

**Department of Correction Annual Report on
Use of Trauma Informed Care
April 1st, 2019**

TRAINING DATA

Academy Recruit Training

- ❖ 1,213 recruits trained in calendar year 2018

The recruit training, which has been provided to all new recruits since 2016, is specifically developed to be trauma informed and culturally competent.

Mental Health First Aid Training

- ❖ 7,199 staff members trained since 2014 (both uniformed and non-uniformed)
- ❖ 831 incarcerated individuals trained since 2016

Mental Health First Aide (MHFA) training is a collaboration between the Department of Correction's Health Affairs Division and Correction Academy, with assistance from the Department of Health and Mental Hygiene (DOHMH). Together, the instructors provide MHFA training to recruits, officers, and incarcerated individuals, with the goal of providing information on how to recognize the signs of distress among incarcerated individuals who may be mentally ill. The Department initially focused on only training uniformed staff working in areas where they would encounter individuals with mental health issues, but has since expanded the training to non-uniformed staff and incarcerated individuals.

Crisis Intervention Team (CIT) Training

- ❖ 886 individuals trained between 2015 and 2018 (both DOC and H+H staff)
 - 132 trained in calendar year 2015¹
 - 247 trained in calendar year 2016²
 - 197 trained in calendar year 2017
 - 310 trained in calendar year 2018

Crisis Intervention Teams (CIT) training is designed to teach uniform and non-uniform staff members the common signs and symptoms of mental illness, and to recognize those signs and symptoms during a crisis situation. The goal of CITs are to improve the safety of both uniform and mental health staff and individuals with mental illness who come in contact with them. Instead of dispatching a tactical team to a crisis situation, an interagency (DOC & CHS) CIT would respond and utilize verbal de-escalation skills to defuse a situation where an individual is experiencing a mental health crisis, ideally averting the need for the use of force.

¹ The Department previously reported that 134 individuals were trained in Calendar year 2015, but after a recount, it has been determined that there were only 132 trained.

² The Department previously reported that 248 individuals were trained in Calendar year 2016, but after a recount, it has been determined that there were only 247 trained.

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Safe Crisis Management Training

- ❖ 8,589 staff members trained since 2014³

Safe Crisis Management (SCM) provides a common framework to prevent, support and/or manage disruptive and aggressive behaviors. This approach utilizes the principle of the “Least Restrictive Alternative (LRA)”, which means using the least amount of restriction necessary to manage the individual’s behavior. SCM stresses the importance of creating a culture that recognizes and promotes an incarcerated individual’s strengths, and is trauma informed and culturally sensitive.

DOC’S TRAUMA-INFORMED CARE GUIDELINES

Trauma informed care is defined as an approach that acknowledges the impact of trauma on individuals. The steps for implementing a trauma informed approach are:

1. Realizing the widespread impact of trauma and understanding the potential paths to recovery;
2. Recognizing the signs and symptoms of trauma;
3. Responding by fully integrating knowledge about trauma into Department policies, procedures, and practices, and;
4. Seeking to prevent re-traumatization.⁴

The Department of Correction has worked extensively to incorporate mental health awareness training and to provide information on the impact of trauma on individuals across the Department.

CLINICAL PROGRAMS THAT INCORPORATE TRAUMA-INFORMED CARE

In partnership with Correctional Health Services, DOC provides on-site treatment that has a trauma-informed lens. These programs include services in mental health units, such as the Clinical Alternative to Punitive Segregation (CAPS) and the Program for Accelerated Clinical Effectiveness (PACE).

³ The previous report only included total active employees who received the training since 2014. This number incorporates the total number of employees trained, including those who are currently active, and those who are no longer active within the Department.

⁴ SAMHSA. (2018). Trauma-Informed Approach and Trauma-Specific Interventions. Retrieved from: <https://www.samhsa.gov/nctic/trauma-interventions>