

**2022-2024 Action Plan**

**Vision Statement:** Frederick County is a safe, stable and nurturing community where children and families are connected to resources that allow them to thrive and prosper, and environments are inclusive, welcoming and trauma informed.

**The Frederick County ACEs Workgroup is organized into three subcommittees which focus on each of the goal areas listed below.**

**Goal 1: Awareness**

All sectors of Frederick County (*including but not limited to healthcare, government, judicial and law enforcement, education, child care, housing, employment, business, civic and faith-based groups, and parent networks*) will **recognize the impact of trauma** on health from preconception onward, and **provide or support services** for raising healthy children in safe, stable, nurturing environments

**Goal 2: Prevention:** All Frederick County residents have access to evidence-based or research-informed programs, resources, information and skills to raise healthy children in safe, stable and nurturing environments.

**Goal 3: Treatment & Intervention**

An equitable community-wide system of trauma-informed care provides accessible evidence-based treatments from trained, knowledgeable and culturally literate specialists in adequate supply.

**Logic Model Outcomes:**

1. Adopt shared language and understanding among ACEs Workgroup members and participating organizations
2. Changes in policy, program and practice, within local systems to increase alignment with science of brain and child development
3. Increase in financial support for child and family services
4. Increase in evidence based trauma informed practices
5. Increase in screening
6. Increase in trauma competent practitioners of somatic and behavioral health
7. Increase skills and services that help children and families develop resiliency
8. Increase workforce skills and opportunities for families with children

**Awareness Action Plan**

**Goal 1:**  
 All sectors of Frederick County (*including but not limited to healthcare, government, judicial and law enforcement, education, child care, housing, employment, business, civic and faith-based groups, and parent networks*) will **recognize the impact of trauma** on health from preconception onward, and **provide or support services** for raising healthy children in safe, stable, nurturing environments.

**Members:** Courtney Oland, Adam Schlager, Colleen Whitmore, Jennifer Barker-Frey, Erin Gambrill, Lakshmi Darbha, Vanda Yamkovenko, Shifa Mohiuddin, Pat Rosensteel

**Leads:** Pat Rosensteel & Erin Gambrill

| Logic Model Outcome                        | Action   | Data Source or Deliverable   | Person(s) Responsible  | Deadline/Status   |
|--|--|--|--|---|
| 1. Adopt shared language and understanding | 1. Complete communications products under way – Strong Families infographic and video in English and Spanish, ACEs website and linkages to IECC website. <ul style="list-style-type: none"> <li>a. Videos in Spanish &amp; English</li> <li>b. Infographic in Spanish &amp; English</li> <li>c. Create ACEs pages on OCF website</li> </ul>                                    | Infographic<br>Video<br>Website<br>Links to Website                    | 1. Pilar Olivo, OCF with contract with Postern <ul style="list-style-type: none"> <li>a. Pat Rosensteel, Erin Gambrill, Holly Sontz &amp; Martha Ruiz</li> <li>b. Pat Rosensteel, Erin Gambrill, &amp; Martha Ruiz</li> <li>c. Awareness Subcommittee with Pilar Olivo &amp; Sarah Ford</li> </ul> | 1. 12/31/22 <ul style="list-style-type: none"> <li>a. 12/31/22</li> <li>b. 9/30/22</li> <li>c. 10/31/22</li> </ul>                            |
| 1. Adopt shared language and understanding | 2. Organize PACEs trainings for ACEs Workgroup community <ul style="list-style-type: none"> <li>a. Back to Basics trainings – Brain Architecture Game, Building Strong Brains, test 10-to-25 game on adolescent brain development</li> <li>b. FrameWorks Institute trainings &amp; practice</li> <li>c. Share webinars with national thought &amp; research leaders</li> </ul> | Registration<br>Participant Surveys<br>Calendar<br>Event Flyers/Emails | <ul style="list-style-type: none"> <li>a. Pilar Olivo &amp; Kathy Allen</li> <li>b. Awareness Subcommittee</li> <li>c. ACEs Workgroup</li> </ul>   | <ul style="list-style-type: none"> <li>a. 10/31/22</li> <li>b. 12/31/22 (This could be later)</li> <li>c. ongoing through 12/31/24</li> </ul> |

