
**Report to
The Vermont Legislature**

**STATUS REPORT; COMPLETION OF ACT 43 REPORT
In Accordance with Sec. 2 of Act 204 of 2018**

Submitted to: House Committee on Human Services
Senate Committee on Health and Welfare
Advisory Council on Child Poverty and Strengthening Families

Submitted by: Director of Trauma Prevention and Resilience Development (Vacant)

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Report Date: November 1, 2018

Act 204 of 2018 Sec. 2. STATUS REPORT; COMPLETION OF ACT 43 REPORT

On or before November 1, 2018, the Agency of Human Services' Director of Trauma Prevention and Resilience Development shall submit to the Chairs of the House Committee on Human Services and the Senate Committee on Health and Welfare and to any existing Advisory Council on Child Poverty and Strengthening Families a status report on the Agency's methodology and progress in preparing the response plan required pursuant to 2017 Acts and Resolves No. 43, Sec. 4, including any preliminary findings. The status report shall include information as to the Agency's progress in implementing trauma informed training opportunities for child care providers.

This report is submitted as required by Act 204 of 2018, *An Act Relating to Ensuring a Coordinated Public Health Approach to Addressing Childhood Adversity and Promoting Resilience*. Section 2 of the Act requests a Status Report on the Completion of the Act 43 Report, *Adverse Childhood Experiences Response Plan*. The Status Report calls for the Director of Trauma Prevention and Resilience Development to provide an update on the Agency's methodology and progress in preparing the response plan, including any preliminary findings. At the time of this writing, the Director of Trauma Prevention and Resilience Development has not yet been filled. The Status Report also calls for the inclusion of information as to the Agency's progress in implementing trauma informed training opportunities for child care providers.

To meet with the legislative charge, this Status Report includes two sections: Section I, Update on Recruitment and Hiring of the Director of Trauma Prevention and Resilience Development and Section II, Report from the Vermont Department for Children and Families Child Development Division on Progress Implementing Trauma Informed Training Opportunities for Child Care Providers.

Section I: Update on Recruitment and Hiring of the Director of Trauma Prevention and Resilience Development

To establish the Director of Trauma Prevention and Resilience Development position, the Agency of Human Services (AHS) went through the process of repurposing a vacant position, creating a job description consistent with the charge of Act 204 of 2018, and receiving authorization to post and recruit for the position. The position will report to the Director of Health Care Reform in the Agency of Human Services Secretary's Office. In cooperation with a cross-agency hiring team, first round interviews are scheduled during the final week of October. The successful candidate will be on-boarded in the late fall and provided with all materials and work-to-date relative to the Adverse Childhood Experiences Response Plan. Agency staff previously involved in this work will make themselves available to assist with the refinement and finalization of the Response Plan.

Section II: Information on the Agency's Progress in Implementing Trauma Informed Training Opportunities for Child Care Providers

For an update on trauma-informed trainings to child care providers, we turned to the Department for Children and Families Child Development Division (CDD). As part of their role in licensing and monitoring registered family child care homes and licensed programs, CDD also organizes training opportunities for providers. A total of **211 trauma-informed trainings** were provided to child care providers between September 1, 2017 and September 1, 2018. In addition, many coaching sessions have been offered through CDD and its partners. Specific attendance numbers are not available at this time.

Training Opportunities provided:

A) Basic Specialized Care (BSC) training (61 trainings offered):

Specialized Child Care (SCC) provides vulnerable children and high-risk families with quality child care and specific supports that help meet their needs, strengthen their families, and promote their children's development. SCC offers an array of services and supports to families and children with identified specialized child care needs including trauma. Specialized Child Care providers have made a commitment to providing the best quality care to vulnerable children placed in their programs and agree to continuous professional development targeting social and emotional development of children to enhance and improve children's skills in a safe and supportive child care environment.

