

# TRAUMA & RESILIENCE TRAINING INSTITUTE FOR EARLY CHILDCARE PROVIDERS

## OVERVIEW

Boston Defending Childhood Initiative's Trauma & Resilience Training Institute for Early Childcare Providers is a multi-module interactive course that increases the knowledge and capacity of early childcare professionals to recognize and support children and families who have experienced trauma.

The training, which DCI launched in 2016, provides an experiential platform to raise awareness about the impact of trauma on the brain and offers tools and approaches to support strengths in children and their families. Participants explore common reactions to stress, toxic stress, co-regulation, and the healing role of relationships in early childhood education.

## TRAINING FORMAT & LEARNING OBJECTIVES

The full training institute includes 15 hours of content and is typically provided over the course of three days. It involves lecture, interactive discussion and practice activities, as well as the sharing of tools and information about supportive resources. The format can be adapted to meet the needs of providers. Learning objectives include:

- Increase awareness of the healing role of relationships in early childhood education and children's capacity to experience and recover from toxic stress.
- Increase self-awareness of identity (race, ethnicity, gender, etc.) and the impact identities have when working with children and families
- Identify strategies that support parent & caregiver partnerships
- Strengthen individual and collective self-care while supporting children and families
- Increase knowledge of resilience and practices that promote resilience in families
- Connect with other early childcare providers and share trauma and resilience resources.



## PROMOTING EQUITY IN EARLY CHILDCARE

Racial/ethnic inequities begin in early childhood: Black children are 3.6 times more likely to be suspended in preschool than their white classmates, and similar trends exist for Latinx children, English language learners, and children with disabilities. Therefore, a key element of this innovative Training Institute is the focus on equity as a trauma-informed approach in early childcare settings.

The training was piloted with providers serving diverse communities across Boston, and their feedback was instrumental in developing the finalized content. It has been translated into Spanish to ensure access for providers serving Spanish-speaking families. The training content also promotes equity in the following ways:

- The training facilitates an ongoing discussion about self-awareness and identities (race, gender, culture, etc.) and asks participants to consider its impact when working with children and families.
- Increases strategies for supporting parent partnerships
- Unpacks connections between communities and resilience
- Explores the legacy of education in the United States
- Strengthens advocacy strategies to reduce inequities in early childcare settings



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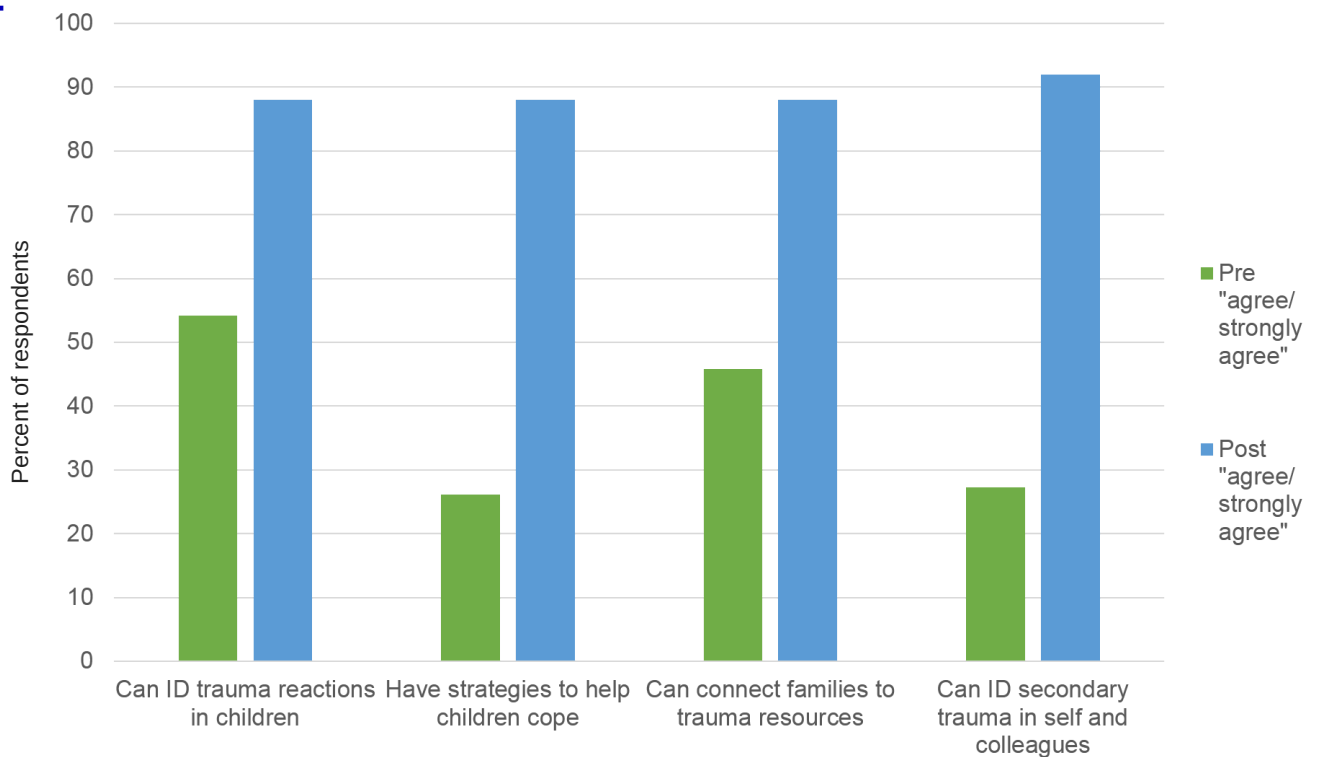
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## OUTCOMES & EVALUATION FINDINGS

Since 2016, approximately 80 providers serving approximately 800 children total have been trained through the three-day Training Institute. Participants include center- and family-based providers, as well as providers who are newer to the field as well as those in the field for many decades.

Pre- and post-test survey questionnaires were administered prior to and following each training institute. An evaluation by Boston Children's Hospital **found an overall positive change in participant trauma-informed knowledge and skills. Changes below were found to be statistically significant ( $p < .01$ ).**

### PARTICIPANT TRAUMA-INFORMED KNOWLEDGE & SKILLS PRE-/POST-TRAINING



### PARTICIPANT KNOWLEDGE & SKILLS RELATED TO EQUITY PRE-/POST-TRAINING

