

# Trauma-informed school systems for crisis recovery and renewal



SCHOOL CRISIS  
**RECOVERY**  
and  
**RENEWAL**



## CHAT CONNECTIONS:

1. Name and location
2. Favorite summer beverage



# Principles of A Trauma-Informed Approach

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Social Justice



Collaboration, Peer Support & Mutuality



Safety & Stability



Trustworthiness & Transparency



Empowerment, Voice & Choice



Resilience, Growth, & Change

# What happens to us in a crisis?

## STRESS

Stress is the feeling of being overwhelmed or unable to cope with mental or emotional pressure.

## TRAUMA

Overwhelming demands placed upon the physiological/psychological system that lead to a profound sense of loss of control and helplessness

## GRIEF

Grief is a strong, sometimes overwhelming emotion for people, stemming from a sense of loss

# Trauma? Burn Out? ..OR... Moral Injury???

Moral injury has been defined as-‘perpetrating, failing to prevent, bearing witness to, or learning about acts that transgress deeply held moral beliefs and expectations.’”

Have you suffered a moral injury as an educator/counselor?

Did the experience hurt your professional practice and the way you feel about teaching or counseling?

## **The Nightmare of American Public School Teaching**

Moral injury is driving teachers out of the profession. Here's how to help them stay.

BY LIZ ROSENBERG JULY 26, 2023

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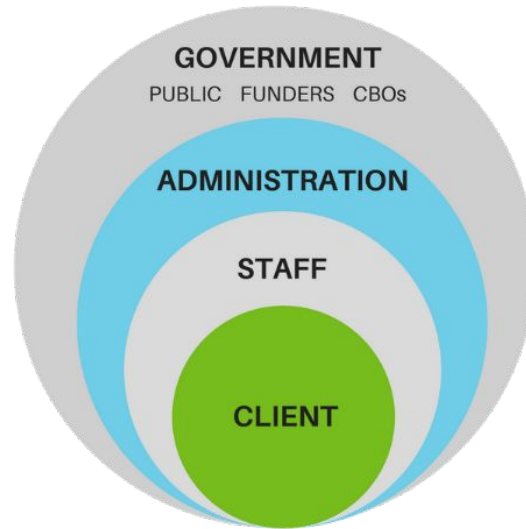
Becoming a teacher to help students, only to be forced to participate in a system that fails them at every turn, creates moral injury.





### TRAUMA-ORGANIZED

- Reactive
- Reliving/Retelling
- Avoiding/Numbing
- Fragmented
- Us Vs. Them
- Inequity
- Authoritarian Leadership



### TRAUMA-INFORMED

- Understanding of the Nature and Impact of Trauma and Recovery
- Shared Language
- Recognizing Socio-Cultural Trauma and Structural Oppression



### HEALING ORGANIZATION

- Reflective
- Making Meaning Out of the Past
- Growth and Prevention-Oriented
- Collaborative
- Equity and Accountability
- Relational Leadership

TRAUMA INDUCING

TO

TRAUMA REDUCING



*Trauma is historical, structural, political, intergenerational, interpersonal, and embodied. So, then, must be our healing.*

