



TRAUMA PRACTICE

January 31, 2020

PURPOSE STATEMENT

The purpose of this practice is to address the trauma in the lives of the children and families served by Lumin Education. The practice is shared to promote the understanding of trauma and its impact, ensure the development of a trauma informed system and the availability of trauma specific services for enrolled children, families and staff.

DEFINITIONS

Trauma is defined as:

Individual trauma results from an event, series of events, or set of circumstances that is experienced by an individual as physically or emotionally harmful or threatening and that has lasting adverse effects on the individual's functioning and physical, social, emotional, or spiritual well-being.

Play Media Program is defined as a supportive counseling process that utilizes therapeutic aspects of play to help children manage emotions, thoughts, and behaviors arising from challenging transitions and life experience.

Reflective Supervision is defined as a regular time of reflection on experiences, thoughts, and feelings directly connected with the work. It creates a space for the employee to work through complex emotions and experiences in a "safe place" allows the supervisee to manage the stress she experiences on the job.

Clearinghouse is defined as a meeting in which co-workers can communicate honestly, offer and receive personal support, and settle disagreements by effective and respectful means.

PRACTICE

It is the practice of Lumin Education to have a trauma-informed system for Lumin Education's students, families and staff of Lumin Education and to ensure that the following elements are provided:

- I. Adoption of trauma informed culture: values, principles and development of trauma informed system of care ensuring safety and preventing re-traumatization.
 - a. Lumin does this through:
 - i. Employing Mental Health professionals as resources for our school community
 - ii. Receiving referrals from School Directors to Mental Health Staff members for:
 1. Students needing intervention and support

- a. Services Lumin provides: Play Media program, classroom observation, teacher consults
 - 2. Parents needing support
 - iii. Providing monthly clearinghouse meetings for Leadership
 - iv. Educating staff through training at staff development days, external training, and school-wide communications (e-pac, Wednesday memo)
- II. Engagement in organizational self-assessment of trauma informed care
 - a. Survey at all-staff meeting
- III. Adoption of approaches that prevent and address secondary trauma of staff
 - a. Lumin does this through:
 - i. Reflective Supervision for Parent Educators and Family Advocates
 - ii. Regular group meetings with teacher staff (to resume in spring 2020)
 - iii. Proactive discussion to determine resources when a trauma is experienced in our community