



COMMITTEE UPDATES

DECEMBER 2022

TRAUMA, ATTACHMENT, NEUROSCIENCE INFORMED TREATMENT (TRANSIT)

The TRANSIT team is a cross departmental team made up of mainly supervisors, managers and leadership team members and is currently focused on developing best practice supervisor trainings targeting all supervisors. The broad topic of communication has been the focus in the past year with a training on the 6 verbal response modes of communication and an informal and very informative conversation with supervisors regarding the skills and tools they need in the area of communication.

CLIENT EXPERIENCE COMMITTEE

This team is a cross agency team, including direct care and leadership staff, which is part of the new QI system. This team will be meeting twice a month to talk about the systems and procedures and how they impact the client experience with the intent of sharing information to support the process of quality improvement within individual programs. Examples of foci: case opening, closing, and transfer procedures, trauma-informed interventions, and aftercare support.

TRAUMA INFORMED COORDINATION AND RESEARCH (TICR)

The TICR team is a cross departmental team made up of mainly direct service staff and has been focused on promoting staff wellness across the agency. The team is currently responsible for vetting wellness fund requests made by employees before being passed on to Leadership Team for approval.

COVID 19 TEAM

The COVID-19 Team meets regularly to discuss and assess current COVID 19 information. This info is obtained from federal, state, and local government agencies, along with any local trends, changes, or employee concerns. We continue to review our TBF Covid policies to maintain alignment with government regulations, and to promote safe practices among our employees.

HEALTH & SAFETY COMMITTEE

The Crisis Management Plan was updated in October. All staff should have received a notice from UltiPro to complete a quiz on the plan by December 31, 2022. All campus locations have up-to-date and complete emergency kits. Quarterly meetings of the Health & Safety committee will resume in the spring of 2023.

ULTIPRO TEAM

The Ultipro Team is a cross agency group that includes some leadership and other staff from HR, Technology, QI, FCS, Hammit, and ASTS. This team is assigned to learn and maximize the use of UKG Pro Learning through disseminating training created using that system. Accomplishments from FY22 include the use of the system to manage annual mandated trainings, such as Mandated Reporter Training, the development of a training for support staff in managing the training in their program or department, called the Power User Training, and another similar training for key training professionals in each department called the Frequent Flyer Training.

RACIAL EQUITY & SOCIAL JUSTICE COMMITTEE (RESJ)

The RESJ committee was formed in 2020 to provide a space for employees to discuss issues of inequity as a path for understanding and healing during a particularly turbulent period in our society. The committee was formed by employees who chose to volunteer their time and voices to this cause, and help was provided by an outside consultant who conducted a variety of online courses to raise awareness and facilitate discussion. This committee has been dormant for the past 5 months as leadership has transitioned, and discussions are in progress for a reboot.

EMPLOYEE EXPERIENCE COMMITTEE

The Employee Experience committee is an extension of the Quality Improvement council that is designed to gather input and feedback from our employees on matters directly relating to the employee experience. Bringing these voices to the table allows the sharing of broad experience and knowledge from our employees, and encourages strong decision making power through committee work. The Employee Experience committee is currently reviewing and adopting a new stay interview process across the agency to get feedback on what keeps employees connected to TBF and how we can better serve these employees.

EMPLOYEE ACTIVITIES COMMITTEE (EAC)

The EAC plans activities to support employee morale and celebrate longevity. They put on the Fall Hot Drinks & Breakfast Treats day every November, an all agency gathering during the Fall, a couple small gifts throughout the year, and the year-round TBF apparel web store. They also recognize employee milestone work anniversaries and retirements.