Below is the link to more information on Specialized Child Care:

<http://dcf.vermont.gov/childcare/providers/specialized>

BSC training is a six-hour class available to all child care providers and is a requirement to becoming a Specialized Child Care program. Funding for the BSC training comes through the federal Child Care and Development Block Grant. This class was offered numerous times this past year either as a stand-alone course, or as part of another training for child care professionals:

- BSC Training was offered 33 times across the state and available to all child care providers between September 1, 2017 and September 1, 2018.
- This training is included as part of the "Fundamentals for Early Childhood Professionals" which is a 45-hour training for new child care providers. Fundamentals was offered 26 times this past year.
- BSC training is also included as part of the Essentials for Afterschool Professionals training, which was offered twice this year. (Link for more information: <https://northernlightscdc.org/training/state-wide-curricula/basic-specialized-care/>)

B) Trainings in the State's Bright Futures Information System (BFIS) related to trauma (22 in total):

State partners, with a variety of community-based organizations, offer trainings to child care providers. Some of these partners are funded by the Child Development Division through Child Care and Development Block Grant funding, Strengthening Families funding, or by participant fees. These partners include child care provider support groups such as Parent Child Centers and Starting Points groups. In the last year, 22 trainings were offered by our partners and included in the BFIS Course Calendar for child care providers to access. All of these trainings count towards annual Specialized Care training requirements for child care providers who have completed the BSC training and are noted by the Advanced Specialized Care (ASC) designation. A copy of the topics, dates of trainings, sponsors and locations of trainings is included with this report.

C) Professional development through Vermont Afterschool (93 trainings plus coaching and family outreach sessions):

Vermont Afterschool has been expanding the scope of professional development for afterschool providers and youth development workers in social and emotional learning (SEL), and trauma-informed care through the following training and coaching opportunities:

Training opportunities included:

- A pilot to implement SEL growth strategies among children, staff, and families for 16 afterschool programs (204 staff) around the state. There were 14 two-hour staff trainings offered, impacting

1,571 children. This pilot brought an evidence-based social-emotional curriculum to afterschool sites from 2017-2018.

- Vermont Afterschool included a full-day learning strand on social-emotional learning and trauma-informed practices at our annual statewide afterschool conference in both 2017 and 2018. Approximately 25-30 people participate in the full-day strand on social emotional learning each year.
- In the 2017, Vermont Afterschool provided 64 trauma-informed trainings around the state available through our calendar to child care providers. They coordinated regional trainings and collaboration opportunities connecting out-of-school programs with community partners including medical and mental health providers, community justice centers, and social service agencies.

Coaching opportunities included in the 2017-18 school year:

- Vermont Afterschool trained 125 staff members through 14 staff-wide trainings, provided 63 follow-up mental health consultations, and monthly coaching sessions around the state. These trainings and one-on-one coaching sessions increases frontline staff competence in on-site therapeutic behavior management.
- Vermont Afterschool hosted 8 family outreach events; 192 people attended these family programs and events focused on social-emotional learning and adverse childhood experiences.
- Two monthly Communities of Practice were facilitated for leadership-level staff to increase staff knowledge and skill in addressing toxic stress among the youth and families they serve in Chittenden, Windsor, and Orange counties (14 programs, and 565 children).

Funding sources for Vermont Afterschool trainings have been through the Early Learning Challenge Grant the Child Care and Development Block Grant, the Vermont Agency of Education, Northfield Savings Bank, participant fees and conference sponsor donations.

D) Children’s Integrated Services Institute (1 training):

Children’s Integrated Services (CIS) provides an array of supports to young children and their families, including coordination and supports for Specialized Child Care. The Annual CIS Institute is the primary in-service training delivered by the State. While child care providers are not the specific target audience, attendees include programs that provide child care services, and those who work closely with child care providers to offer supports for children with complex needs in their care. The May 2018 CIS Institute focused on how to effectively work with families with complex needs and histories of trauma by exploring the impacts of trauma and adverse childhood experiences on families intergenerationally. Additional follow up trainings began in September 2018 and included Community of Practice calls, in-person instruction, and case consultation.

E) Rock Solid Foundations training (34 trainings plus individual coaching):

Teaching social-emotional competencies in early childhood settings is essential for all children and is a core element in building trauma-informed settings in early childhood programs. Rock Solid Foundations is a professional development training created for child care providers that incorporates a modified version of the Pyramid Model and strategies and resources from the Center on the Social and Emotional Foundations of Early Learning (CSEFEL). The six-hour Rock Solid Foundations training focuses on building positive relationships, creating supportive environments, and infusing positive social-emotional teaching strategies. Rock Solid Foundations teaches child care providers how to

intentionally build social-emotional competencies into their program curriculum. In the reporting period January 1, 2018 through June 3, 2018, 200 providers completed this six-hour training. During this period, child care providers in all 12 Agency of Human Service regions have completed 1 or 2 training sessions. Those providers who completed the six-hour training also had an opportunity for an on-site mentor to support them as they implemented the training materials. There were 40 individuals who took advantage of mentoring support; 23 are continuing to access this support.

