

# 12 Month Follow-Up Research Update

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# Evaluation Report

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# 12-month Follow-up Survey and Implementation Interviews

February 2019 - March 2019

23 Agencies Responded with 851 participants

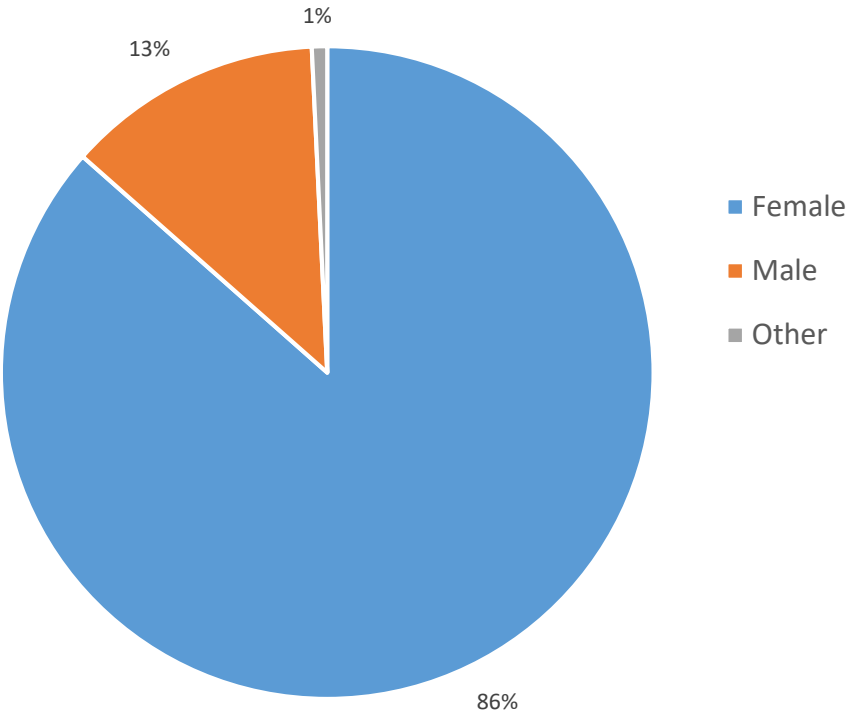
Average response rate was 71%

20 Agencies are currently participating in implementation calls

# Demographics Data

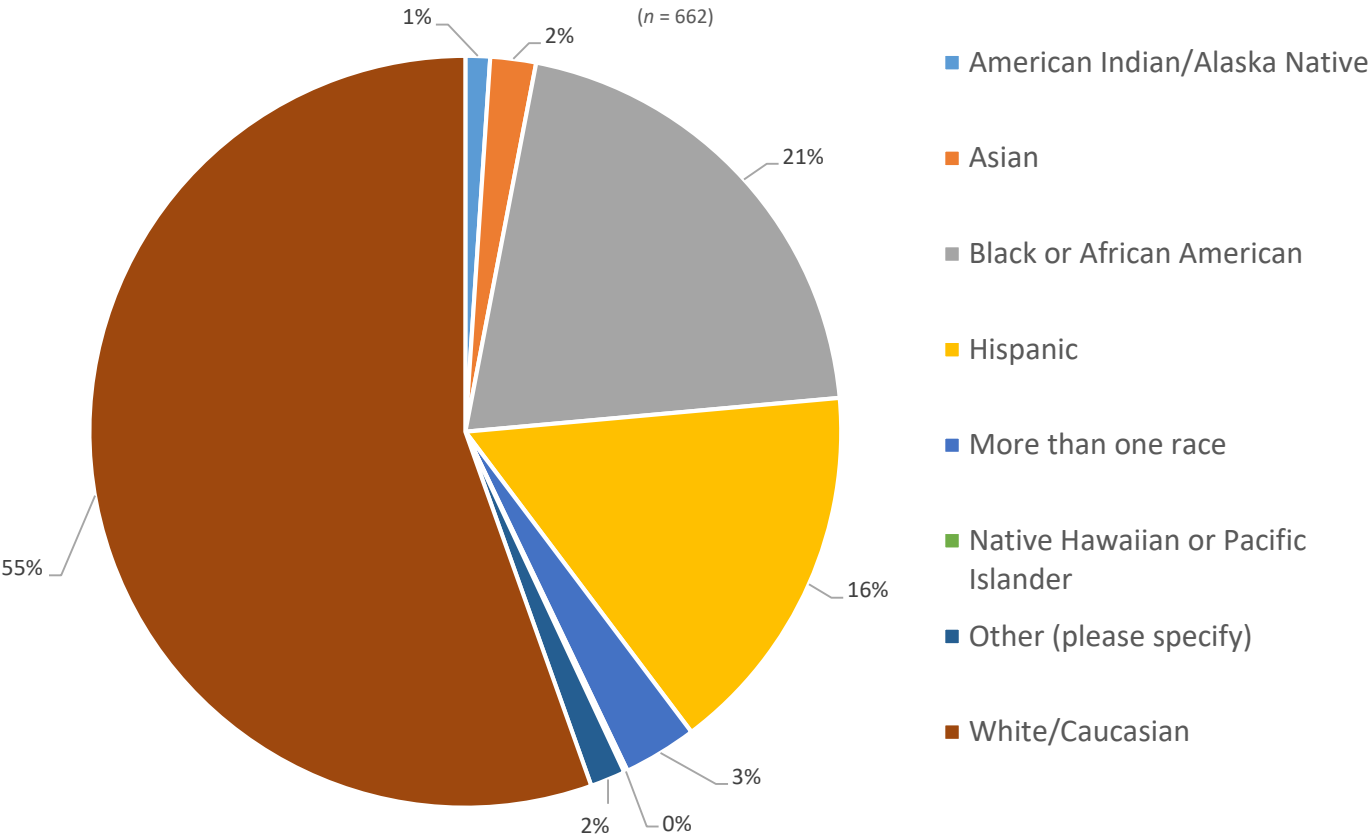
### Population Gender

(n = 660)



### Population Race/ Ethnicity

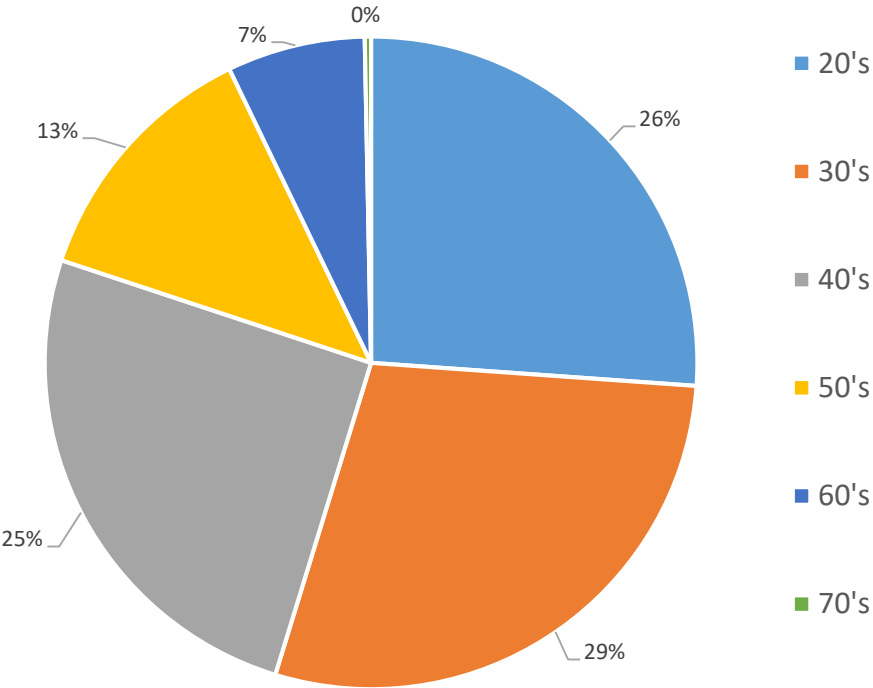
(n = 662)



