



resilient  
futures

Relate. Reflect. Restore. Renew.

# Resilient Futures

*Early Childhood Education Services Overview*  
**2024-2025**

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# Introduction

At Resilient Futures, we think about trauma and oppression through the lens of resilience. We define resilience as the capacity to grow and thrive, with strength and tenacity, in the face of trauma and oppression for both individuals and communities. Aligned with these beliefs, **our mission is to cultivate radically inclusive, compassionate, and empowered communities through trauma informed, equity centered work designed to drive sustainable change.**

Trauma-informed, culturally responsive approaches are holistic and require a paradigm shift at both the staff and organizational level because they reshape culture, practices, and policies.

## Trauma-Informed Practices in Early Childhood

Trauma experienced during the first five years of life can have a significant impact on the child's development, interfering with self-regulation, coping with stress, learning, and developing positive relationships. By integrating trauma-informed approaches in Early Childhood Education, we aim to create safe, empathetic spaces where every child feels valued, understood, and capable of reaching their full potential. Our commitment lies in fostering resilience, healing, and optimal development for all children, recognizing that their early experiences profoundly shape their future well-being.

# Early Childhood Programs 2024 - 2025



## How We Work Together

Our programs are evidence-based, healing-centric, and culturally responsive.

Designed to help to increase awareness of trauma, facilitate behavior change and develop necessary skills and tools to respond differently to trauma - our ultimate goal is to drive sustainable, positive outcomes. Learning tools, facilitation guides and supplemental activities create dialogue, reflection and adoption of key knowledge and practices.



We deliver customized services for diverse community systems, ensure effective implementation and optimization through relationship-building.

### Responsive Partnership

As a partner, you can expect programming and support that is responsive to your needs. Rather than offering a pre-set curriculum, we invoke trauma-informed practices when designing each program - often co-creating a plan with our clients by building upon the existing teams, strengths, challenges, and organizational initiatives that are already in motion.

### Program Development

A program can include a combination of consultative sessions, foundational training, ongoing implementation support, and intensive professional development. Our method is grounded in change theory to increase sustained trauma-informed practices within your organization, the personal lives of your participants, and beyond in their respective communities.

### On-going Optimization

Program evaluation and optimization are priorities at Resilient Futures as we work responsively with our communities. Our training programs evolve by measuring effectiveness and outcomes, leaning into relevant research, qualitative and quantitative participant feedback, and incorporating key inputs from the diverse communities we serve.

# Early Childhood Programs 2024 - 2025



## Trauma-Informed Futures© ECE All Staff Training Program

This training is designed for professionals working with young children, encompassing all members of your Early Childhood community, including educators, teaching assistants, administrators, and support staff. It is an ideal training for participants new to trauma-informed practices or seeking a refresher.

- Facilitated by Resilient Futures Executive Trainers, the training series focuses on increasing capacity and sustainability for integrating trauma-informed equity-centered best practices that meet the unique needs of young learners.
- Participants receive knowledge and resources that can be seamlessly integrated into early childhood education settings, ensuring the continuity of trauma-informed services.
- We employ our Trauma-Informed Equity-Focused (TIEF) framework to address trauma in today's world - influenced by the evidenced-informed Healthy Environments and Response to Trauma in Schools (HEARTS) conceptual framework (Dorado et al., 2016).
- Rooted in neuroscience and resilience research, TIEF practices are flexible, adaptable, and designed to create nurturing, supportive, and inclusive environments for young children.
- We place a strong emphasis on Adult Wellness, equipping participants with skills to address burnout and secondary trauma commonly experienced in early childhood settings.

Participants will leave the training equipped with the knowledge and tools to foster safer, more supportive, and equitable learning environments for every young child.

***This training can be tailored to meet the diverse needs of ECE staff, and we offer adapted versions for different specialties, including teaching assistants, mental health professionals, speech and language specialists, and special education staff.***

***Duration: 10 hours conducted over 3 to 4 in-person sessions for optimal engagement and retention.***



# Early Childhood Programs

## 2024 - 2025



## Trauma-Informed Futures© ECE Train the Trainers Program

This program empowers selected Early Childhood Educators to facilitate our Trauma-Informed Futures© Foundational Training within their organization. Through immersive exercises such as personal storytelling, reflections, and group discussions, participants learn how to deliver our Foundational Training in a trauma-informed manner tailored to the unique needs of young children. We provide comprehensive resources, including lesson PowerPoints, robust learning tools, activities, case studies, and a facilitation manual, ensuring that Trainers can lead impactful sessions in ECE settings.

- This program is best for individuals with experience in trauma-informed practices, a willingness to provide professional development within their school or institution, and a passion for nurturing young children's development.
- This training builds upon and reinforces foundational trauma-informed knowledge, grounded in the **Resilient Futures 4 R's framework** - influenced by the evidenced-informed Healthy Environments and Response to Trauma in Schools (HEARTS) conceptual framework (Dorado et al., 2016).
- We'll cover essential topics such as **Understanding Trauma and Stress, promoting Cultural Humility & Equity, and fostering Resilience through the 3 C's of Connection, Coping, and Competence.**
- Through self-reflection and practice, assessing facilitation skills to effectively deliver sensitive content and mitigate potential re-traumatization of participants in early childhood education environments.
- Upon completion, participants are equipped to lead trauma-informed training sessions for ECE teachers and staff with confidence.

