



Put It Into Practice #4: Organizational Self-Assessment

How trauma-informed is your agency, organization, or system?

- **When should I use this resource?** BEFORE a natural disaster occurs
 In preparation for supporting healing and resilience among children and youth impacted by natural disasters, child welfare staff and administrators can begin by conducting an organizational self-assessment to identify the agency’s strengths and needs related to becoming a trauma-informed child welfare system. This activity will work best if multiple people in different roles participate and engage in the discussion.

Directions: Using the eight elements of a trauma-informed child welfare system developed by the National Child Traumatic Stress Network (See **Section 2**), complete the table below by identifying your agency/organization/system strengths and needs. Then develop next steps for becoming more trauma-informed.

Essential elements of a trauma-informed child welfare system	Rating				Strengths	Needs	Next steps
	1 Never	2 Some of the time	3 Often	4 Always			
1. Continuously expands workforce knowledge and skills about trauma and its effects	1	2	3	4			
2. Addresses primary and secondary traumatic stress of the workforce	1	2	3	4			
3. Partners with children, youth, and families	1	2	3	4			

Essential elements of a trauma-informed child welfare system	Rating				Strengths	Needs	Next steps
4. <i>Partners with agencies and systems that interact with children, youth, and families</i>	1	2	3	4			
5. <i>Maximizes physical and psychological safety of children, youth, and families</i>	1	2	3	4			
6. <i>Routinely screens for trauma-related needs of children and youth</i>	1	2	3	4			
7. <i>Delivers and connects children and youth to services and supports that promote well-being, healing, and resilience</i>	1	2	3	4			
8. <i>Understands parent and caregiver trauma and delivers and links to services and supports that promote family well-being, healing, and resilience</i>	1	2	3	4			

Source adapted from: Walsh, C., Pauter, S., & Hendricks, A. (2020). *Child Welfare Trauma Training Toolkit* (3rd ed.). Los Angeles, CA, and Durham, NC: National Center for Child Traumatic Stress. <https://www.nctsn.org/resources/child-welfare-trauma-training-toolkit>