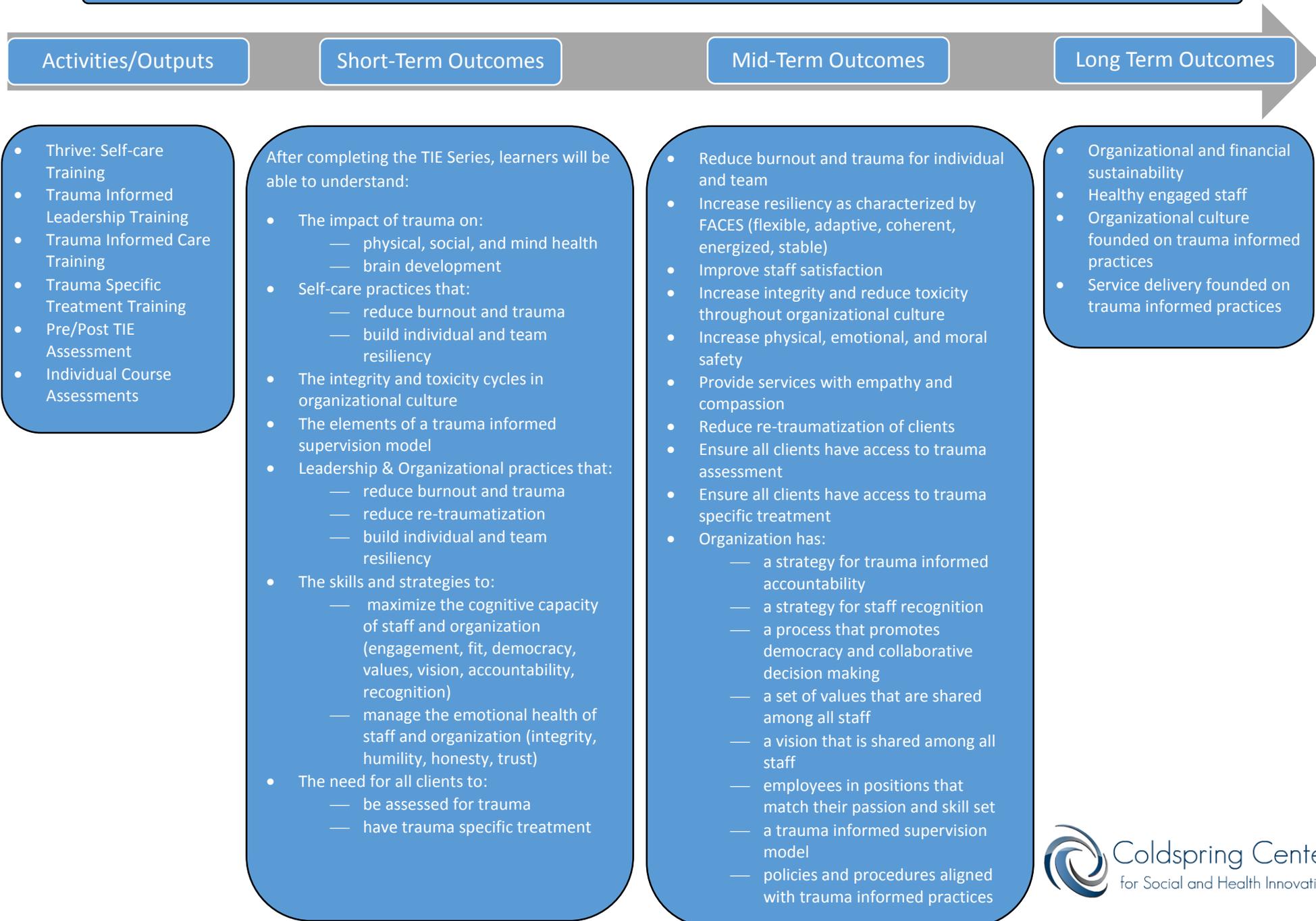


Trauma Informed Excellence (TIE) Logic Model

GOAL: Provide world class services that lead to healthy engaged clients experiencing post traumatic recovery and growth



Activities/Outputs

- Thrive: Self-care Training
- Trauma Informed Leadership Training
- Trauma Informed Care Training
- Trauma Specific Treatment Training
- Pre/Post TIE Assessment
- Individual Course Assessments

Short-Term Outcomes

After completing the TIE Series, learners will be able to understand:

- The impact of trauma on:
 - physical, social, and mind health
 - brain development
- Self-care practices that:
 - reduce burnout and trauma
 - build individual and team resiliency
- The integrity and toxicity cycles in organizational culture
- The elements of a trauma informed supervision model
- Leadership & Organizational practices that:
 - reduce burnout and trauma
 - reduce re-traumatization
 - build individual and team resiliency
- The skills and strategies to:
 - maximize the cognitive capacity of staff and organization (engagement, fit, democracy, values, vision, accountability, recognition)
 - manage the emotional health of staff and organization (integrity, humility, honesty, trust)
- The need for all clients to:
 - be assessed for trauma
 - have trauma specific treatment

Mid-Term Outcomes

- Reduce burnout and trauma for individual and team
- Increase resiliency as characterized by FACES (flexible, adaptive, coherent, energized, stable)
- Improve staff satisfaction
- Increase integrity and reduce toxicity throughout organizational culture
- Increase physical, emotional, and moral safety
- Provide services with empathy and compassion
- Reduce re-traumatization of clients
- Ensure all clients have access to trauma assessment
- Ensure all clients have access to trauma specific treatment
- Organization has:
 - a strategy for trauma informed accountability
 - a strategy for staff recognition
 - a process that promotes democracy and collaborative decision making
 - a set of values that are shared among all staff
 - a vision that is shared among all staff
 - employees in positions that match their passion and skill set
 - a trauma informed supervision model
 - policies and procedures aligned with trauma informed practices

Long Term Outcomes

- Organizational and financial sustainability
- Healthy engaged staff
- Organizational culture founded on trauma informed practices
- Service delivery founded on trauma informed practices