

*Pragmatic implementation strategies and measurement in real-world, trauma-informed transformation*

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**INTRODUCTION:**

- Organizations are under increasing pressure to produce measurable outcomes in implementation initiatives<sup>1, 2</sup>
- Implementation science has produced multiple frameworks, strategies, and measures to guide initiatives<sup>3</sup>
- Relatively little guidance exists for providers on selecting pragmatic options<sup>4,5</sup>
- Trauma-informed care (TIC) initiatives have additional context demands given staff needs (e.g., high job stress) and organizational factors (e.g., culture, policy)<sup>6</sup>

**METHODS:**

**Participants**



1 large children’s mental health organization



110 residential staff

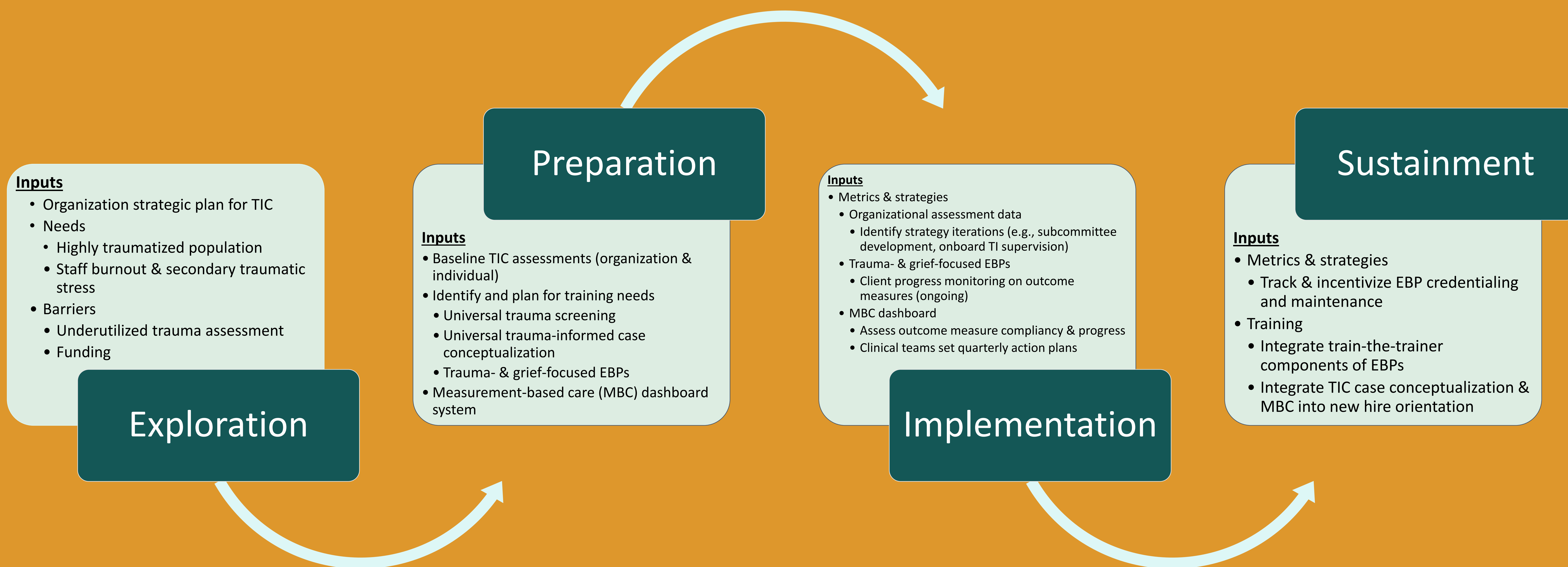


1 trauma-informed care initiative

**Measures**

Trauma-Informed Organizational Assessment (TIOA)<sup>7</sup>  
Attitudes Related to Trauma-Informed Care (ARTIC)<sup>8</sup>

