

Annual Training Report

36

EVENTS HELD

2,672

PEOPLE TRAINED

30+

PARTNER ORGANIZATIONS

97%

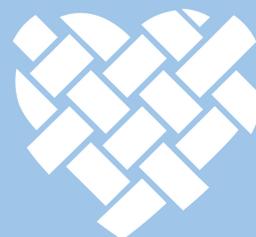
OVERALL SATISFACTION RATING

What did you gain from the training?

“It really helped me gain a better understanding of how my clients and even employees might be going through stuff that I don't know and that can affect day to day situations drastically.

Having new tools to identify and maintain the situations are greatly appreciated.”

2021-2022



BUTLER COUNTY
**family +
children**
FIRST COUNCIL

Training Summary

Fiscal year 2021-2022 ushered in a season of everyone adjusting to a "new normal" with the ongoing pandemic and staffing shortages across many of the organizations in our area. We continued to adapt and provide both virtual and in-person sessions to meet the varying needs of our participants. We were able to engage many local trainers, a national speaker and an internationally known book author to cover a variety of topics including trauma, resiliency, drug trends, cultural humility, engaging families, motivational interviewing and many more.

“This has been enlightening, thought provoking, and soul shaking. I’ve enjoyed every minute of the series and look forward to these continuing in the future. The very candid and vulnerable conversations that took place in these meetings are vital in supporting the mission of awareness and will aid in mitigating biases in today’s world. We all know the saying... “Knowledge is POWER”, and this series has brought forth exactly that.”

-Participant from the Enhancing Racial Awareness Series

One of our biggest successes was being able to provide training & support to the entire staff of a local hospital, counseling practice and school district regarding trauma, resiliency, and how to support youth & families.





2021-2022
Professional Development
Annual Report

Events: 36
People Trained: 2,672

Social Resilience Model

Date: July 6, 2021 & July 8, 2021

Attendance: 51

Threshold GlobalWorks provided an orientation to the Social Resilience Model (SRM), which is a practical training course designed to teach self-regulation skills and a set of core concepts, stabilize, and rewire the nervous system for greater resilience. SRM is a collective, skills-based approach to improving individual and group well-being and resilience. It harnesses the tension between current realities and emerging futures by teaching neuroscience-based skills to heighten attention, shift patterns of dysregulation, and promote capacity for individual stability and generativity. **88% would recommend it to a friend/colleague.**

An Introduction to Motivational Interviewing

Date: July 14, 2021

Attendance: 33

Motivational Interviewing is a collaborative, person-centered form of guiding to elicit and strengthen motivation for change. It is a way of working with persons to assist them in accessing their intrinsic motivation to change behaviors that contradict their essential values and interfere with the achievement of their life goals. Motivational Interviewing is both a philosophy and a set of strategic techniques. It is an evidence-based treatment with a broad range of applications and strategies to respond to resistance in work practice settings for individuals with severe and persistent mental illness and/or substance use disorders. **100% would recommend it to a friend/colleague.**

Recruiting & Maintaining a Healthy, Safe & Resilient Workforce

Date: July 14, 2021

Attendance: 13

In today's climate, it can be challenging to recruit, hire and retain a healthy, safe, and resilient workforce. Event before 2020, nearly one in four young adults reported regular use of illicit drugs, and the percentage of workers testing positive for illicit drugs was higher than it's been in nearly a decade. In the shadow of the COVID-19 pandemic, drug overdose deaths have risen, almost a third of adults reporting drinking on the clock, and one in three reports struggling with anxiety and or/depression.

Social Services Resource Expo

Date: August 6, 2021

Attendance: 300

The 9th annual resource expo provides information in one easy to access place about the robust services in Butler County. The goal is to educate professionals and the community on the wide array of local services available. Each person received a bag, a resource card, a

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printed resource directory which lists all vendors and the information about the agencies and swag and a free copy of the book *The Whole Brain Child*.

The Whole Brain Child Book Chats

Date: August 30, 2021

Attendance: 47

A virtual book chat series offered at lunch and in the evening with Colleen Mercuri-Johnson as our facilitator. We reviewed key concepts from the book and had plenty of time for interactive conversation regarding the information.

Your Urgency is Not My Emergency

Date: September 2, 2021

Attendance: 84

Some days we get overwhelmed by co-workers' or clients' emergencies. Other days we are confused by a loved one's emotional outburst or passive aggressive behavior. Once we can become aware of where their emotions may have come from, we can calm more easily and respond to them with ease. During this training participants identified ways emotions overwhelm themselves and others, utilized the information presented to understand their own need for felt safety and calm and created a plan for themselves to build the muscles to respond with ease. **83% would recommend it to a friend/colleague.**

Trauma Overview

Date: September 10, 2021

Attendance: 119

Soulbird Consulting with staff from Primary Health Solutions. This session supported participants in acquiring a Trauma Responsive Lens through which to view people and situations. With this lens, participants will be able to enhance current practices and develop new ways of being that support patients in feeling safe, seen and heard.