### Program Objectives include:

- Applying the 4 R's of trauma-informed practices in the context of young children.
- Recognizing and assessing behaviors in young children and staff according to the physiological stress response continuum.
- Understanding the prevalence of trauma and its effects on learning and behavior in young children while challenging a deficit lens.
- Prioritizing Cultural Humility, emphasizing the importance of equity within trauma-informed practices in ECE.
- Practicing skills to foster resilience for young children and staff based on the ARC model, focusing on building connection, coping skills, and competence within early childhood education settings. Understanding secondary trauma and burnout specific to ECE, and implementing practices to enhance individual and community wellness.

*Participants must complete the training to receive a certificate of completion and access to the training materials tailored for early childhood contexts.*

# Early Childhood Programs

## 2024 - 2025



## Trauma-Informed Futures® Professional Development Deep Dives

Our Professional Development Deep Dives offer ongoing professional learning opportunities tailored specifically for Early Childhood Educators, building upon the foundational knowledge gained from our Trauma-Informed Futures® Foundational Training. These sessions are designed to meet the unique needs of early childhood education environments. Dive deep into essential topics such as Bias, Pedagogy, and Trauma-Informed Teaching practices, all tailored to the ECE context. Our sessions move beyond surface-level discussions, focusing on practical strategies and techniques relevant to working with young children. From modeling self-regulation skills to empowering our little learners, we ensure a comprehensive and progressive training experience for our Early Childhood Educators.

*Our Professional Development Deep Dives typically range from 2 to 8 hours per school year, starting from year two and beyond. These sessions complement our All Staff Foundational Training, providing continuous growth and development opportunities specifically curated for Early Childhood Educators.*

## Trauma-Informed Futures® Reflective Consultation

Reflective Consultation supports ECE Educators in increasing their self-awareness, exploring their work with students and caregivers, and cultivates opportunities to engage in collective learning in groups or individually. Through reflection and group discussion, participants gain strategies to deepen their understanding and connection with others to cope with the stressors of being an educator and to experience the joy of being an educator.

In Reflective Consultation (RC), we explore your role and relationships at work and develop self-awareness to deepen your understanding and connection with others, including families/children/colleagues you work with. We establish a safe place for you to process, reflect, and grow. The approach is relational, reflective, and supportive.

*This series is for individuals and groups and meets monthly - virtually or in person.*

# Early Childhood Programs

## 2024 - 2025



## Trauma-Informed Futures© ECE Transformative Leadership Training

Our Transformative Leadership Training Series empowers ECE leaders with a comprehensive understanding of trauma-informed practices while emphasizing equity-centered leadership. This intensive two-day program is tailored for those in supervisory roles within ECE settings who are committed to enhancing their leadership capabilities through trauma-informed work.

Throughout the training, participants will delve deeply into the foundational principles of trauma-informed care, learning how to seamlessly integrate these principles into their daily leadership responsibilities within ECE environments. Our skilled facilitators will lead engaging sessions focusing on communication strategies, relationship-building techniques, and the cultivation of a supportive organizational culture.

### Key highlights of the training include:

- **Communication:** Explore effective communication strategies geared towards fostering trust, empathy, and collaboration within ECE communities. Through interactive exercises and real-world scenarios, leaders will refine their abilities in active listening, conflict resolution, and trauma-sensitive communication.
- **Relationship Building:** We'll equip leaders with practical tools and strategies for nurturing meaningful connections, promoting a sense of belonging, and cultivating a culture of mutual respect, safety, and inclusivity within ECE settings.
- **Self-Reflection and Growth:** Leadership begins with self-awareness. Participants will engage in reflective practices aimed at identifying implicit biases, challenging entrenched patterns of behavior, and fostering personal growth. By examining their leadership styles through a trauma-informed lens, leaders will gain insights into creating more equitable and compassionate learning environments for young children.
- **Equity-Centered Leadership:** Equity is a cornerstone principle that should guide every decision and action of an ECE leader. Through case studies, group discussions, and hands-on activities, participants will learn strategies for dismantling systemic barriers, addressing disparities, and promoting educational equity within early childhood education settings.
- **Action Planning and Implementation:** Participants will develop action plans for their unique ECE contexts. Facilitators will offer ongoing support and guidance as leaders strive to implement trauma-informed, equity-centered practices within their ECE programs.

*The training spans 16 hours across two full-day sessions or 4 half-day sessions.*

# Early Childhood Programs

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## Strengthening Family Coping Resources for Caregivers of children 0 to 5

Rooted in the belief that families & caregivers are central to Early Childhood development, the SFCR-P2P Series offers a peer-driven caregiver education and support program specifically tailored to nurture coping resources and foster a sense of safety, stability, and connection within early childhood education environments. Our comprehensive curriculum focuses on five key conceptual areas – Family, Traditions, Routines, Safety, and Connections.

