

OCYF

Trauma Team

Trauma-Informed Care: Good for Everyone

Trauma-Informed Care (TIC) is more than a set of practices—it's an organizational mindset that shapes how we interact, support each other, and achieve our best work together. While TIC is essential for those who have experienced trauma, recent research highlights that its benefits extend to every member of our organization (Fratto, 2016; Isobel et al., 2021).

Beyond our organization, it is important to recognize the dedication of temporary caregivers—whether through kinship or foster placements—across Pennsylvania. Parenting traumatized children can be challenging and often leads to frustration and exhaustion. However, caregivers' calm and consistent responses are vital to a child's healing. Maintaining this approach requires trauma-informed strategies, such as regulation and de-escalation, both in working with children in foster care and in addressing the effects of secondary trauma. (<https://www.thrivewithin.org/wp-content/uploads/2024/09/guide-for-foster-parents.pdf>)

Why Does Trauma-Informed Care Matter?

- ❑ **Enhances Psychological Safety:** When we prioritize safety and trust, everyone feels more comfortable sharing ideas, asking questions, and taking healthy risks, which leads to innovation and teamwork (Isobel et al., 2021).
- ❑ **Reduces Burnout:** TIC emphasizes self-care, peer support, and open communication, all of which help prevent staff stress and burnout (Fratto, 2016).
- ❑ **Improves Relationships:** Recognizing that everyone has a unique story fosters empathy, patience, and stronger connections among colleagues (Isobel et al., 2021).
- ❑ **Boosts Productivity:** When staff feel supported and valued, job satisfaction and productivity naturally increase (Fratto, 2016).
- ❑ **Promotes Equity and Inclusion:** Trauma-informed approaches help us identify and address systemic barriers, making our workplace more welcoming and equitable (Isobel et al., 2021).

- Fratto, C. M. (2016). Trauma-Informed Care for Youth in Foster Care. *Archives of Psychiatric Nursing*, 30(3), 439-446. <https://doi.org/10.1016/j.apnu.2016.01.007>
- Isobel, S., Goodyear, M., Foster, K., & Edwards, C. (2021). Preventing intergenerational trauma transmission: A critical interpretive synthesis. *Journal of Clinical Nursing*, 30(17-18), 2420-2435. <https://doi.org/10.1111/jocn.15770>