

Leadership Practice Inventory

Use the following list of practices to assess your own ability to lead and to help staff understand and mitigate the effects of trauma on children and youth by engaging in trauma-informed care. Each statement below refers to behaviors or attributes you should demonstrate when interacting with and supporting staff members, children, or families. For each of the statements, reflect on your own practices relative to this content area and select your current level of mastery. This practice inventory can also be used to support you in developing your own professional development goals.

E

Emerging

You believe you need more information to understand or incorporate a particular practice

D

Developing

You believe you have an understanding of the practice, and are working to properly apply it to your work

M

Mastered

You believe you have mastered and consistently implement a particular practice

COMPETENCY		RATE: E/D/M	NOTES
A	Provides resources and training to help staff understand the impact that trauma can have on children's development & behavior		
B	Models for staff healthy approaches to regulate own emotions and demonstrates those behaviors with children		
C	Models and provides feedback to staff on how to observe the children in care so that they become attuned to children's body language and nonverbal behaviors		
D	Ensures that support for staff is available on a regular basis, including supervision, classroom observation and access to resources such as trauma-competent mental health services		
E	Develops and implements a trauma-informed culture and trauma-sensitive program environment		
F	Provides opportunities for confidential discussions with staff and families		
G	Models a strength-based approach when speaking with and about children and families		
H	Models positive, calm supportive engagement with children		
I	Creates guidance and discipline policies with a trauma-informed lens		
J	Helps staff in creating and providing a safe, calm area for individual children to help calm or regulate emotions		
K	Ensures that scheduled breaks for staff are built into the day for quiet reflection and/or self-care		
L	Recognizes signs of secondary traumatic stress, burnout and compassion fatigue in self and others. Provides resources and spaces for self-care		
M	Provides ongoing opportunities for staff to learn more about ways to support children and families who have experienced trauma		
N	Develops policies that describe how, when, and where to refer families for mental health supports		

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Concluding Reflections

My overall strengths in this area:

Practices that I would like to improve include:

Plans for achieving these goals include: