



**T.O.R.N.**

**TRAUMA OBSERVATION & RESPONSE NETWORK**

## DESIGN DOCUMENT

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Organizational Overview	<p>The <b>T</b>rauma <b>O</b>bservation &amp; <b>R</b>esponse <b>N</b>etwork (T.O.R.N.) reports increases in rates of post-traumatic stress disorder (PTSD) in children ages 6-18. The symptoms of PTSD range widely even though there are consistencies associated with the type of trauma the child endured. Child PTSD can originate from a wide variety of causes including, but not limited to, sexual abuse, incest, physical abuse, emotional abuse, neglect, assault, experiencing or witnessing a violent accident, and witnessing abuse or death of another person or animal. PTSD, when not properly treated, is usually debilitating and has long term negative ramifications for the quality of life for the person who suffers it, their family, friends, employers, and care givers.</p> <p>Awareness must be accompanied by practical skills development, tools, and resources for effective identification of PTSD, effective response, and the allocation of resources to address it. To that end, T.O.R.N. is creating a series of training courses some of which will be relevant across employment fields, others will be targeted to specific industries, contexts, and situations. This is the first course in the series.</p>
Purpose	<p>To train school personnel in the identification of children who may need treatment as a result of PTSD. Increasing awareness about PTSD in children is the first step and is insufficient by itself.</p>
Target Audience	<p>T.O.R.N. has identified the <b>first target industry</b> to receive this training as public and private K-12 education. The target audience is all school personnel who regularly supervise, work in proximity to, or interact with students. This includes principals, staff, teachers, coaches, librarians, cafeteria workers, janitorial workers, and bus drivers.</p>
Learning Objectives	<p>The course objectives are to: train school personnel to <b>identify the signs</b> of PTSD behavior, give them <b>skills to interact</b> constructively with someone who has PTSD, and ensure they know who in the organization they can <b>alert to the situation</b>.</p>

Learning Delivery Method	<p>Given the fact that the target audience is spread across several time zones and has daily scheduling restraints that prohibit in-person meeting, an eLearning program is recommended.</p> <p>Considerations include:</p> <ul style="list-style-type: none"> <li>• Avoid use of single avatar throughout course. <b>No avatar is preferable by client.</b></li> <li>• Non-graded knowledge checks will appear throughout to support learner recall</li> <li>• Final Assessment (graded)</li> </ul>
Deliverables	<ul style="list-style-type: none"> <li>• 1 eLearning course <ul style="list-style-type: none"> <li>• Developed in Articulate 360 Storyline</li> <li>• Includes voice-over narration</li> <li>• Includes 5 school environment/job specific scenarios</li> <li>• Situational videos per context</li> <li>• Final evaluation</li> <li>• Printable Certificate of Completion</li> </ul> </li> <li>• Job aid <ul style="list-style-type: none"> <li>• To provide Quick Check reminders for how to interact with someone who has PTSD</li> <li>• List PTSD resources locally and within the organization</li> </ul> </li> </ul>
Seat Time	Approximately 40 minutes.

## Training Outline

### Welcome & Introduction

- Why is this training necessary?
- How will it help you in your job?
- Certificate of Completion.
- How long? Explain "save and return" to finish in multiple sittings.

### Navigation

- How to use the controls, etc.

### Objectives

1. **Identify** PTSD behaviors
2. **Explain** the best approach to interacting constructively with students (and others) who have PTSD
3. **Identify** local resources, organizational contact people, etc.

### What IS PTSD?

Provide the best definition of trauma with:

- medical terms
- historical terms
- common descriptors (shut down, depressed, angry, freaked out, losing it, loner, unpredictable, risk taker, etc.)

### What are some causes of PTSD?

Types of traumas:

- ✓ experiencing or witnessing an accident (car accident, sports or work-related serious injury, etc.)
- ✓ witnessing death
- ✓ experiencing or witnessing physical abuse, sexual abuse, emotional abuse

### Who gets PTSD?

- All ages.
- (Examples of case studies/stories illustrating PTSD for each age)
- Some of your students, colleagues, friends, family members might suffer with PTSD.
- Sometimes you don't know the trauma they have experienced, especially sexual trauma, incest, or rape.

### **Recognizing PTSD symptoms and behaviors in children/teens/adults.**

- Explain content.
- Describe why knowing how an adult with PTSD behaves might be relevant when interacting with children (home life, abuse, role modeling)

### **How to effectively interact with someone whom you suspect is suffering from PTSD.**

- Behavioral scenarios showing helpful/unhelpful ways to interact with someone.
- Realistic attitude (PTSD isn't healed or fixed by one encounter, but it can be made worse.)
- Be calm, friendly, respect their personal space, listen, don't expect answers or responses, affirm, observe, use language that describes what you see/hear/would like/wonder/ etc.
- Use scenarios that offer what might happen if you responded in different ways.
- Ask questions that make the learner think about how best to respond.

### **Job specific contexts in which employees may encounter student PTSD behavior.**

- What to do and not do.
- Use scenarios that are in the environments and situations of school employees:
  - ✓ classroom
  - ✓ cafeteria
  - ✓ hallways
  - ✓ school bus
  - ✓ playground
  - ✓ bathroom
  - ✓ parking lot

These can be grouped and combined into fewer scenarios as needed. Learners can choose scenarios that best fit their jobs and only do those if desired.

	<b>Assessment</b> <ul style="list-style-type: none"><li>- Graded Quiz</li><li>- Approximately 7-12 questions.</li><li>- Results 80% correct required.</li><li>- Unlimited Review and Retake options.</li><li>- Printable Certificate upon successful completion.</li></ul>
	<b>If you believe you have experienced trauma and would like to seek help and support...</b> <ul style="list-style-type: none"><li>- Local resources,</li><li>- what to expect,</li><li>- who to contact in your organization (if desired)</li></ul> <b>Exit Course</b>