

Snohomish County's CARE Process:

a guide to becoming a restorative, equitable Trauma-Informed organization

Compassion, Appreciation, Resilience, & Empowerment

Organizational Commitment

Before completing an application to become a CARE designated workplace, the Executive Director makes a commitment to become a restorative, equitable trauma-informed organization, which includes:

- At least two CARE champions attend Snohomish County's Train the Trainer (TOT) training
- The formation of a monthly Trauma-Informed Leadership Team (TILT)
- CARE champions' participation in six learning collaboratives per year
- CARE champions training the entire organization within one year on Trauma-Informed core principles, which is approximately 6 hours
- Ongoing discussion at staff meetings about your CARE work

Train the Trainer CARE Application & Agreement

Support at least two staff members to serve as CARE champions who agree to become a Trauma-Informed Systems change-agents.

The Executive Director and CARE champions sign and submit the application and agreement for review.

[Train the Trainer CARE application and agreement](#)

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County Application Review

Behavioral Health staff with Snohomish County Human Services invite applicants to discuss what it means to be a CARE champion.

Applicants will be notified when a decision has been made by email.

Orientation

CARE champions attend an orientation to learn about the CARE Movement and the commitment to becoming a restorative, equitable Trauma-Informed designated workplace.

Train the Trainer CARE Training (TOT)

Each organization's designated CARE champions attend the full interactive TOT training. The training is held live online and is approximately 40 hours.

Topics include:

- Trauma-Informed Care
- Self-Care and Secondary Traumatic Stress
- Positive and Adverse Childhood Experiences (PACES and ACES), Trauma 101
- Restorative Practices
- Operationalizing Racial Equity
- Implementation Science and Adult Learning



care
BUILDING COMMUNITY
THROUGH COMPASSION

Trauma-Informed Leadership Team

Following the completion of the TOT training, TOT trainers return to their organization and form a Trauma-Informed Leadership Team (TILT) that meets monthly.

The TILT begins to communicate with the entire organization about becoming a restorative, equitable trauma-informed workplace.

The TILT meets monthly to embed Trauma-Informed Care goals, policies, and procedures.

Learning Collaborative

The designated CARE champions, who attended the TOT training, cross-collaborate by attending at least six learning collaboratives with other CARE champions for two years.

Assessments

Once the TILT is formed, members take a confidential Standards of Practices (SOP) assessment. The assessment is taken once a year. The SOP measures:

- Organization Commitment and Endorsement
- Environment and Safety
- Workforce Development and Core Training
- Hiring and Onboarding Practices
- Supervision and Support
- Services and Service Delivery
- Cross-Sector Collaboration
- Diversity and Equity
- Systems Change and Progress Monitoring

The SOP results are used to guide the work of the TILT and show progress. Trauma-Informed systems change takes time, commitment, and leadership; it is typically a 3-5 year process.

In addition to the SOP assessment, the CARE Continuum Assessment is a tool used to evaluate supports for trauma-informed system work; all staff are encouraged to complete the CARE Continuum Assessment, which will also help guide the work of the TILT.

CARE Designation

An organization is designated as part of the community of CARE once they achieve training their entire organization. Upon designation, CARE organizations receive:

- CARE decals to display
- CARE logos in English and Spanish to use on their websites and for other forms of communication
- CARE rack cards for their lobbies and the community members they serve
- [CARE map](#) recognition

To maintain designation, CARE organizations must recertify every two years and demonstrate they are working towards CARE goals.

Additional Opportunities Available

- Ongoing Teaching Assistance from Snohomish County Behavioral Health staff
- HR Learning Collaborative
- Executive Leadership Learning Collaborative
- Policy Audit Tool
- Growth, Practice, and Strategy (GPS) Series for TILT members
- Ongoing trainings and conferences

