

ITTI Care Project 2023-25 Details:

Building Capacity for Trauma-Informed Infant and Toddler Child Care



ITTI Care Project Goal and Activities:

Build a professional development framework for the infant/toddler child care workforce across the state of North Carolina to promote trauma-informed child care

- Project staff will train and support early childhood professionals providing coaching (technical assistance, consultation, mentoring, practicum support, etc.) to effectively promote trauma-informed child care in their current roles
- Coaches will, in turn, train and coach teachers, family child care home professionals and child care administrators to:
 - 1) Promote understanding of the impacts of stress and trauma on infants and toddlers
 - 2) Develop skills to form supportive, resilience-building relationships and learning environments
 - 3) Identify strategies to support child care provider health and well-being

This model will leverage the existing North Carolina early care & education workforce support system to expand and strengthen trauma-informed knowledge and practice within the communities they serve

A child care system with a trauma-informed approach is one in which adults at all levels:

- Create and maintain an environment of care for staff that:
 - increases staff wellness, resilience and **compassion satisfaction**
 - addresses and **reduces** secondary traumatic **stress** and compassion fatigue
- **Engage** in efforts to (1) **minimize stress** and (2) **strengthen** the **resilience** and **protective factors** of ALL enrolled children and their families
- **Communicate** and **collaborate** with **families, professionals, and communities** to establish and **nurture** supportive relationships
- **Provide information** to staff and families on potential impacts of exposure to trauma and stress, along with strategies to promote healing
- **Support families** in learning about and accessing community resources for screening, assessment, intervention, and meeting child and family needs
- **Reflect individually and collectively** on how power, privilege, values, history, beliefs, culture and experiences of trauma impact relationships, wellness, behavior and coping strategies
- Demonstrate a **commitment** to the *Diversity-Informed Tenets for Work with Infants, Children and Families*, and the *NAEYC Position Statement on Advancing Equity in Early Childhood Education*
- Implement strategies to **prevent** adverse childhood experiences and promote resilience and healing using a **universal precaution approach**.



is funded through the NC Division of Child Development and Early Education (DCDEE) and led by:

<https://sites.sanford.duke.edu/itticare/>



ELIGIBILITY

Applicants for Cohort 5 or 6 Coach:

To be eligible to apply, applicants must be in roles providing one-on-one, onsite coaching support to licensed child care programs **servicing infants, toddlers and two's** - working directly with teachers, directors and/or family child care home professionals (FCCHP). This includes technical assistants, regional specialists, mentors, coaches, child care health consultants, early childhood mental health consultants, and those providing early childhood education practicum support in higher education.

Priority will be given to applicants who **identify a partner** serving in a coaching role within the same community who **also completes an application**.

A complete application requires:

- nomination of 2 centers (will work with 1) or 4 family child care homes (will work with 3) per applicant
- applicant organization leader commitment and completion of Section 2 of application
- applicant supervisor commitment and completion of Section 3 of application

For the next two cohorts of ITTI Care coaches and child care programs, we will be evaluating outcomes using a randomized control design. This will give us really strong data on the true effects of ITTI Care, but also means we need to randomly assign child care programs to receive all the project supports *either in 2023-24 or 2024-25*. As a result, each coach will also be assigned to either the 2023-24 Coach Cohort 5 or the 2024-25 Coach Cohort 6.

We will select 19 coaches and their child care programs in Sept. 2022 and begin collecting baseline data. All coaches will assist project staff in connecting with your child care center or 3 family child care homes in August-Sept. 2023. Randomized assignment will take place after we enroll and collect baseline data with all child care programs – so we will let you and your partner child care program(s) know which cohort you will be in before our first virtual learning session in October 2023.

If you are randomly assigned to Cohort 5, you will begin training in Fall 2023 and implement from January through June 2024. If you are randomly assigned to Cohort 6, you will support ITTI Care in remaining connected **for data collection only** with your partner child care program(s) through June 2024, you will begin training in September 2024, and will implement from January through June 2025.

Timeline for 2023-24 Coach Cohort 5 (Intervention Group)



Timeline for 2023-25 Coach Cohort 6 (Comparison Group)



Child Care Programs:

To be eligible, child care programs must be licensed by DCDEE. Centers must have **at least 2 classrooms servicing infants, toddlers, and/or two's** and family child care homes must have at least 2 children under 3 enrolled, and must agree to participate in all project activities – see page 6 & 7 of this overview for details.

