



TCI Theory of Change

The Goal of TCI

To create safe, developmentally appropriate, non-confrontational, trauma-sensitive environments that are supported at all levels of the organization

Supervisors

Know and apply TCI concepts and strategies

Respond to staff's strengths and individual needs

Understand transfer of knowledge to practice

Coach staff in TCI strategies

Engage in reflective supervision

Use post crisis response strategies

Caregivers

Know and apply TCI concepts and strategies

Recognize children's pain-based behavior

Respond to children's needs

Use relationships to help children regulate emotions and build on strengths

Use ICMPs to prevent, de-escalate, and manage crises

Engage in reflective practice

Include families and children in planning and day-to-day activities

Children

Perceive adults as trustworthy and helpful

Experience success at managing emotions

Use adaptive coping strategies

Feel worthwhile and capable

Child Outcomes

Trust and use staff to help regulate emotions

Demonstrate increased emotion regulation skills

Use adaptive behaviors in response to stressful events

Develop ability to learn through reflecting on experiences

Organization

Conduct self-assessment – Train staff in TCI

Train and support supervisors – Support use of individual crisis management plans (ICMPs)

Monitor incidents – Create data-informed feedback loops

Include families and children in reviewing and evaluating policies

Organizational Outcomes

Reduction of assaults, fighting, runaways, and restraints

Predictability and stability in the milieu

Cornell

Train TCI trainers – Provide technical assistance