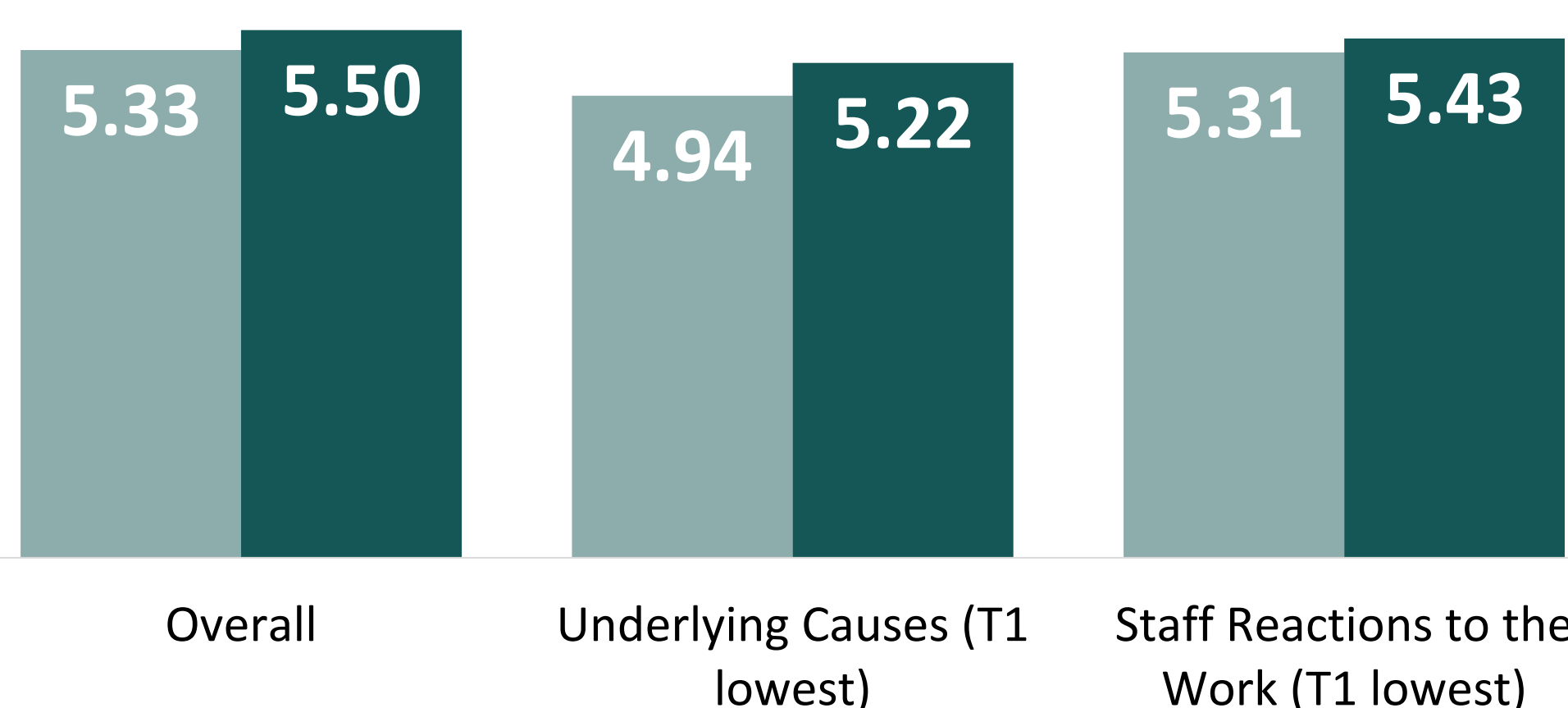
**EPIS<sup>9</sup> Inputs for Pragmatic Implementation**