# Interacting Layers of Trauma and Healing

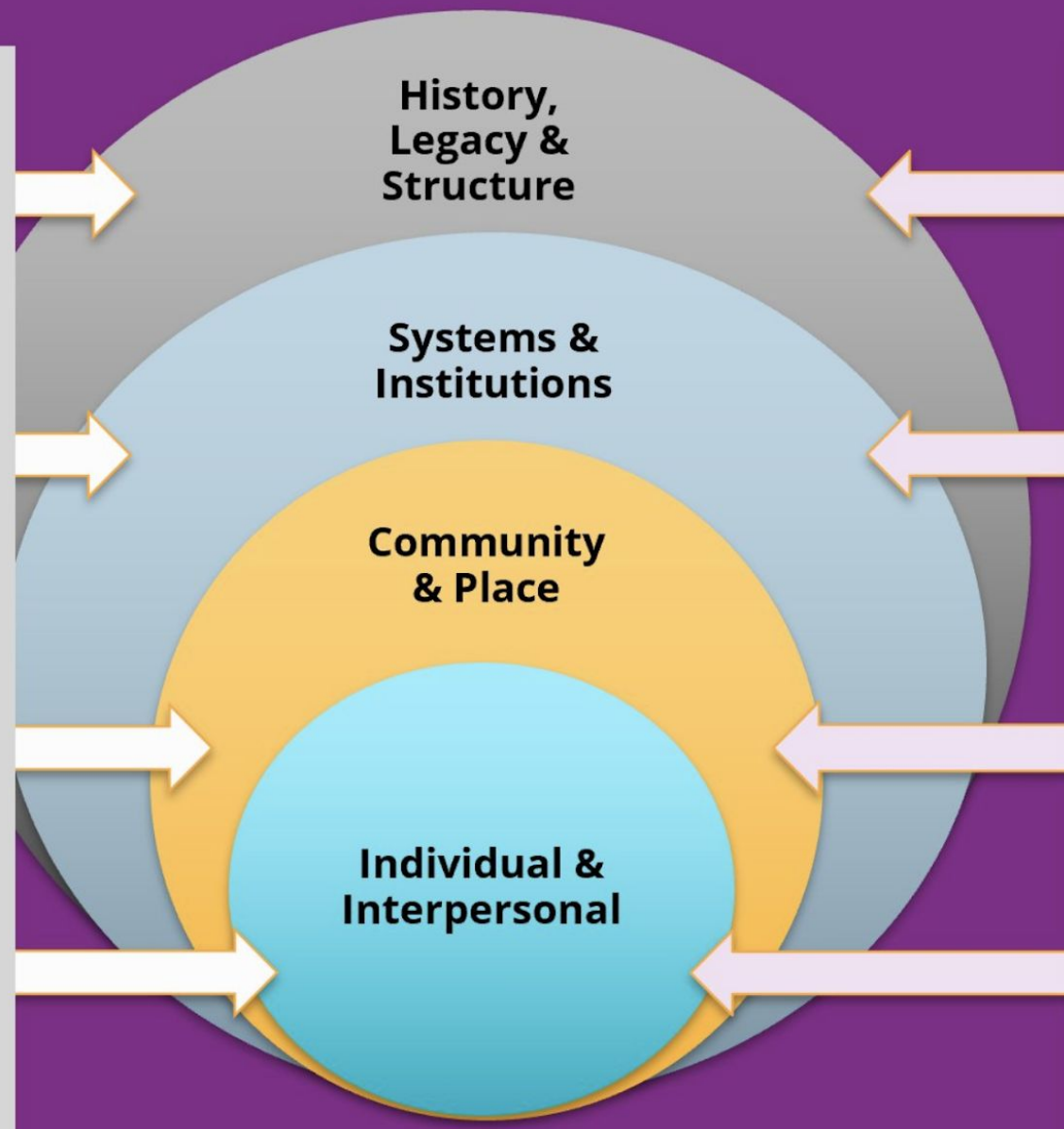
## Dehumanization and Distress

**Nation Building** by Enslavement, Genocide, Colonization, Economic Exploitation, Resource Extraction, White Supremacy, Patriarchy...

**Systemic Subjugation of BIPOC** by Interacting Policies & Systems: (Capitalism): Broken Treaties, Jim Crow, War on Drugs, Mass Incarceration, Criminalization of Poverty & Survival, Anti-Immigrant/Imperialist Policies, Redlining and Gentrification, Climate Violence, Harmful Media Narratives ...

**Atmospheric Distress** that includes Interpersonal, Family, Community Violence & Exposure; Sexual Exploitation/Gender Violence, Displacement, Lack of Safe Passage and Spaces; Lack of Green Spaces, Underinvestment, Oversurveillance...

**Embodiment and Expression of Distress** through Personal Traumatic Experiences; Bullying/Gender Violence, Family Systems Stressors, ACEs, Shame and Blame, Generational Transmission...



## Liberation and Healing

**Collective Liberation** by Truth & Reconciliation, Reparations, Redistribution, Open Borders/No Borders, Multi-racial Solidarity, Gender Justice, Just Transitions...

**Lead with Love and Justice** by Healing-Centered & Restorative Practices, Listening Campaigns, Collective Care, Identity Affirming, Adaptive, Responsive, and Proximate, Land and Power-sharing (Nothing about us without us)...

**Build Beloved Community** by Radical Inquiry, Popular Education and Culture Building, Celebration and Affirmation; Healing Spaces, Land Acknowledgement, Arts & Expression, Base & Power-Building...

**Honor Resilience and Fortitude** by Listening & Validating, Processing/Integrating Personal Traumatic Experiences, Family Healing, Tailored Supports & Opportunities, Loving Connections To Each Other and The Land; Loving, Predictable Structure...

# Chat + Consider...



Individual and  
interpersonal



Community and  
Place



Systems and  
Institutions



History, Legacy,  
Structure

Of these layers of healing, which do you spend the most time in?

Which layer(s) might you desire to spend more time?

# Rashani

## THE UNBROKEN

There is a brokenness  
out of which comes the unbroken,  
a shatteredness  
out of which blooms the unshatterable.

There is a sorrow  
beyond all grief which leads to joy  
and a fragility  
out of whose depths emerges strength.

There is a hollow space  
too vast for words  
through which we pass with each loss,  
out of whose darkness  
we are sanctioned into being.

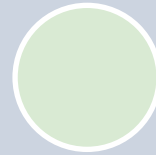
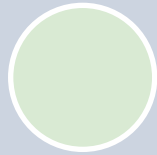
There is a cry deeper than all sound  
whose serrated edges cut the heart  
as we break open to the place inside  
which is unbreakable and whole,  
while learning to sing.

**Thank you for being here in all the ways you needed to be here and for joining this reflection, this struggle, this love for structural and collective healing and liberation.**

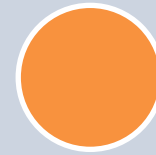


Art by vanessa Chakur

# STEPS TO **RECOVERY & RENEWAL**: *From crisis to connection* *From chaos to cohesion*



← Overlap →



**A big thing happens or continues to happen**

(e.g. **the crisis**) →

Disempowerment  
Disconnection  
RUPTURE

**Recovery Part 1:**

Establish safety & stabilization

**Recovery Part 2:**

Remembrance & mourning

**Recovery Part 3:**

Reconnection with life;  
Social action;  
regulation

*(Based on Herman, 1992)*

**Renewal:**

- Reflection and reimagining
- Integration of learnings and new awareness
- Analysis of root causes (examining the crisis and experience of the crisis from a social justice frame)
- Commitment to action (interruption, generation, and informing future crisis work)

# How do we know when we are individually and collectively moving toward recovery and renewal?

How activated are our nervous systems?

Are we still attending to immediate safety needs?

What is our capacity for reflection?

How safe do we feel - physically, emotionally, etc.?

How connected do we feel to those around us? How easy or challenging is it for us to trust others?

What kind of story are we telling ourselves and others about what has happened?