# Demographic Data

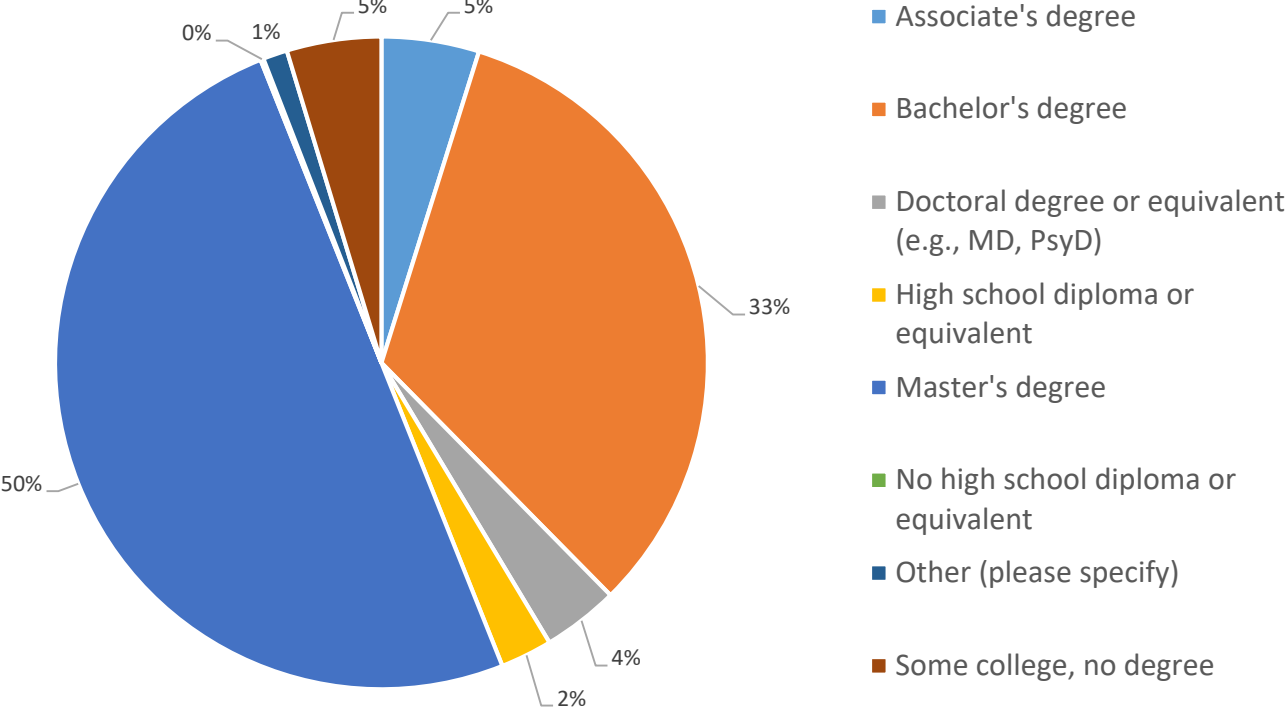
### Population Age Range

(n = 643)