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ITTI Care Project Cohort 5 & 6 Agreement

(Applicants, their supervisors & organizations assigned to Cohort 6 will complete these tasks in 2024-25)

***Applicant's Organization* commits to:**

- Making time for 2-5 hours of consultation services from project staff to leadership team to:
 - set goals towards becoming a trauma-informed organization, and
 - identify priorities for project-related training for the staff, leadership team and/or Board
- Creating opportunities for staff, leadership team and/or Board to participate in project-related training and consultation
- Supporting applicant and applicant's supervisor in completing all project expectations

ITTI Care Project commits to (all at no cost to organization beyond staff time):

- Funding (up to \$1000) training for the leadership team and/or Board on project-related topics identified as organization priorities (e.g., cultural responsiveness, equity, workplace/workday wellness & trauma-informed practice)
- Providing consultation support from project staff to develop strategies and recommendations with the goal of strengthening organizational capacity for trauma-informed organizational practice
- Offering opportunity for applicant supervisor and up to 4 other organization supervisors to participate in virtual *Reflective Supervision for Supervisors* training
- Providing 9-month Learning Collaborative for coaches to include in-person & virtual learning, independent work, partner work, virtual community of practice and ongoing coaching support for the *selected applicant* who provides coaching and training to project child care programs

***Applicant's Supervisor* commits to:**

- Participating in 9-hour virtual Reflective Supervision Training for Supervisors (Fall 2023 or 2024) plus 5 hours of independent work and 3 one-hour coaching sessions (Spring 2024 or 2025)
- Creating and implementing an action plan by March 2024 that will include how supervisor will:
 - Introduce Reflective Supervision and explain how it will be different from the current supervision systems
 - implement Reflective Supervision with their supervisees and
 - facilitate an organizational change to promote trauma-informed/culturally responsive approaches within organization

ITTI Care Project commits to (all at no cost to organization beyond staff time):

- Funding and/or providing training opportunities for applicant supervisor to participate in virtual *Reflective Supervision for Supervisors* training/coaching at no cost to organization
- Providing 1 hour of individual virtual coaching from project staff to support supervisor in implementing action plan



Applicant commits to:

- Accepting the spot offered as a Coach in Cohort 5 (2023-24) or 6 (2024-25) after randomization
- Completing all project training requirements and implementing project (see below for expectations) with **1** center with 3 classrooms enrolled (**minimum of 2 infant, toddler or two's classrooms**) **OR** 3 family child care homes (each with at least 2 children under 3 enrolled) for 6 months (Jan. – June 2024 or 2025)
 - During the implementation phase, the applicant will be doing project work in the context of their regular scope of work by integrating a different approach into their work with centers (directors & teachers) or family child care homes on their caseload.
 - Additional hours will be needed for: coaching sessions with project staff, completing project surveys, tracking coaching time with ITTI child care center/FCCHs, collaborating with child care programs to create a list of materials & resources needed to support trauma-informed practice in the child care program (spend \$400 per classroom/FCCH budget), assisting in development of family engagement plan (\$600 per center budget), and assisting in planning and providing an offsite learning & wellness day/teacher workday for all staff.

Project learning experiences (same for Cohort 5 & 6 but Cohort 6 dates not set yet):

- **October 2023 for Cohort 5 Coaches (2023-2024):**
 - 10 hours of ITTI Care Project Learning Collaborative – training phase
 - independent and partner assignments
 - virtual learning session(s)
- **November 2023 – December 2023 for Cohort 5 Coaches (2023-2024):**
 - 30 hours of ITTI Care Project Learning Collaborative – training phase
 - virtual & in-person training (locations and dates TBD based on Cohort 5 Coach input)
 - independent work, partner/teamwork, and coaching from project staff (22 hours)
- **January – June 2023 for Cohort 5 Coaches (2023-2024):**
 - *Motivational Interviewing Skills for Early Care & Education Coaches* training with Rachel Galanter (13 hours - Jan. – Feb. 2024)
 - Group and individual coaching sessions with ITTI Care Project Coach (3-4 hours/month)
 - 10 hours of independent and partner assignments

Data collection to include:

- Tracking of project coaching activities, topics, and frequency of contact with ITTI child care partners - family child care professionals, teachers, and center director
- Completion of surveys after training phase and implementation phase

Implementing ITTI Care Project with child care center partners:

For center coaches:

- Onsite (virtual when needed) engaging, coaching and/or training with **1 center director**
 - goal of 4 hours/month for 6 months (min. of **18** hours between Jan-June)
- Onsite (virtual when needed) engaging, coaching and/or training with up to **6 teachers** in 3 classrooms (at least 2 of the 3 classrooms serving children under age 3)

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- goal of 3 hours/month per classroom for 6 months (9 hours/month total – minimum of 13 hours per classroom between Jan- June)

For FCCH coaches:

- Onsite (virtual when needed) engaging, coaching and/or training with **3 family child care home professionals (FCCHP)**
 - goal of 4 hours/month per FCCHP for 6 months (min. of 18 hours per FCCHP Jan- June)

For FCCH & Center coaches:

- Using Motivational Interviewing skills to engage directors, teachers and family child care home professionals and strengthen relationships
- Integrating project focus into current assessment, goal setting, action planning, goal review and feedback systems
- Collaborating with CDSA, parenting education, home visiting programs and others in local system of care to reduce isolation, strengthen cross-sector relationships and promote team approach to identifying center/classroom/FCCH/staff/child needs and promoting protective factors
- Planning for and co-leading a 7- to 8-hour offsite learning & wellness day/teacher workday for all staff for their ITTI center (FCCHs participating in project will be offered options for virtual or in-person training/learning & wellness opportunities)
- Collaborating with director & teachers/FCCHP to identify priorities for project-related material and resource needs that can be addressed by \$400 per project classroom/FCCH budget

