

## HEAD START BIRTH TO 5 TRAUMA INFORMED PROGRAM POLICY

Policy Number: AD1816	Effective Date:08/80/18 Revised: 10/26/21	Policy Council Approval Date: 8/28/18
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### **PERFORMANCE OBJECTIVE:**

1302.45 (a) (1) “To support a program-wide culture that promotes children’s mental health, social and emotional well-being, and overall health, a program must provide supports for effective classroom management and positive learning environments; supportive teacher practices, and strategies for supporting children with challenging behaviors and other social, emotional, and mental health concerns”. In order to establish a culture that is supportive of mental wellness, the staff must be well-versed and skilled in trauma-informed practices.

### **PROCEDURES:**

1. All program staff will receive training on trauma and its impact on children, families, and society.
2. All employees will engage in trauma-sensitive practices with each other, children and families.
3. All program staff will receive information regarding how to access the mental health consultant for services for themselves and for enrolled participants.
4. Supervisors will receive training on the use of reflective supervision in order to support the work of staff who work directly with children and families.
5. Coordinators responsible for Mental Health services and the implementation of Conscious Discipline will provide regular training and technical assistance to staff, children and families on the importance of mental wellness and how to improve one’s social emotional well-being.
6. For children who have identified mental health needs, staff will work collaboratively with the Mental Health Consultants and parents to identify the connection between trauma and children’s behaviors.
7. Research-based parenting classes will be offered to all enrolled participants in Head Start and Early Head Start.
8. As discussions regarding racial stress and trauma continue in communities around the US, the program will take additional steps to help staff understand and identify trauma that could be related to the race or culture of staff, children and families. These steps will include, but are not limited to:
  - a. A semi-annual assessment of classrooms and centers will be conducted to ensure materials, décor and processes are anti-bias and sensitive to races/cultures that make up the community.
  - b. Staff will have access to and receive ongoing training to help them implement the curriculum with multi-cultural fidelity and provide assistance and referrals to parents experiencing racial stress.
  - c. The program will seek out Parent Ambassadors of multiple races represented in the community. These consultants will help promote the program and provide a family-friendly recruitment bridge to cultures under-represented in the program.