Waupaca County DHHS
Examining Our Journey

Chuck Price, Director
Trauma Informed Care (TIC) Timeline
Building the Foundation

• URGENCY
• First Lady Walker Listening Session
• Consultation with Elizabeth Hudson
• BHAG
TIC & Leadership

- TIC & ACEs Trainings
  - ALL Management Staff
  - DHHS Committee
- Creation of TIC Coordinator Position
- Book Clubs
- Intentional Recruitment
  - Announcement & Interview
  - Orientation
Waupaca County DHHS Leadership Charter

As leaders in our organization, we believe our Core Values guide us in our work with colleagues, clients, and community members. We commit our passion and professionalism to incorporate the following principles in all that we do:

• We will model a Trauma Informed Approach.
• We will apply Civility in each interaction.
• We will inspire Future Leaders and support all those who seek guidance.
• We promote Collaboration and the building of Trusting Relationships.
• We seek to be the Center of Excellence in our community.

We promise to be strength-based, practice humility, promote equality, spark creativity, encourage and demonstrate compassion, and engage in civic duty as public servants.

We strive to deliver superior services, with distinctive lasting impact on the health of individuals, families, and our community.
The Waupaca County DHHS vows to practice the following Trauma Informed Care Principles:

- Partner with Clients
- Be WELCOMING
- Respect Human Rights
- Be STRENGTH BASED
- Earn TRUST
- Offer a HELPING HAND
- Promote SAFETY
- Be PERSON CENTERED
- SHARE Power
Creating a Trauma Informed Workforce

* All Staff Trainings on ACEs, TIC & Resiliency
  • TIC Committee
  • TIC & ACEs in Staffings
  • Secondary Traumatic Stress Training
* Organizational Effectiveness
  • Case Planning Training
  • Permanency Values Training
* All Agency Meeting on Becoming a Center of Excellence
* Reflective Practice at the Leadership Level
• Youth Crisis Pilot Project
Professional Quality of Life Scale
(B. Hudnall Stamm)

• Secondary Traumatic Stress
  Waupaca= 11.0 (Average:13)

• Burn Out
  Waupaca= 19.9 (Average:22)

• Compassion Satisfaction
  Waupaca= 39.4 (Average:37)
PQLS – Waupaca County Child Welfare

- Compassion Satisfaction: 36.2, 37, 39.4
- Burnout: 25.7, 22, 19.9
- Secondary Traumatic Stress: 18.7, 13, 11

- Waupaca County Workers 2012
- Average
- Waupaca 2015
Outcomes
Out of Home Care for Children

50% in RCC Placements

14% County Foster Home Placements

Kinship Placements

15% Overall decrease in OOHC
Collective Impact

- WCC4P
- Early Childhood Comprehensive Systems
- Rise Together
- Mentoring Programs (Internal /External)
- ThedaCare Community Plunges
- Fox Valley Technical College - Early Childhood Mental Health Summit & Students
- CESA 6
Community Trainings
(Shared Language/Vision)

New London School District Student Support Staff
Together For Children Conference
Community Care (Waupaca, Outagamie, Calumet)
Indianhead Community Action Agency Head Start
Waupaca County Head Start/Early Head Start
Local Church
New London/Waupaca ThedaCare Plunge Fostering Futures
UW-Oshkosh Nursing Students
Waupaca Rotary Club
Northern Region Training
Waupaca County Heroin Summit
New London Rotary

Walworth County DHHS
Shawano County ThedaCare Plunge
CESA 6
Fulfilling The Promise Conference
Collective Impact Webinar
Early Childhood Comprehensive Systems Webinar
Fox Valley Technical College Early Childhood Students
Waupaca High School Teachers
New London Intermediate School (5th-8th grade)
Healthy Families=Healthy Communities Conference
Early Childhood Mental Health Summit
Wisconsin Head Start Association Conference
Wisconsin Counties Human Services Association
Wisconsin Association of Family and Children Agencies
Continuing the TIC Journey

- Continue with Community Trainings
- Future Community Collaborations
  - Law enforcement
  - Schools
  - Judicial
- Foster Care Program Revamp
- Prevention Programs and Resource Allocation
- Consumer Voice
- No more “Rule 84”
“Creating a trauma-informed organization is a fluid, ongoing process; it has no completion date.”

– A Treatment Improvement Protocol, Trauma-Informed Care in Behavioral Health Services, TIP 57
SAMHSA