The Whole Brain Child Book Chats

Date: September 13, 2021

Attendance: 68

The co-author of the book, Dr. Dan Siegel, gave a keynote speech on his book highlighting the need for brain integration and providing resources for continued learning. Dr. Siegel is an internationally acclaimed author, award-winning educator, and child psychiatrist.

Supporting Teachers through the Ups and Downs of Daily Challenges- Catalyst Counseling

Date: September 13, 2021 & September 20, 2021

Attendance: 37

The impacts of stress, anxiety, and trauma make teaching and learning very challenging. As a school-based mental health professional it is your job to support educators and students with these challenges. This training focused on how to explain what is happening in moments of dys-regulation, learning practical neuroscience that can guide teachers in understanding behavior, along with identifying appropriate expectations in different moments. You will learn to help educators view behavior as information about arousal states and use this understanding to effectively choose strategies and approaches.

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Resilience Film Screening

Date: September 18 - 19, 2021

Attendance: 49

The Butler County Family & Children First Council held a virtual screening of the documentary: *RESILIENCE: BIOLOGY OF STRESS & SCIENCE OF HOPE*. It focused on learning how pediatricians, therapists, educators and communities are using cutting-edge brain science to disrupt cycles of violence, addiction and disease.

Cultural Humility Workshop: Seeking Common Humanity Across Difference- New Path

Date: September 20, 2021

Attendance: 20

What is equity, diversity and inclusion, really? What is behind those buzzwords that might bring us closer together as people? How do individuals, teams and communities become stronger, through humility and what does it mean to practice Cultural Humility? This workshop explored these questions and more. The topics included: an exploration of a set of 'Cultural Humility Practices'; a grounding in how oppression shows up in our lives; and, a focus on creating a distinction between debate and dialogue (which can help move intractable conversations forwards).

Trauma Responsive Supervision

Date: September 22, 2021

Attendance: 52

We are living through stressful times. This is impacting both our personal and professional lives. You may be asking yourself questions such as, "Can I keep doing this?" "How can I encourage others when I'm depleted?" "Am I still doing well?" As a supervisor you are in a unique position to influence the culture of an agency and develop skills in those you supervise. This training explored how to take the principles of Trauma Informed Care into the supervision setting. **98% would recommend it to a friend/colleague.**

Trauma Informed Teaching Training for Hamilton City School District

Date: Beginning September 22, 2021

Attendance: 834

Between September 2021- March 2022 806 teaching staff and 28 administrators will have two training sessions with Wired to Bloom Therapy and Consulting. These are district wide trauma informed teaching trainings; providing skills for educators to use in the classroom to support students who have experienced trauma.

The Whole Brain Child Book Chats

Date: September 27, 2021

Attendance: 25

A virtual book chat series offered at lunch and in the evening with Colleen Mercuri-Johnson as our facilitator. We reviewed key concepts from the book and had plenty of time for interactive conversation regarding the information.

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Social Services Overview

Dates: October 6, 13 and 20, 2021

Attendance: 44

These 3-half day sessions combined networking with guest speakers to allow employees to become familiar with Butler County community resources. Participants met agency staff and received up to date information about services, eligibility, referral processes and fees for over 25 of the local organizations. **100% would recommend it to a friend/colleague.**

QPR: Question, Persuade, Refer

Date: November 3, 2021

Attendance: 14

The QPR mission is to reduce suicidal behaviors and save lives by providing innovative, practical and proven suicide prevention training. The signs of crisis are all around us. We believe that quality education empowers all people, regardless of their background, to make a positive difference in the life of someone they know.

Enhancing Racial Awareness: Inclusive Leadership

Date: November 3, 2021

Attendance: 57

Building on inclusive leadership skills is paramount in managing and supervising diverse staff. Effective inclusive leadership requires self-awareness, ability to separate individuals from stereotypes, attentive listening, and capacity to view differences as assets. Participants utilized a case study to practice inclusive leadership and supervision skills. **97% would recommend to a friend/colleague.**

Enhancing Racial Awareness: Socio-structural Determinants of Health

Date: November 10, 2021

Attendance: 54

Enhancing racial awareness to become structurally competent. Attendees discussed the importance of moving beyond the social determinants of health, how to become structurally competent, and the next steps to eradicate racial hierarchies. **100% would recommend it to a friend/colleague.**

