

## TRAUMA INFORMED SYSTEM CHANGE INSTRUMENT SCORING GUIDE and Psychometrics

### Organizational Trauma Informed Change

**Agency Policy:** Policy can refer to local, state, and federal policy that shapes the focus and action of professionals. It also refers to cooperation between agencies and within-agency policy that guide practice and decision-making

**Agency Practice:** Specific treatments or resources available locally that support a trauma informed system, as well as day to day agency practices that are trauma informed, and these could look different depending on local context

SCALE	ITEM		Factor Loading	Internal Consistency	RESPONSE
<b>Agency Policy</b>				.869	
	1.	Written policy is established committing to trauma informed practices	.70		
	2.	The agency has a formal system for reviewing whether staff are using trauma informed practice	.66		
	3.	There is system of communication in place with other agencies working with the child for making trauma informed decisions about the child or family	.82		
	4.	There are structures in place to support consistent trauma informed responses to children and families across roles within the agency	.67		
	6.	The agency has a system in place to develop/sustain common trauma informed goals with other agencies	.84		
<b>Agency Policy Total:</b>					
<b>Mean Policy Score:</b>					
<b>Agency Practice</b>				.875	
	5.	Families and children are given systematic opportunities to voice needs, concerns, and experiences	.48		
	7.	Understanding of impact of trauma is incorporated into daily decision-making practice at my agency	.57		
	8.	Supervision at my agency includes ways to manage personal and professional stress	.73		
	9.	Trauma informed safety plans are written/available for each child (i.e., triggers, behaviors when over-stressed, strategies to lower stress, support people for child)	.77		
	10.	Staff receive supervision from trauma informed supervisor	.68		
	11.	Timely trauma informed assessment is available and accessible to children served by my agency	.74		
	12.	A continuum of trauma informed intervention is available for children served by my agency.	.81		
	13.	A child's definition of emotional safety is included in treatment plans at my agency.	.65		
<b>Agency Practice Total:</b>					
<b>Mean Practice Score:</b>					

**Individual Practice Trauma Informed Change**

**Integration:** The extent to which individuals see themselves as practicing consistently in a trauma informed manner

**Openness:** The extent to which individuals are open to exploring and considering new ways of professional practice

SCALE	ITEM		Factor Loading	Internal Consistency	RESPONSE
<b>Integration</b>			.847		
	14.	I have a clear understanding of what trauma informed practice means in my professional role	.75		
	16.	I feel equipped to help children make meaning of their trauma history and current experiences from a trauma perspective.	.82		
	17.	In practice, I am utilizing what I believe to be trauma informed interactions with children and families.	.85		
<b>Integration Total: Mean Integration Score:</b>					
<b>Openness</b>			.735		
	15.	I feel favorable in trying a new trauma informed intervention with children and families.	.73		
	18.	I am willing to try a new form of intervention even if I have to follow a manual or protocol.	.60		
	19.	I am willing to use trauma informed interventions that researchers say are effective.	.67		
<b>Openness Total: Mean Openness Score:</b>					