| Logic Model Outcome                     | Action   | Data Source or Deliverable  | Person(s) Responsible   | Deadline/Status |
|---|--|---|---|-----------------|
| Adopt shared language and understanding | 3. Promote use of local ACEs prevalence data for policy and program development <ul style="list-style-type: none"> <li>a. Research further data on ACEs prevalence among Frederick County children</li> <li>b. Promote findings of the ACEs Workgroup mental health and health care provider surveys</li> <li>c. Secure analysis of the local data</li> </ul>  | <ul style="list-style-type: none"> <li>a. Recommendation</li> <li>b. Presentations</li> <li>c. Report</li> </ul>  | <ul style="list-style-type: none"> <li>a. ACEs Workgroup</li> <li>b. ACEs Workgroup</li> <li>c. ACEs Workgroup</li> </ul>   |                 |
| Adopt shared language and understanding | 4. Engage stakeholders and community groups in PACES awareness <ul style="list-style-type: none"> <li>a. Develop message manual with talking points on children and youth wellbeing, toxic stress and ACEs for ACEs Workgroup and IECC members</li> <li>b. Coordinate with IECC to review Vroom materials for Strong Families campaign. Develop plan to disseminate if accepted.</li> <li>c. Develop outreach plan to share Strong Families public education materials [Share completed products with IECC and Health Care Coalition.]</li> <li>d. Utilize effective materials to reach targeted audiences.</li> </ul> | <ul style="list-style-type: none"> <li>a. Message manual and use trainings</li> <li>b. Joint review committee and recommendation.</li> <li>c. Strong Families outreach plan</li> <li>d. Health Literacy Review process through Health Care Coalition</li> </ul> | <ul style="list-style-type: none"> <li>a. Pilar Olivo/Shelly Toms/Malcolm Furgol for contract with vendor</li> <li>b. <b>Seek volunteer</b></li> <li>c. Pilar Olivo with Postern, IECC and Health Care Coalition</li> <li>d. Health Care Coalition staff</li> </ul> |                 |
| Adopt shared language and understanding | 5. Promote changes to policy, program and practice that align with prevention and treatment and intervention subcommittee activities <ul style="list-style-type: none"> <li>a. Promote ACEs, trauma and resiliency screening</li> <li>b. Promote trainings and workshops identified by prevention and treatment and intervention subcommittees</li> </ul>  | <ul style="list-style-type: none"> <li>a. Outreach on updated ACEs workgroup recommendation on ACEs screening</li> <li>b. Emails</li> </ul>   | <ul style="list-style-type: none"> <li>a. Awareness Subcommittee, Health Care Coalition, Frederick Health, and Frederick County Health Department</li> <li>b. Pilar Olivo and Health Care Coalition</li> </ul>  |                 |

**Prevention Action Plan**

**Goal 2:** All Frederick County residents have access to evidence-based or research-informed programs, resources, information and skills to raise healthy children in safe, stable and nurturing environments.

**Members:** Kathy Allen, Elizabeth Chung, Barb May, Stephany Sulbaran, Colleen Guardia, Yvette Kreitz, Lakshmi Darbha, Vanda Yamkovenko, Shifa Mohiuddin