Enhancing Racial Awareness: Fat antagonism I

Date: November 17, 2021

Attendance: 50

As we learn to respect diverse bodies, it is important to recognize that fatness is a facet of body diversity. Although fat antagonism impacts us all, it has historically and contemporarily disproportionately impacted Black women. Fat shaming will be discussed in the context of women's bodies, especially the bodies of Black women and the impacts on client care in diverse settings. **94% would recommend it to a friend/colleague.**

Enhancing Racial Awareness: Black History II

Date: December 1, 2021

Attendance: 42

The story of Ida B Wells challenges established narratives and provides an opportunity to recognize the unique contribution of Black women in advocating and fighting for Black lives. Her story serves as an example of how each of us can choose an area of impact that utilizes our unique talents, life experiences, and passion to push for racial (health) equity. **100% would recommend it to a friend/colleague.**

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Enhancing Racial Awareness: Deconstructing Professionalism

Date: December 8, 2021

Attendance: 45

Deconstruct the idea of professionalism to include a range of identities in leadership and staff. Professionalism is a social construction that may exclude certain individuals based on their gender, language, body type, race, sexuality, ability-status, nationality. **96% would recommend it to a friend/colleague.**

Trauma Responsive Supervision Series: What's Your Supervision Style

Date: January 27, 2022

Attendance: 28

Supervisors navigate between many different roles: teacher, advocate, evaluator & advisor to name a few. This 6 session series will build upon previous sessions to deepen a supervisor's knowledge. Sessions are intended to build trauma responsive practices and be interactive, creating a safe learning space for attendees to share ideas, challenges and successes. **100% would recommend it to a friend/colleague.**

Prevention to Recovery Forum

Date: February 16, 2022

Attendance: 79

The 4th Annual Prevention to Recovery Forum held a screening of the documentary *Coming Clean* followed by a time for participants to learn about the community resources available that support people along the road from prevention to treatment and recovery.

Trauma Responsive Supervision Series: Creating Organizational Safe Space

Date: February 24, 2022

Attendance: 34

Supervisors navigate between many different roles: teacher, advocate, evaluator & advisor to name a few. This 6 session series will build upon previous sessions to deepen a supervisor's knowledge. Sessions are intended to build trauma responsive practices and be interactive, creating a safe learning space for attendees to share ideas, challenges and successes. **97% would recommend it to a friend/colleague.**

Helping Families Understand Trauma: What Works What Doesn't

Date: March 4, 2022

Attendance: 67

Trauma and its effects on the brain are being recognized more and more. However, some people balk at the idea that trauma is important. Learning to talk to all about this topic and explain it can be challenging. In this training, we will explore the ways to effectively communicate about trauma and its effects.

98% would recommend it to a friend/colleague.

Trauma Responsive Supervision Series: Having Tough Conversations

Date: March 24, 2022

Attendance: 26

Supervisors navigate between many different roles: teacher, advocate, evaluator & advisor to name a few. This 6 session series will build upon previous sessions to deepen a supervisor's knowledge. Sessions are intended to build trauma responsive practices and be interactive, creating a safe learning space for attendees to share ideas, challenges and successes. **100% would recommend it to a friend/colleague.**

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Beyond the Birds and the Bees

Date: March 28, 2022

Attendance: 26

Discussing sexual health with young people can be tricky. Beyond the Birds and Bees is an interactive training program that focused on increasing skills around being an “askable adult.” Statistics and policies in Ohio were discussed, the importance of comprehensive and age appropriate sexual health information, and reflection on our own values. Strategies and practice responding to uncomfortable questions with fact-based answers were provided. **92% would recommend it to a friend/colleague.**

Trauma, Toxic Stress and Addiction: The Healing Power of Connection

Date: March 30, 2022

Attendance: 76

This lively and interactive training guided participants through the effects of trauma on the brain, body, and behavior. Participants examined how adverse childhood experiences (ACEs) and Compounding Adverse Toxic Stressor (CATS) create repeated fear responses and disrupt the “felt safety” needed for the attachment and regulation centers of the brain to work properly. We explored how the brain heals, the three stages of successful trauma resolution, the top five resilience factors found in people who move beyond their traumatic experiences and identify every day, brain-based interventions to help individuals of all ages and ability levels replace challenging behaviors with safe, healing connections. **100% would recommend it to a friend/colleague.**

Trauma Responsive Supervision: Creating a Culturally Brave Space in Supervision

Date: April 28, 2022

Attendance: 20

Supervisors navigate between many different roles: teacher, advocate, evaluator & advisor to name a few. This 6 session series will build upon previous sessions to deepen a supervisor’s knowledge. Sessions are intended to build trauma responsive practices and be interactive, creating a safe learning space for attendees to share ideas, challenges and successes. **100% would recommend it to a friend/colleague.**