ITTI Care Project commits to (at no cost to organization beyond staff time):

- Provide 50-hour learning collaborative for coaches (see above) to support implementation with project child care partners (centers and FCCH), with meals and snacks provided for all in-person events
- Provide incentives) to child care partners to support communication, engagement and relationship-building with coaches

ITTI Care Project Theory of Change

Trauma-Informed Child Care requires relationship-based, culturally responsive, attuned practices & policies that foster responsive relationships, reduce stress, & promote self-regulation skills & protective factors for adults & children



By strengthening capacity for trauma-informed practices at the organization level, ITTI Care will promote positive workplace climates that reduce stress & foster wellness for coaches who provide support to the child care community	By promoting a positive workplace climate & providing ITTI Care Project training & coaching, ITTI Care will strengthen coach capacity to promote trauma-informed practices	By strengthening coach capacity to use & promote trauma-informed approaches in coaching directors, ITTI Care will build center director capacity for promoting relationship-based practices & reducing teacher stress	By strengthening center director and FCCH professional capacity to prioritize trauma-informed practices & policies & by providing training & coaching to teachers & FCCH, ITTI Care will strengthen teacher/FCCH capacity to provide relationship-based, culturally responsive, & attuned care	By strengthening teacher and family child care home professional capacity for trauma-informed practice, ITTI Care will support teachers/FCCH to provide responsive relationships, reduce sources of stress in the child care environment, & teach & strengthen children's self-regulation skills	By strengthening co-regulation in child care environments, ITTI Care will promote the development of healthy stress response systems & protective factors—the foundations of resilience
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Child Care program partnering with ITTI Care commits to:

- Project Orientation session (1 hour with meal provided) via Zoom or in-person to assess center/FCCH readiness, clarify expectations, answer questions, build relationships and enroll 4-6 staff (Aug/Sept)
- From Jan-July 2024 (if selected for Cohort 5) or from Jan-June 2025 (for Cohort 6)
 - Minimum of **18** coaching hours per director/FCCH, **13** hours per classroom enrolled in project (4-6 teachers/3 classrooms)
 - **For centers:** goal of 4 hours with director and 3 hours per classroom per month of onsite (virtual when needed) training and/or coaching
 - minimum of 3 classrooms/4 staff and Director enrolled in project
 - **For each FCCH:** goal of 4 hours per month of onsite training and/or coaching
- Data collection in Sept. 2023/2024 and May/June 2024/2025 to include:
 - gathering child information and parent consent for child assessments for children in ITTI classrooms
 - Director completes survey/interview on center climate and manages getting and submitting parent consents & child assessments
 - **Director receives payment (\$300)** after supporting teachers in completing pre/post surveys and submitting parent consents and pre/post child assessments (completed by 4-6 enrolled teachers in ITTI classrooms)
 - Teachers in project classrooms and FCCHP complete:
 - pre and post surveys on stress/wellness, workplace climate
 - and, with parent consent, pre/post child assessments
 - **teachers & FCCHP receive payment for completing surveys (\$15) & assessments (\$5)**
 - CLASS Observation onsite in each project classroom/FCCH (for project evaluation only)
- Closing program for one-day (7- to 8-hour) offsite learning & wellness day/teacher workday for all staff **between February & May 2024 (for Cohort 5) or between February & May 2025 (for Cohort 6)**
 - All-staff learning & wellness day will be planned by center director/FCCHP, coach and project staff to address child care program goals and will include:
 - 3-4 hours of training focused on trauma-informed practice with DCDEE credit hours offered
 - meal and snacks for staff
 - activities to promote team-building and workday wellness
 - community connection building with local early childhood system of care (local CDSA, parenting education, home visiting, health dept., DSS, etc.)
- Developing family engagement plan that includes collaborating with local community agencies to offer enrolled families opportunities for parenting education and family support

Incentives for participating child care programs:

- \$300 stipend for Director for managing data collection
- \$400 per ITTI classroom/FCCH to purchase relevant materials to promote trauma-informed practice
- **For centers:** funding for teacher workday all-staff Learning & Wellness Day (between Feb – May)
- \$600 per center/\$75 per FCCH to provide family engagement activities or event for enrolled families
- \$100 funding per ITTI classroom/FCCH for substitutes/staff extra hours to participate in project activities
- \$100 stipend for enrolled teachers who meet with coach (virtual or onsite) at least 3 hours per month (min. of **10** hours total Jan – June)
- \$150 stipend for directors and FCCH professionals who meet with coach (virtual or onsite) at least 4 hours per month (min. of **18** hours total Jan- June)
- Onsite and/or virtual staff training (child care credit hours provided) and coaching
- Assistance in strengthening connections with community agencies serving young children and their families

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The ITTI Care Model



Questions? Email Ennis Baker, Project Director, at ennis.baker@duke.edu

Interested or excited to apply? Complete this [Interest Survey](#): (no commitment)

Visit our webpage <https://sites.sanford.duke.edu/itticare/> to learn more and to access the application in Spring 2023 – application due July 15, 2023