**RESULTS:**

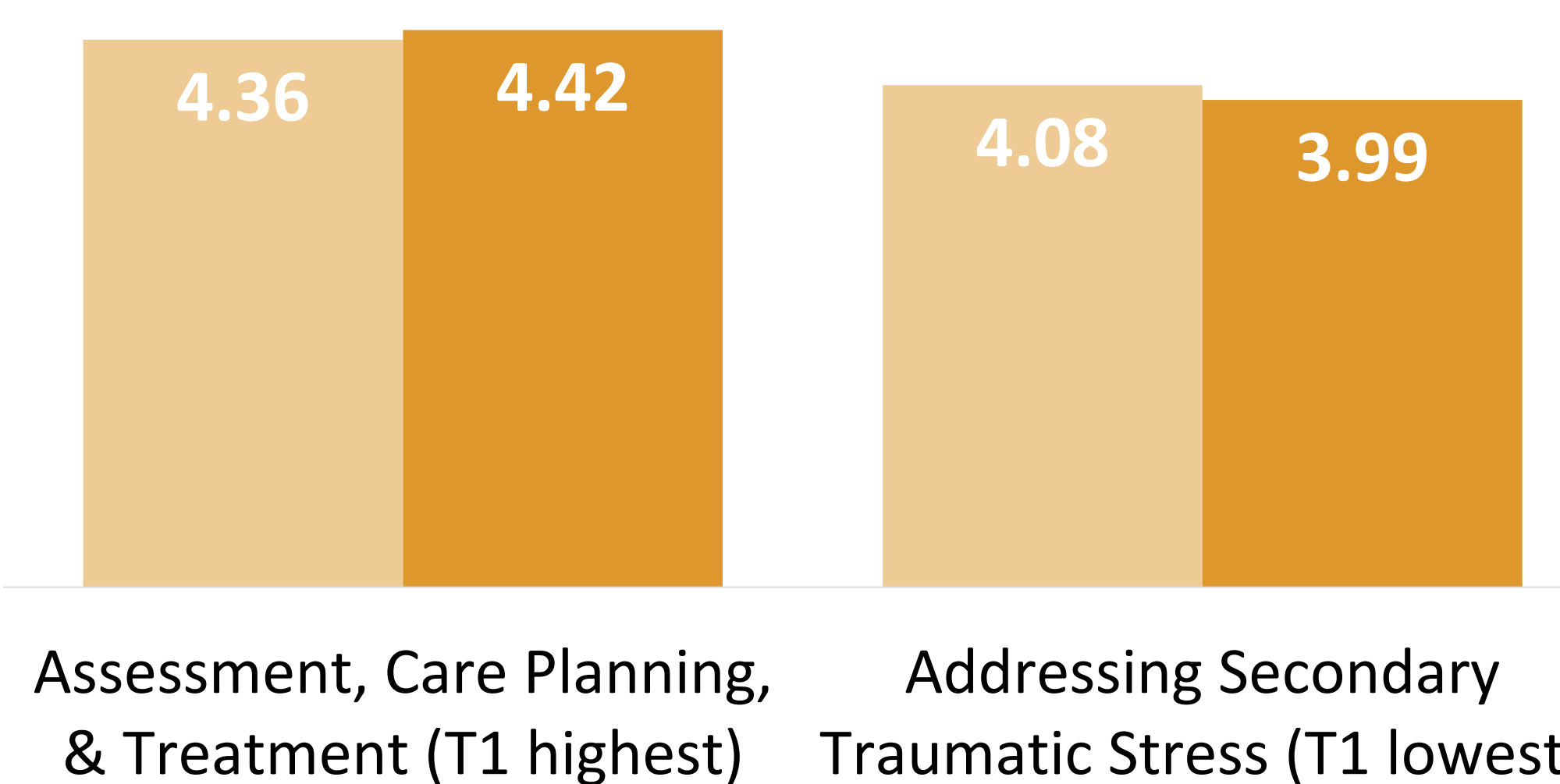
**ARTIC**

Time 1 Time 2  
ARTIC scores range from 0 to 7



**TIOA**

Time 1 Time 2  
TIOA scores range from 0 to 5



ARTIC scores are also reported in percentile ranges based on how scores compare to similar organizations

	Time 1	Time 2
<b>Overall</b>	35%	44%
<b>Underlying Causes</b>	32%	46%
<b>Staff Reactions</b>	33%	37%

**DISCUSSION:**

- The EPIS is a pragmatic implementation framework option for TIC initiatives in community-based organizations
- Multiple inputs are required in TIC initiatives due to complex staff and client needs
- Implementation of TIC strategies demonstrated improvement in policies, practices, and attitudes toward TIC as reported the staff impacted
- Organizational assessments revealed specific improvement domains (secondary traumatic stress)

**FUTURE DIRECTIONS:** Target secondary traumatic stress needs in TIC sustainability efforts



## REFERENCES

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