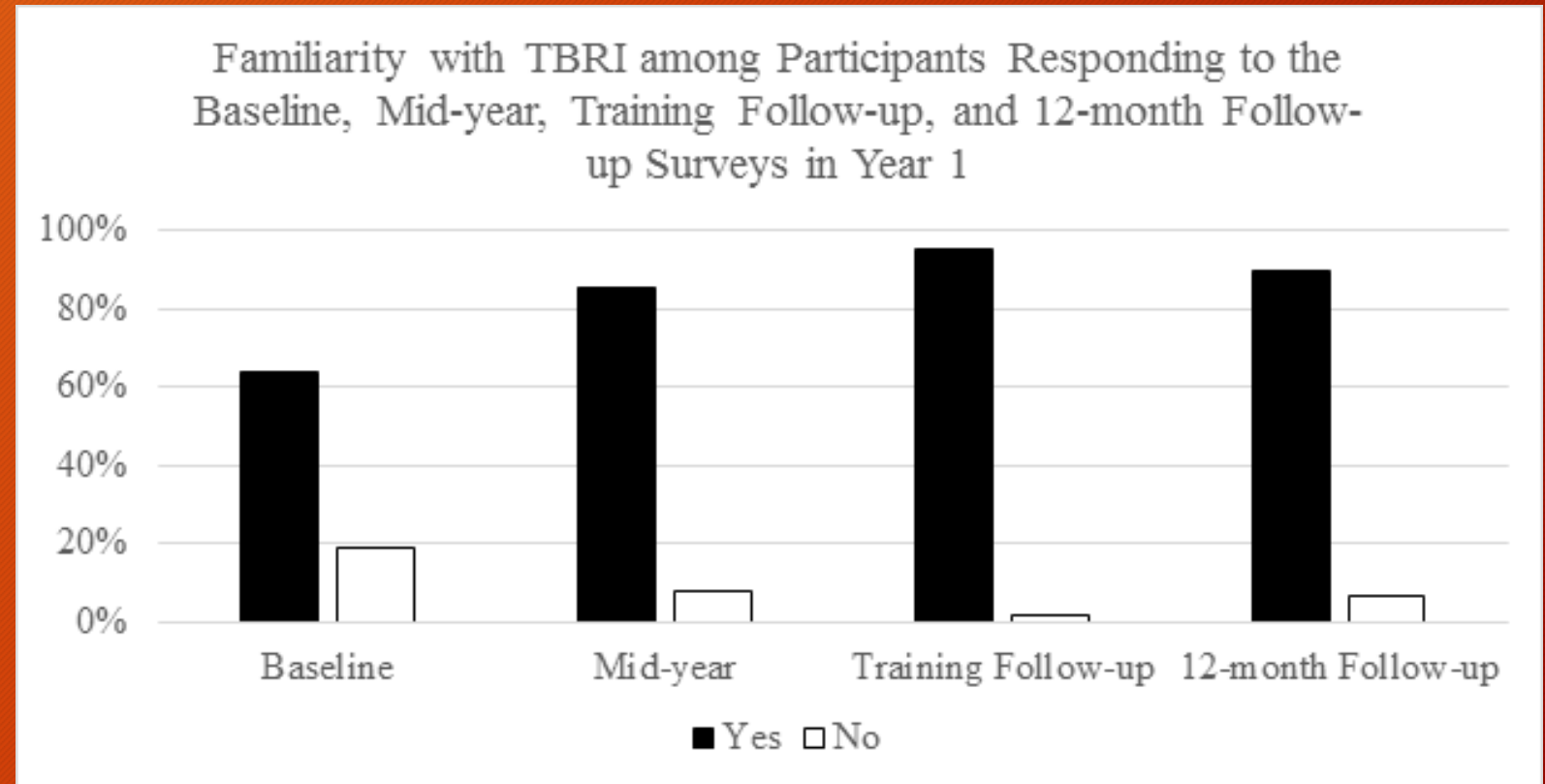
### Population Education Background

(n = 662)



# TBRI Familiarity

- Each set of bars represents a survey
- TBRI familiarity increased from baseline and remained high at the 12-month follow-up (90%)
- Slight drop after 1 year in TBRI familiarity may represent turnover



# Behavior Management Strategies

- The 3 most commonly used strategies to manage behaviors across the project were:
  1. Positive Reinforcement
  2. Redirecting Behavior
  3. Ignoring Bad Behavior
- These are the same as previous surveys.
- On average, punishment, grounding, timeouts, level systems, medication and restraints are rarely or never used.

