

RECSSA FRAMEWORK

Domain	Description	Desired Outcomes
Leadership	This domain addresses building and improving the sociopolitical environment that surrounds the system, through system leadership so it produces the changes needed to sustain it. Leaders at different levels within and around the organization or agency are committed and demonstrate leadership to support trauma-informed care and practices.	<ul style="list-style-type: none"> · Leadership demonstrates an understanding of the impact and prevalence of trauma in daily practice and works to create a respectful and supportive environment for staff and the community they serve. · An equity lens is applied to all programs and policies to address bias and the impact of historical trauma and systemic oppression on multiple generations of families. · Staff have access to meaningful leadership opportunities and are supported in trying new and innovative techniques to support keiki and their 'ohana.
Quality Improvement (Programs)	This domain addresses establishing effective and high-performing programs and services within the system through incorporating trauma-informed care and practices. The organization or agency has a clear, focused strategy and plan for improving the quality of their early childhood programs with trauma-informed care and practices. There exists a culture of continual improvement and structures (e.g., data and dedicated time) to support learning and data-informed practices.	<ul style="list-style-type: none"> · Staff have access to needed supports, including coaching, consultation, meaningful professional development, wellness and self-care, and necessary materials and resources. · It is a norm for all high- quality early childhood programs – birth to age 5 – to support the trauma-informed process with cultural responsiveness and aloha. · Programs actively, appropriately and meaningfully engage parents/families in educational and decision-making opportunities.
Infrastructure (Organization)	This domain addresses developing the resources and supports needed to function effectively and with quality. The organization or agency has the resources and infrastructure (e.g., funding, staffing, facilities and policies) needed to implement and scale effective trauma-informed care models. Resources and infrastructures are adequate and aligned, and coordinated across institutions, and receive adequate attention from leaders at different levels.	<ul style="list-style-type: none"> · Trauma-informed organizations have made trauma-responsive practices the organizational norm and has become so accepted and embedded that it no longer depends on a few leaders. · Strong infrastructure for data collection is in place for developmental screening (i.e., ASQ, ASQ-SE) and ACES data, including accessibility of this data to early care practitioners and families. · Early care practitioners/ professionals can access a sustainable and thriving network of infant and early childhood mental health (IECMH) consultants.
Partnerships and Alignment (Community)	This domain addresses creating strong and effective linkages across system components. The organization/agency and other similar and connected entities form partnerships with the broader system of leaders and providers in early childhood, health and behavioral health. This may include public health, mental health, informal care networks, social services.	<ul style="list-style-type: none"> · Early care organizations and programs work with other community and statewide partners to strengthen collaboration around being trauma-informed. · The organization/ program has or participates in an integrated early learning, health and behavioral health data system. · Funders and policy-makers actively, appropriately and meaningfully partner with community organizations to advocate for and meet the needs of early care practitioners, keiki and their 'ohana.