**Leads:** Kathy Allen and Barb May

| Logic Model Outcome   | Action  | Data Source or Deliverable   | Person(s) Responsible  | Deadline/Status                                       |
|---|---|--|--|---|
| <p>Increase skills and services that help children and families develop resiliency</p> <p>Change in policy, program, and practice within local systems to increase alignment with science of brain and child development</p> <p>Shared language and understanding</p> | <p>1. Support Family Connects launch and implementation</p> <p>a. Share Frederick Health utilization review for ages 0-2</p> <p>b. Learn how coalitions in other communities have sustained investment for newborn home visiting services and other supports for newborns and their families</p> <p>c. Identify opportunities specific to Maryland to support newborn home visiting services</p> <p>d. Support alignment of women and children’s service line with Family Connects.</p> | <p>Agenda</p> <p>Presentations</p> <p>Recommendations for policy, grant or system initiatives to sustain funding</p> | <p>a. Yvette Kreitz will identify a Frederick Health designee</p> <p>b. Kathy Allen and Colleen Guardia</p> <p>c. Elizabeth Chung</p> <p>d. Yvette Kreitz and Frederick Health women and children’s service line</p> | <p>a. 12/2022</p> <p>b. 12/2023</p> <p>c. ongoing</p> |

| Logic Model Outcome  | Action  | Data Source or Deliverable   | Person(s) Responsible  | Deadline/Status                               |
|--|---|--|--|---|
| <p>Increase in trauma competent practitioners of somatic and behavioral health</p> <p>Change in policy, program, and practice within local systems to increase alignment with science of brain and child development</p> | <p>2. Connect pediatric providers to ACEs and resiliency resources</p> <ul style="list-style-type: none"> <li>a. Evaluate local pediatric provider knowledge and interest through health care provider survey</li> <li>b. Evaluate system and models for increasing local pediatric providers' knowledge of ACEs and resiliency and effective prevention activities.                             <ul style="list-style-type: none"> <li>i. Support efforts for ACEs, trauma and resiliency screening in pediatric practice.</li> <li>ii. Evaluate Reach Institute as a model for increasing access to mental health support for children through pediatric providers.                                     <ul style="list-style-type: none"> <li>1. If recommended, seek training funds.</li> <li>2. Secure continuing education credits for participants</li> </ul> </li> <li>iii. Share resources for pediatric providers</li> <li>iv.</li> </ul> </li> </ul> | <p>Agenda<br/>Presentations<br/>Survey<br/>Key informant meetings<br/>Program<br/>Recommendation<br/>Emails<br/>Flyers</p> | <p>Pilar Olivo<br/>Yvette Kreitz will identify Frederick Health designee<br/>FCHD designee<br/>Stephany Sulbaran,<br/>Nate Smith<br/>Health Care Coalition staff<br/>Coordinate with Treatment &amp; Intervention Subcommittee</p> | <p>a. 11/30/2022<br/>b. 12/31/2022<br/>c.</p> |
| <p>Increase skills and services that help children and families develop resiliency</p>   | <p>3. Support IECC Child Care Market Analysis Initiative</p> <ul style="list-style-type: none"> <li>a. Share Community Health Needs Assessment findings on family stress</li> <li>b. Share national and community reports of the impact of child care on child and family wellbeing and the impact of toxic stress and resiliency</li> <li>c. Explore and share prevention resources that support child and adolescent resiliency, including universal and targeted resiliency strategies as well as engagement with home and youth</li> </ul>  | <p>Agenda<br/>Presentations<br/>Recommendations for policy, grant or system initiatives</p>                                | <p>Kathy Allen<br/>Barb May<br/>Colleen Guardia<br/>Shelly Toms<br/>Pilar Olivo</p>  | <p>a. 9/30/22<br/>b. periodic</p>             |