High In Plain Sight: Drug Trends

Date: May 2, 2022

Attendance: 110

National speaker Jermaine Galloway, better known as Tall Cop Says Stop delivered a session featuring over 70 visual aides. This interactive workshop provided participants with the ability, knowledge and confidence to help prevent and identify individuals who are using or abusing drugs and/or alcohol. The alcohol and drug scene changes every day. Participants learned current trends, strategies, terms, identifiers, logos, and drug concealment for school, home and work. **98% would recommend it to a friend/colleague.**

Social Services Overview

Dates: May 11, 18, 25, 2022

Attendance: 29

These 3-half day sessions combined networking with guest speakers to allow employees to become familiar with Butler County community resources. Participants met agency staff and received up to date information about services, eligibility, referral processes and fees for over 25 of the local organizations. **100% would recommend it to a friend/colleague.**

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Trauma Responsive Supervision: What To Do When the Supervisory Relationship Breaks Down

Date: May 26, 2022

Attendance: 13

Supervisors navigate between many different roles: teacher, advocate, evaluator & advisor to name a few. This 6 session series will build upon previous sessions to deepen a supervisor's knowledge. Sessions are intended to build trauma responsive practices and be interactive, creating a safe learning space for attendees to share ideas, challenges and successes. **100% would recommend it to a friend/colleague.**

Leading with CLAS

Date: June 3, 2022

Attendance: 48

Avant Consulting Group facilitated a workshop on the National Culturally and Linguistically Appropriate Services (CLAS) Standards to advance equity, improve quality, and help eliminate disparities by establishing a blueprint for individuals as well as organizations to implement culturally and linguistically appropriate services. This workshop is designed for individuals and organizations pushing for health equity. This workshop will not only examine the implicit, explicit, and structural barriers to health but also CLAS standards as a framework to decrease health and healthcare disparities and improve health outcomes (e.g., length of life and quality of life). **95% would recommend it to a friend/colleague.**

Supporting LGBTQIA+ Youth

Date: June 15, 2022

Attendance: 32

We explored the complexity and depth of gender, including gender identity, gender expression, and sex assigned at birth; along with sexuality and the LGBTQIA+ acronym and pronouns. Examined statistics related to discrimination that LGBTQIA+ youth face on a day-to-day basis, then discussed the many ways that professionals can improve the general climate of schools, community centers, organizations, etc. through various strategies from simple word choice to organizational policy change. **97% would recommend it to a friend/colleague.**

Trauma Responsive Supervision: Connecting Hope, Gratitude, and Meaning Making To Supervision

Date: June 23, 2022

Attendance: 13

Supervisors navigate between many different roles: teacher, advocate, evaluator & advisor to name a few. This 6 session series will build upon previous sessions to deepen a supervisor's knowledge. Sessions are intended to build trauma responsive practices and be interactive, creating a safe learning space for attendees to share ideas, challenges and successes. **100% would recommend it to a friend/colleague.**

Parenting In A Construction Zone - Making Sense Of The Adolescent Brain

Date: June 27, 2022

Attendance: 37

As caregivers, we hope that our young person's road through life will be smooth and rewarding. However, experience shows us that the road through adolescence can be full of potholes and detours. This training introduced how brain development leads to choice making for adolescents and provided strategies to help navigate a world full of environmental influences. **97% would recommend it to a friend/colleague.**

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Quotes from participants:

“The Enhancing Racial Awareness Series has been enlightening, thought provoking, and soul shaking. I’ve enjoyed every minute of the series and look forward to these continuing in the future. The very candid and vulnerable conversations that took place in these meetings are vital in supporting the mission of awareness and will aid in mitigating biases in today’s world. We all know the saying... “Knowledge is POWER”, and this series has brought forth exactly that.”

“Thank you for making today happen (resource expo)! It was so good to connect with agencies doing such amazing work for families.”

“Most valuable part for me was being able to relate to other supervisors in the training today as they discuss what their role is and how they support their staff. I’m a new supervisor so it was impactful for me to see other supervisors with 10 or 20 years of supervisory experience can benefit from ongoing training and learning while trying to adapt to change of culture that we’re facing right now. I always enjoy trainings from Colleen. She’s insightful and engaging.”

“The trainer did a fantastic job of breaking down each concept in a way that was easy to understand.”

“Getting away from my office and having some time to think about culture and effective strategies to work with a diverse population!”

“It really helped me gain a better understanding of how my clients and even employees might be going through stuff that I don’t know and that can affect day to day situations drastically. So having new tools to identify and maintain the situations are greatly appreciated.”

“The whole workshop was beyond valuable. Lots of research and time invested to educate the masses about this topic.”

“How knowledgeable the presenter was and how they were able to deliver the information to us. Kept us engaged and I can use this information in my daily job”