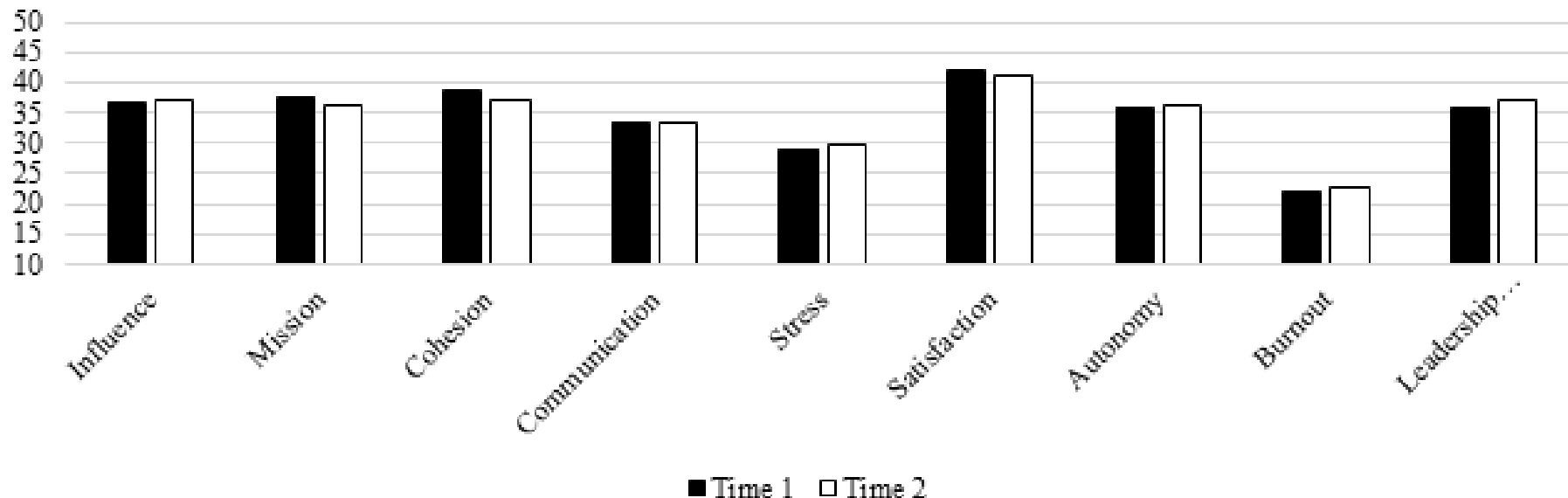
# TBRI skills

- The 3 most commonly used TBRI skills across the project were:
  1. Voice Quality
  2. Schedules
  3. Mindful Awareness
- The previous survey's top 3 TBRI skills were - voice quality, playful interactions, and mindful awareness.
- Schedules have taken over as the second most commonly used TBRI skill within the collaborative



