Forums to gather staff input into programming

Regular agency debriefing and strategizing over specific incidents and youth

Individual supervision that supports honest and constructive sharing of strengths and challenges

Recognition and celebration of staff achievements

> Opportunities for staff to share time together during work hours

> > Resources to support personal and professional growth and development

Senior Leadership is visible and approachable

> Agencies are addressing self-care issues through training and

Staff trained on how to recognize and respond to potentially explosive situations

supervision

Programs available for staff that engages the whole body such as yoga, exercise, massage, etc.

Staff trained not to personalize youth acting-out behavior

Staff trained to monitor their own feelings and understand that their mood affects their thinking and behavior.

Core training on key topics for all staff available through E-Learning Modules

Agency and

Network

provided training

Interagency supervision groups to promote shared understanding of the work

HOLLYWOOD

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Developed products to support and sustain training efforts.

Provide

forum for staff to

demonstrate new

skills and train

their peers

Secondary **Traumatic Stress Prevention for Service Providers** working with

The ARC framework has been adapted from Kinniburgh & Blaustein (2005). Attachment, Self-Regulation & Competency (ARC): A Comprehensive Framework for Intervention with Complexly Traumatized Youth. Boston.

Staff trained on the ARC

framework to understand vouth behavior

Youth Experiencing Homelessness

Foundational

Mechanisms to gather staff concerns and a commitment to address them

SAMHSA Grant #SM57247, www.hhyp.org

Staff are trained on trauma

and its impact

Agency fosters connectedness and support among and between employees

Agency culture that celebrates individual growth