| Logic Model Outcome   | Action   | Data Source or Deliverable                     | Person(s) Responsible  | Deadline/Status   |
|---|--|--|--|---|
| <p>Change in policy, program and practice within local systems to increase alignment with science of brain and child development</p> <p>Increase skills and services that help children and families develop resiliency</p> | <p>4. Explore and share prevention resources that support child and adolescent resiliency, including universal and targeted resiliency strategies as well as engagement with home and youth. Identify 1 universal program or system initiative to enhance youth resiliency.</p> <ul style="list-style-type: none"> <li>a. Review impact of school start times policies on adolescent wellbeing and risk behavior</li> <li>b. Identify improvements in current system and programs for early parent support</li> <li>c. Explore universal and targeted prevention models focused on increasing parental skills, especially Attachment Vitamins</li> <li>d. Share CAC Mind+Body Kids Yoga Resources</li> <li>e. Review current FCPS social emotional curriculum (PATHs) in K-2 classrooms</li> </ul> | <p>Presentations</p> <p>YRBS analysis</p>      | <p>Pilar Olivo</p> <p>Coordinate with Safe Baby Court Team</p> <p>Coordinate with Frederick Youth Center Planning Initiative</p> <p>Coordinate with FCPS Yvette Kreitz &amp; Trish Reggio</p> <p>FCHD designee</p> | <p>Quarterly presentations</p>  |
| <p>Shared language and understanding</p> <p>Increase in financial support for child and family services</p>   | <p>1. Develop and secure analysis and/or synthesis of local PACEs prevalence data to support funding opportunities and system initiatives</p> <ul style="list-style-type: none"> <li>a. YRBS/ACEs analysis</li> <li>b. Focus Groups</li> <li>c. Handle With Care Frederick County</li> <li>d. Office for Children &amp; Families Community Plan</li> <li>e. Local partners</li> <li>f. County budget review</li> </ul>   | <p>Report</p> <p>Presentation</p> <p>Email</p> | <ul style="list-style-type: none"> <li>a. Pilar Olivo</li> <li>b. Health Care Coalition</li> <li>c. Pilar Olivo</li> <li>d. Shelly Toms</li> <li>e. Invited partners</li> <li>f. Pilar Olivo</li> </ul>            | <ul style="list-style-type: none"> <li>a. 6/2023</li> <li>b. 6/2023</li> <li>c. Annually</li> <li>d. When complete in 2023</li> <li>e. Periodically</li> <li>f. 3/2022, 3/2023, 3/2024</li> </ul> |

**Treatment & Intervention Action Plan**

**Goal 3:** An equitable community-wide system of trauma-informed care provides accessible evidence-based treatments from trained, knowledgeable and culturally literate specialists in adequate supply.

**Members:** Monica Johnson, Jessica Lertora, Lynn Davis, Ann Ryan, Andrea Proper, Geoff Seidel, Shelly Toms, Rebekah Gildersleeve, Meagan Herman, Brinley Holmes, Shifa Mohiuddin, Danielle Haskin, Heather Chorney

**Leads:** Lynn Davis and Jay Hessler

| Logic Model Outcome  | Action  | Data Source or Deliverable  | Person(s) Responsible  | Deadline/Status   |
|--|---|---|--|---|
| <p>Increase evidence based, trauma informed practices</p> <p>Increase in trauma competent practitioners of somatic and behavioral health</p> | <ol style="list-style-type: none"> <li>1. Identify evidence based, trauma informed behavioral health services and providers in Frederick County                             <ol style="list-style-type: none"> <li>a. Update the ACEs Workgroup Mental Health Provider Survey                                     <ol style="list-style-type: none"> <li>i. Review other recent surveys of local mental health providers (BHIPP)</li> <li>ii. Review the survey</li> </ol> </li> <li>b. Disseminate the ACEs Workgroup Mental Health Provider Survey                                     <ol style="list-style-type: none"> <li>i. Determine the means of dissemination that will result in reaching the maximum number of providers.</li> <li>ii. Analyze logistics/costs of dissemination.</li> <li>iii. Request budget support (financial and/or in-kind) needed for comprehensive dissemination</li> <li>iv. Design and print outreach materials</li> <li>v. Disseminate the survey.</li> </ol> </li> </ol> </li> </ol> | <p>Key Informant Interviews</p> <p>Survey</p> <p>Provider Lists</p> <p>Outreach Materials</p> <p>Survey Responses</p> <p>Survey Report</p> <p>Presentations</p> | <ol style="list-style-type: none"> <li>a. Jay Hessler, Hilary Gross, Shannon Aleshire, Shelly Toms, Pilar Olivo, Sarah Ford</li> <li>b. T&amp;I Workgroup</li> </ol> | <ol style="list-style-type: none"> <li>a. 11/30/2023</li> <li>b. 1/31/2023</li> </ol> |