# TCU-SOF / WAFU

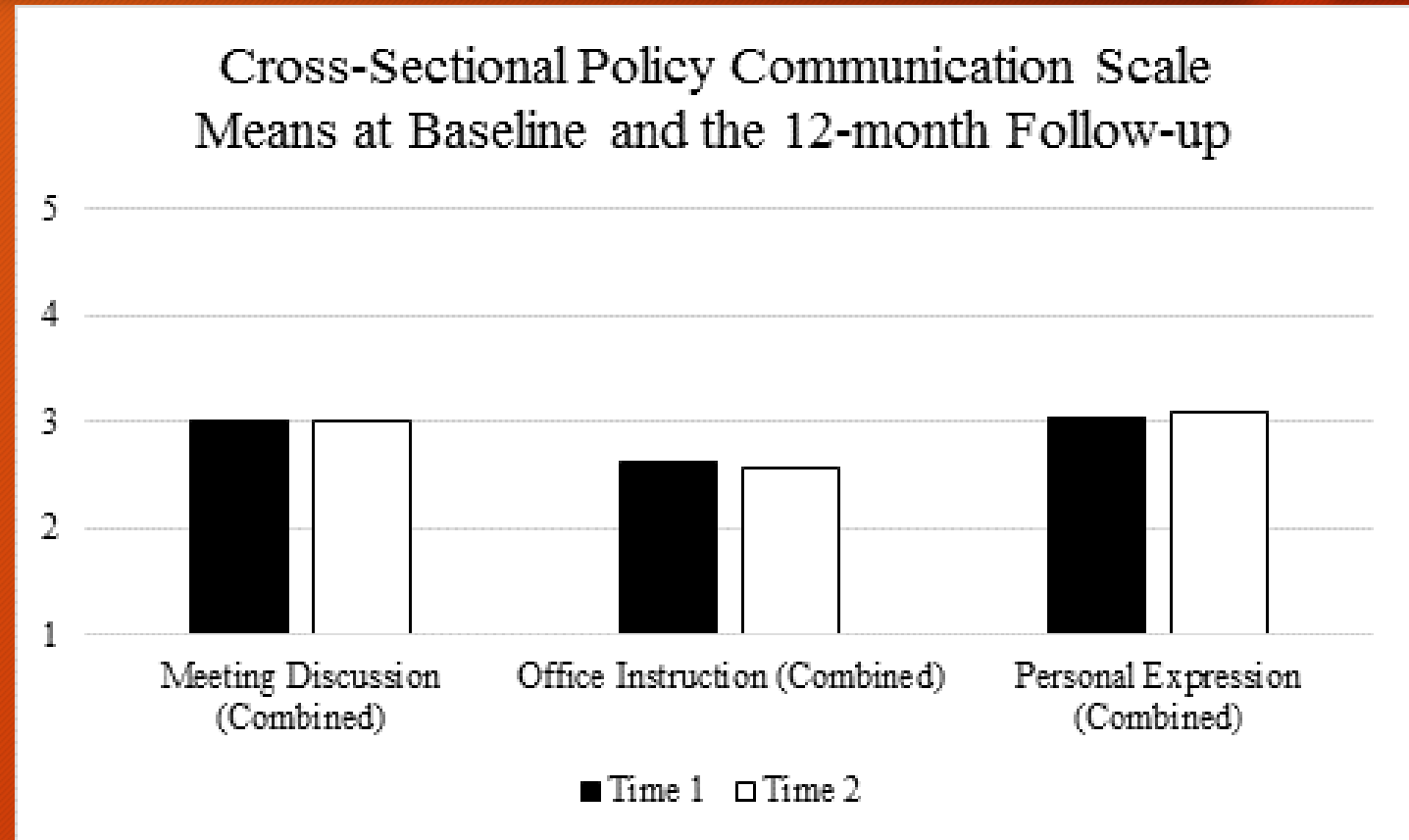
TCU Survey of Organizational Functioning and Workshop Assessment Follow-up Cross-Sectional Scale Means at Baseline and the 12-month Follow-up



- Slight decrease in Mission, Cohesion, Communication and Job satisfaction
- Slight increase in perceived Influence, Autonomy, Stress, Burnout, and Leadership Engagement
- Job Satisfaction is still the highest rated Category
- Burnout is still the lowest rated category

# Policy Communication Over time

- There was very little change over time for the PCI scales
- Office Instruction decreased slightly
- Discussions in Meetings increased slightly
- Personal expression increased slightly



# Repeated Measures

- Comparing organizations that did versus did not have a TBRI practitioner at the beginning of the project.
  - Agencies with a TBRI practitioner:
    - Had a significantly more positive attitude towards trauma-informed practice at baseline and the 12-month follow-up (based on ARTIC)
    - Had a marginally higher team cohesion at baseline (cohesion overall decreased)
    - Reported greater leadership engagement at both baseline and follow-up, but the agencies without a TBRI Practitioner reported a significant improvement in leadership engagement while those with a Practitioner did not.
  - Perceived Influence increased across all agencies.



