



Put It Into Practice #4:

Organizational Self-Assessment

How trauma-informed is your agency, organization, or system?

► **When should I use this resource?** BEFORE a natural disaster occurs

In preparation for supporting healing and resilience among youth impacted by natural disasters and pandemic, juvenile justice staff and administrators can begin by conducting an organizational self-assessment to identify agency's strengths and needs related to becoming a trauma-informed juvenile justice system. This activity will work best if multiple people in different roles participate and engage in discussion.

Directions: Using the elements of a trauma-informed juvenile justice system developed by the National Child Traumatic Stress Network (See **Section 2**), please complete the table below by indicating the strengths and weaknesses of your agency's approach to each element. Discuss the results, identify common themes, and develop action steps you can take to expand on agency strengths and address agency needs.

Element	Rating (please circle one answer)				Strengths	Needs	Next steps
	1 Not at all	2 Some of the time	3 Often	4 Always			
1. Agency policies and procedures specifically address trauma and its effects on youth	1	2	3	4			
2. Addresses primary and secondary traumatic stress of the workforce	1	2	3	4			

Element	Rating (please circle one answer)				Strengths	Needs	Next steps
	1 Not at all	2 Some of the time	3 Often	4 Always			
3. <i>Provides trauma-informed education, resources, and programs as a standard of care across all stages of the juvenile justice system</i>	1	2	3	4			
4. <i>Partners with children, youth, and families</i>	1	2	3	4			
5. <i>Partners with agencies and systems that interact with children, youth, and families</i>	1	2	3	4			
6. <i>Maximizes physical and psychological safety of children, youth, and families</i>	1	2	3	4			
7. <i>Routinely screens for trauma-related needs of youth</i>	1	2	3	4			

Element	Rating (please circle one answer)				Strengths	Needs	Next steps
	1 Not at all	2 Some of the time	3 Often	4 Always			
8. <i>Delivers and connects youth to trauma-focused services and supports that promote well-being, healing, and resilience</i>	1	2	3	4			
9. <i>Agency policies and practice address the diverse and unique needs of all groups of youth and do not result in disparities related to race, ethnicity, gender, gender-identity, sexual orientation, age, intellectual and developmental level, or socioeconomic background</i>	1	2	3	4			

Adapted from: Walsh, C., Pauter, S., & Hendricks, A. (2020). *Child Welfare Trauma Training Toolkit (3rd ed.)*. Los Angeles, CA, and Durham, NC: National Center for Child Traumatic Stress. <https://www.nctsn.org/resources/child-welfare-trauma-training-toolkit>