Trainings offered by Community Partners

Building Your Trauma-Informed Toolkit for Young Children (Part 2) (ASC)	Orange/North Windsor Region	9/27/2017	6:30 PM	Tunbridge	Orange County Parent Child Center
Sensory Integration Strategies for Children with Sensory Disorders and/or Children Having Experienced Trauma (ASC)	Chittenden County Region	10/2/2017	9:00 AM	Burlington	Greater Burlington YMCA
Shaken Baby Syndrome/Abusive Head Trauma Prevention (ASC)	Rutland County Region	10/12/2017	6:30 PM	Castleton	Castleton Area Child Care Providers Network
Developmental Trauma and Child Parent Psychotherapy (ASC)	Chittenden County Region	10/20/2017	1:00 PM	Burlington	Trinity Children's Center
Understanding and Responding to Complex Trauma in Early Childhood (ASC)	Addison County Region	10/21/2017	8:30 AM	Middlebury	Mary Johnson Child Care Services
How Childhood Trauma Affects Lifelong Health (ASC)	St Johnsbury Region	10/26/2017	6:00 PM	Lyndon	Little Dippers Doodle Children's Center
Creating a Healing Environment: Trauma Informed Care in the Preschool Classroom (ASC)	Chittenden County Region	11/9/2017	6:30 PM	Williston	Child Care Resource
Understanding Complex Trauma and the Influence of Art in Afterschool (ASC)	Statewide	11/22/2017	8:30 AM	Rutland	Vermont Afterschool Inc
Brain Development Part 3: The Effects of Trauma and Stress in the Developing Brain (ASC)	Lamoille Valley Region	12/9/2017	9:00 AM	Morrisville	Mud City Kids
Routine in Trauma-Sensitive Programs (ASC)	Washington County Region	2/12/2018	8:00 AM	Barre City	Capstone - Head Start
Strengthening Families Community of Practice: Through a Trauma-Informed Lens - Session 1 (ASC)	Bennington County Region	3/27/2018	6:00 PM	Bennington	Bennington Early Childhood Center
Strengthening Families Community of Practice: Through a Trauma-Informed Lens - Session 2 (ASC)	Bennington County Region	4/24/2018	6:00 PM	Bennington	Bennington Early Childhood Center

Trauma & Stress, Session 1: Understanding the Effects on Children and Trauma, Triggers & Interventions for the Classroom (ASC)	Washington County Region	5/15/2018	3:30 PM	Barre City	Montessori School of Central Vermont
Trauma & Stress, Session 2: Burnout is Real: Managing the Stress of the Classroom (ASC)	Washington County Region	5/21/2018	3:30 PM	Barre City	Montessori School of Central Vermont
Strengthening Families Community of Practice: Through a Trauma-Informed Lens - Session 3 (ASC)	Bennington County Region	5/22/2018	6:00 PM	Bennington	Bennington Early Childhood Center
Strengthening Families Community of Practice: Through a Trauma-Informed Lens - Session 4 (ASC)	Bennington County Region	6/26/2018	6:00 PM	Bennington	Bennington Early Childhood Center
Strengthening Families Community of Practice: Through a Trauma-Informed Lens - Session 5 (ASC)	Bennington County Region	7/24/2018	6:00 PM	Bennington	Bennington Early Childhood Center
Trauma-Informed and Trauma-Sensitive Art Facilitation for Early Education (ASC)	Statewide	7/31/2018	1:00 PM	Randolph	Arts Bus, Inc.
Trauma and Brain Development in the Formation of Classroom Interventions (ASC)	Chittenden County Region	8/28/2018	8:30 AM	Burlington	Howard Center Early Childhood Program
Trauma and Brain Development in the Formation of Classroom Interventions (ASC)	Chittenden County Region	8/28/2018	8:30 AM	Burlington	Trinity Children's Center
Compassion Fatigue, Vicarious Trauma and the Many Factors That Can Lead to Staff Burn-Out (ASC)	Springfield Region	8/28/2018	9:00 AM	Springfield	SEVCA Windsor County Head Start
Strengthening Families Community of Practice: Through a Trauma-Informed Lens - Session 6 (ASC)	Bennington County Region	8/28/2018	6:00 PM	Bennington	Bennington Early Childhood Center