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|--|---|---|---|--|
|  | <ul style="list-style-type: none"> <li>c. Collect and analyze the data captured through the survey.                             <ul style="list-style-type: none"> <li>i. Close and collect survey results.</li> <li>ii. Note any trends, resources and gaps.</li> <li>iii. Publish a report based on data analysis, including                                     <ul style="list-style-type: none"> <li>1. Respondents</li> <li>2. Reported trauma informed services</li> <li>3. Recommendations to increase trauma-informed behavioral health services</li> </ul> </li> </ul> </li> </ul>  |   | c. Jay Hessler, Hilary Gross, Pilar Olivo, T. & I. Workgroup, Health Care Coalition   | c. 3/31/2023   |
| Increase trauma competent practitioners of somatic and behavioral health<br><br>Increase in financial support for child and family services<br><br>Change in policy, program and practice within local systems to increase alignment with science of brain and child development | <ul style="list-style-type: none"> <li>2. Based on survey results, develop a plan for providing customized training and technical support to behavioral health treatment provider, para-professionals, and CHWs to increase expertise in evidence based, trauma informed behavioral health practices, especially EMDR, CPP, TF-CBT and PCIT.                             <ul style="list-style-type: none"> <li>a. Identify training, technical support needed.</li> <li>b. Identify diverse funding sources to reduce barriers and enable access to training for providers.</li> <li>c. Develop presentations on the benefits of evidence-based trauma treatments</li> <li>d. Explore opportunities/research/models/funding to increase capacity of major systems that interface with children (pediatric primary care and family practice) and schools to support children's mental health needs. See Reach Institute information. <a href="https://thereachinstitute.org/">https://thereachinstitute.org/</a></li> </ul> </li> </ul> | Grant Request<br>Grant Award<br>Presentations<br>Training<br>Training Application<br>Participant List<br>Training Evaluation<br>Surveys | Lynn Davis, Jay Hessler, Jessica Lertora, Shelly Toms, Meagan Herman, Yvette Kreitz will identify a Frederick Health designee | <ul style="list-style-type: none"> <li>a. 6/30/2023</li> <li>b. 6/30/2023</li> <li>c. 3/31/2023</li> </ul> |



| Logic Model Outcome  | Action   | Data Source or Deliverable  | Person(s) Responsible   | Deadline/Status                   |
|--|--|---|---|-----------------------------------|
| <p>Increase trauma competent practitioners of somatic and behavioral health</p> <p>Change in policy, program and practice within local systems to increase alignment with science of brain and child development</p> | <p>3. Identify mechanism to publish and update list of practitioners trained in evidence-based, trauma informed behavioral health practices</p>  | <p>Mental Health Association Provider Guide<br/>Provider Lists<br/>Presentation</p> | <p>Shannon Aleshire<br/>Jay Hessler<br/>Meagan Herman</p>   | <p>3/31/2023</p>                  |
| <p>Change in policy, program and practice within local systems to increase alignment with science of brain and child development</p> <p>Increase in screening</p>  | <p>4. Increase PACEs and trauma screening.</p> <p>a. Explore a variety of models of implementation of PACEs and trauma screening</p> <p>i. California ACE Aware as a model</p> <p>ii. Safe &amp; Sound/Center for Youth Wellness to speak on NJAPP TASIE screening project</p> <p>iii. Follow Maryland Trauma-Informed Care Commission</p> <p>b. Identify opportunities to increase PACEs and trauma screening in existing program services and share lessons learned.</p> | <p>Presentations<br/>Trainings</p>  | <p>Pilar Olivo<br/>Jessica Lertora<br/>Shelly Toms<br/>Yvette Kreitz will identify a Frederick Health designee<br/>Jay Hessler<br/>Lynn Davis</p> | <p>a. 12/31/22<br/>b. 6/30/23</p> |