# Relationships among Measures

- Resiliency at baseline was not related to burnout at follow-up.
- Leadership Engagement at Baseline predicted better communication, higher job satisfaction, and less burnout at follow-up.
- A greater sense of mission and higher job autonomy at baseline predicted higher job satisfaction at follow-up.
- Better cohesion and job autonomy at baseline predicted better communication at follow-up.

# Relationship between Surveys

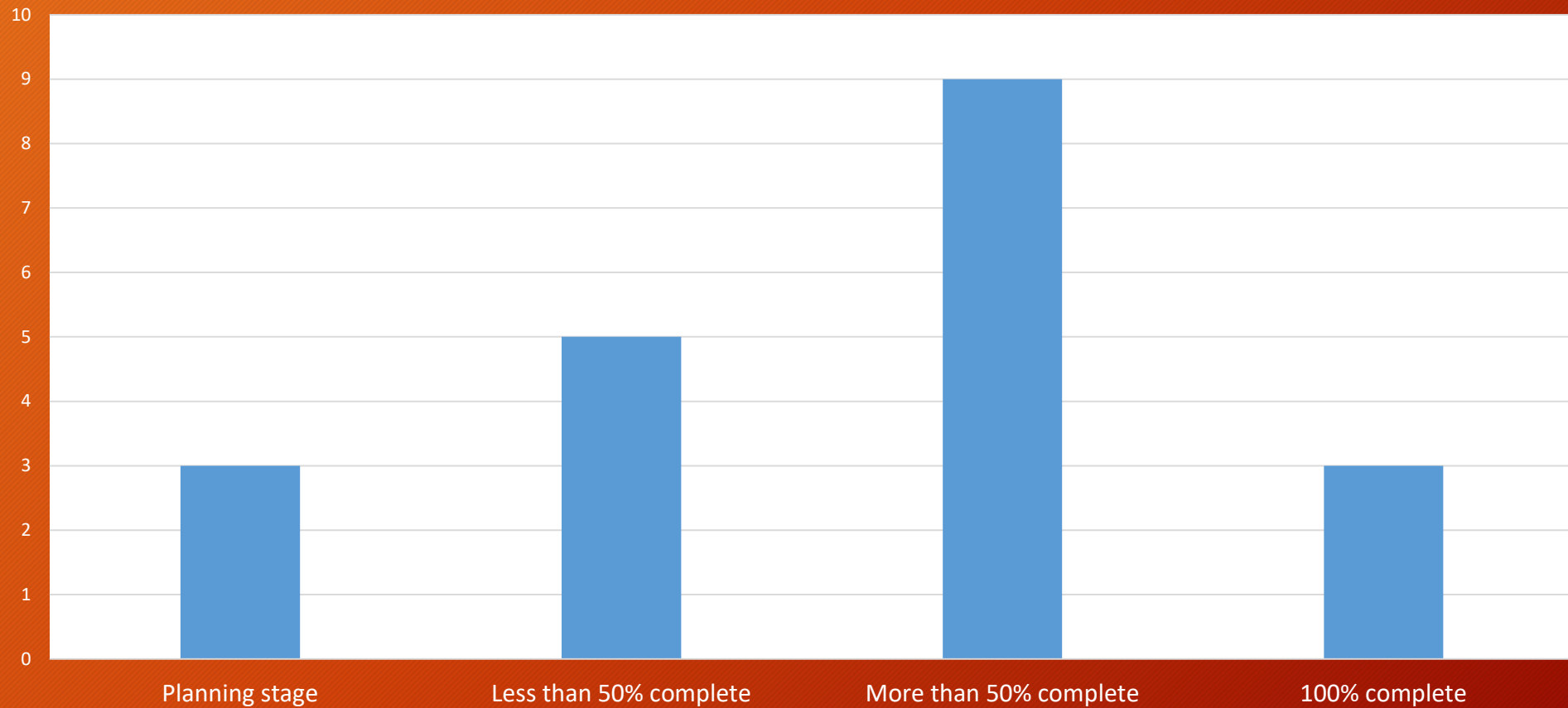
- Greater leadership engagement at baseline is associated with a greater increase in meeting discussion about TBRI and personal expression of TBRI.
- More office instruction at baseline was related to lower job satisfaction, decreased sense of mission, lower cohesion, lower job autonomy, and more burnout at follow-up.

