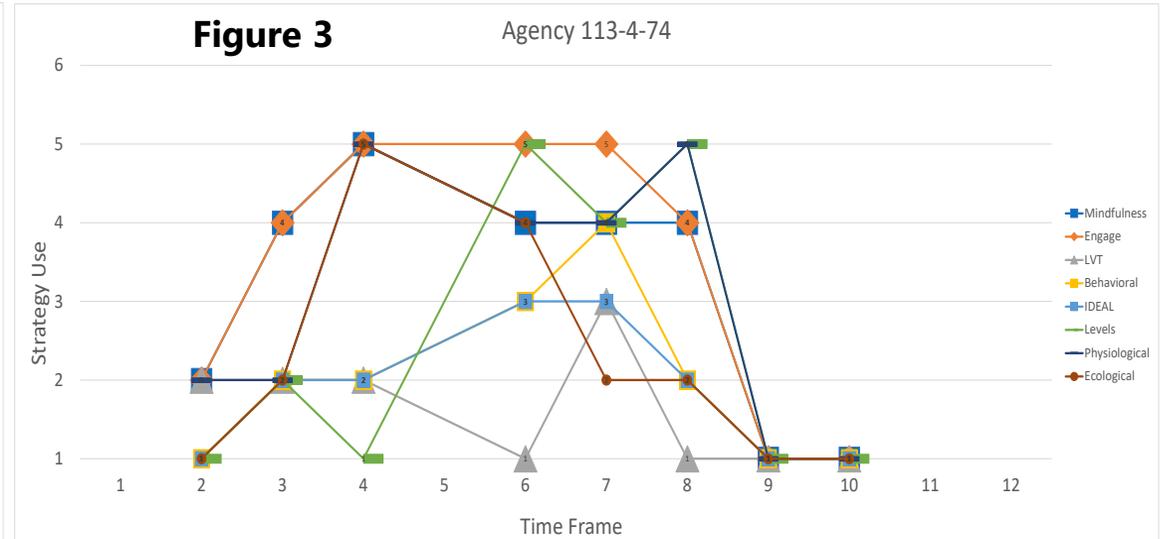
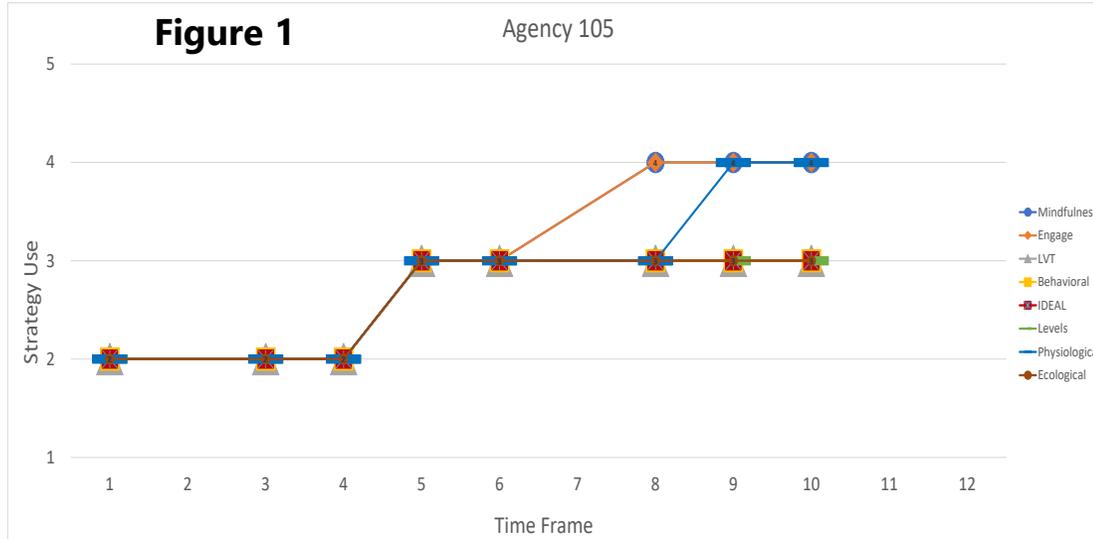


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Overview of TBRI Strategy Use among sample:

Figure 1: "stair-step progression" | Figure 3: "inverse U-shaped curve"

Figure 2: "peak progression" | Figure 4: "exponential curve"





RESULTS

Table 2

SOF & WAFU subscales	Above Baseline Mean	Baseline Mean	Below Baseline Mean
Autonomy	X X	X X	
Burnout		X X X	X
Cohesion	X X	X X	
Communication	X X X X		
Influence		X X X X	
Mission	X X X	X	
Satisfaction	X	X X	X
Stress		X	X X X
Leadership Engagement	X	X X X	

Legend:

- × Agency 105
- × Agency 115
- × Agency 113-4-74
- × Agency 120-1

TCU SOF & WAFU (Baseline Measure)

- Agency 105: most subscales scored Above Baseline Mean
- Agencies 115 & 120-1: most subscales scored within the Baseline Mean averages
- Agencies 113-4-74: subscales were variable and had a large distribution across baseline
- *Communication* and *Mission* subscales seem to be consistently scored as Above Baseline Mean for our selected sample agencies
- *Stress* and *Leadership Engagement* subscales were scored as either a Baseline Mean or Below Baseline Mean



CONCLUSION

Majority of agencies in the sample report (n = 9) improved in TBRI Strategy Use during the first year of implementation

- *Mindfulness and Engagement* scores

Potential baseline associations with TBRI Strategy Use:

- *Organizational Communication, Mission, Cohesion, and Influence*
- *Decreased Stress and Burnout*

Limitations:

- Small sample size (*low* statistical power)
- Exploratory study, no statistical significance)
- *Other factors* not examined in this study may better explain report measures and TBRI implementation

Future research:

- Should examine the association between individual TBRI strategies and organizational functioning
- Beneficial to see if there is a significant correlation between the size of the agency and TBRI Strategy Use



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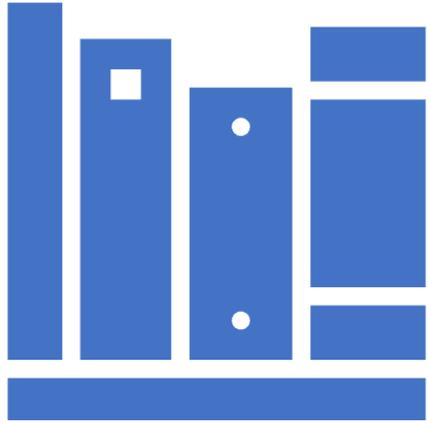
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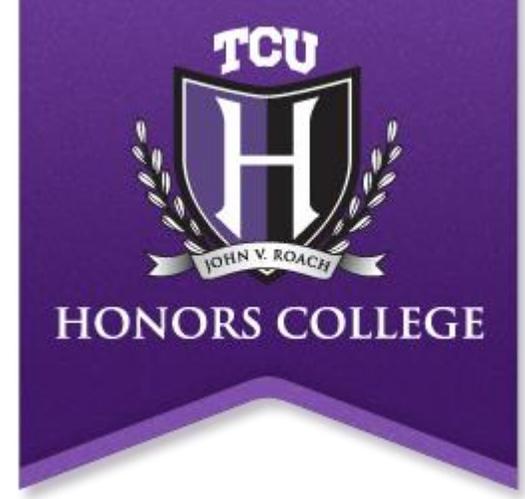


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Thank you for your attendance.
Are there any questions?

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