# Implementation Plans

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# GOAL Progress for Initial Goals

Number of Agencies



# Implementation - What's Happening

- (1) More use of TBRI directly with clients
- (2) More TBRI added to agency environment
- (3) More TBRI-Based training & materials
- (4) More trauma-informed/TBRI Assessment/Tracking



# (1) More use of TBRI directly with clients

- Nurture groups added
- Nurture group/TBRI techniques added to counseling groups
- TBRI added to In-home services (e.g., behavioral scripts, TBRI language, snacks, nurture groups, engine-plates, sensory items)
- Summer camps added

## (2) More TBRI added to agency environment

- TBRI elements added to forensic interview rooms
- Lobbies adapted to better meet ecological, physical, & sensory needs; & disarm fear (snacks, water, games, sensory items).
- TBRI Posters on walls
- Adding TBRI-Based language into agency website

## (3) More TBRI-based training & materials

- Creation of TBRI-based Parent education curriculum
- Adapting existing TBRI-Based manuals to older age groups
- TBRI in new employee training & ongoing staff training
- Created TBRI Information Sheet for staff
- Using Champions as consultants for staff
- Using practitioners to train agencies outside of the collaborative

## (4) More TBRI-based Assessment/Tracking

- Tracking staff usage of TBRI strategies
- Created TBRI-based conference tool for monthly supervision meetings
- Using ARTIC to measure staff attitudes on trauma-informed care
- Using SDQ (Strengths & Difficulties Questionnaire) with clients

# Factors affecting goal progress

- Whether a factor facilitated or hindered progress, could vary from month to month within the same agency, and varied from agency to agency.
- Next, we discuss reasons why certain factors facilitated or hindered . . .

# (1) Number of Staff

## Hindered

- Need more practitioners
- Limited number of staff
- Lack of support staff
- Hard to manage large number of staff with fidelity

## (2) Staff Time

### Facilitated

- Allocating more staff time/positions for help with TBRI
- Staff had time to start a study group

## (2) Staff Time

### Hindered

- Management & Staff turnover
- Vacations & leave for various reasons
- Had to adjust responsibilities of staff
- Competing with other people/projects (fundraiser, accreditation)
- Need more time for staff training/coaching
- Staff work mainly outside the office so getting everyone together is a challenge
- getting time from leadership for meetings etc.



## (3) Budget/Funding

### Facilitated

- Scholarships for training
- Departments working within their means; budgeting for supplies
- Using additional funds for TBRI
- Receiving more funds/grants
- Finding creative ways to acquire funds (special requests to donors, etc.)

### Hindered

- Funding practitioner training is difficult
- Waiting on leadership to allocate funds for TBRI
- Lack of funds/resources

## (4) Leadership Buy-in

### Facilitated

- Agency board is interested in TBRI
- Leadership is going to trainings
- Have leadership support
- Executive Director is creating budget that includes TBRI

### Hindered -

- Leadership change - getting buy-in from new leader

# (5) Service Coordination

## Facilitated

- Different departments/managers working together to support the goal
- Getting other agencies into the TBRI/trauma conversation
- Getting help from other agencies to implement nurture groups

## Hindered

- Volunteers aren't trained yet
- Getting everyone on the same page

# (6) Equipment

## Facilitated

- Have TBRI materials and DVDs
- using laptops in sessions made documentation easier

## Hindered

- Didn't have enough TBRI DVD's
- Training room is small
- Need more space for sensory rooms and training rooms

# (7) Collaboration between agencies

## Facilitated

- Seeing positive collaboration between agencies in the collaborative
- There are people to reach out to if help is needed

## (8) Other

### Hindered

- Building renovation and/or moving locations
- Delays in getting training

For questions, contact:

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