### Key highlights of the training include:

- **Building Resilience:** Learn practical strategies for enhancing resilience in both young children and adult caregivers. Through interactive workshops and peer-led discussions, caregivers will gain insights into the importance of creating a supportive family environment that promotes emotional well-being and adaptive coping skills for young children.
- **Enhancing Communication:** Effective communication is essential for building strong family relationships. This training equips caregivers with tools and techniques for improving communication dynamics within their families, fostering open dialogue, and strengthening bonds of trust and understanding, crucial for early childhood development.
- **Promoting Safety and Stability:** Explore strategies for establishing routines, rituals, and traditions that promote a sense of security and predictability, vital elements for young children's healthy development, even in the face of adversity.
- **Cultivating Connections:** Learn how to nurture supportive networks within families and communities, fostering a sense of belonging and mutual support, which are crucial for creating a nurturing environment for young children.
- **Peer-to-Peer Support:** Central to the SFCR-P2P model is the power of peer support. Caregivers will have the opportunity to connect with and learn from others who share similar experiences, creating a supportive community within the early childhood education setting.

*Upon completion, participants emerge with enhanced coping resources and a deeper understanding of family dynamics, affording them the opportunity to become Certified Facilitators within ECE environments.*



# Early Childhood Programs

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## Trauma-Informed Futures<sup>©</sup> Implementation Team Collaborative

The Trauma-Informed Futures<sup>©</sup> Implementation Team Collaborative utilizes the principles of implementation science to equip diverse school cohorts with the knowledge and skills necessary to implement and sustain trauma-informed practices across a multi-year partnership. We build capacity for participants to champion resilience and equity within their school communities. Participants should demonstrate a commitment to upholding trauma-informed practices throughout the partnership with Resilient Futures, ensuring continuity, and a holistic approach to implementation.

### Program Overview

This collaborative unites a diverse group of school leaders, Mental Health providers, Classroom Teachers, and individuals representing various functions across the school community. With our Executive Trainers, this team works to identify existing school practices & policies that can be strengthened by implementing trauma-informed equity-centered strategies.

### Key highlights of this program:

- **Collaborative Leadership:** Engage in collaborative decision-making, drawing upon a shared knowledge and understanding of school contextual factors to drive effective implementation and sustainability of trauma-informed, equity-centered practices.
- **Progressive Training Model:** Our model progresses systematically, building upon cumulative knowledge & skills to ensure a comprehensive understanding of trauma-informed principles and practices. We'll leverage contextual case studies, role-playing exercises, proprietary tools, and other interactive methods, to deepen their understanding of trauma-informed equity-centered practices.
- **Internal Resource Establishment:** As the team evolves, they become an internal resource for fellow educators, offering trauma-informed, equity-centered solutions to reframe challenges faced in school. By actively modeling trauma-informed mindsets and behaviors, they foster empathy and understanding in interactions with all students and staff, promoting inclusivity and meeting diverse needs of the school community.
- **Program Evaluation Outcome Approach:** We utilize a program evaluation outcome approach with a mixed-method design, employing measurement tools to assess program effectiveness, training appropriateness, and outcomes. Evaluation findings inform ongoing optimization and adaptations to the program.

*The Trauma-Informed Futures Implementation Team is equipped to successfully implement, embed, and sustain trauma-informed equity-focused practices, playing a pivotal role in supporting the entire school community.*



# Race-Based Equity Services

Our commitment to equity work sets Resilient Futures apart from other trauma informed programs. As an agency and a board, we commit to continued learning through individual and collective work to recognize our own biases, actively cultivate an anti-oppression lens, and recognize the impact of our own racial identities in other areas of privilege and oppression.

As a cross-racial team, we model and prioritize integrating cultural humility and equity. The prominent focus on the intersection of trauma informed care and race-based equity work reflects our understanding of how oppression is manifest maintained and perpetuated systemically and our continued commitment to dismantling this oppression.



## We offer comprehensive Race-Based Equity Services for ECE Educators, Administrative Leadership, Families and Caregivers



Virtual / Webinars



In Person Trainings & Retreats



Self-Guided Experiences

- Educator of Color Webinars
- Racial Affinity Teacher of Color Facilitator Sessions
- Healing Spaces for Educators of Color
- White Allyship Affinity Spaces
- New Educators of Color Reflective Consultation
- Black Educator Wellness Cohort
- Administrator of Color Healing Intensive Two-Part Series
- Racial Healing Retreat for Mental Health Staff of Color
- 1:1 Individual Leadership Consultation
- Admin of Color / Assistant Principals Small Group Reflective Consultation
- Racial Healing Strengthening Family Coping Resources Program



# Getting Involved

## Women-founded with community at the core.

Together, our founders, faculty, staff, board of directors, and partners share in the commitment to foster and sustain trauma-informed equity-focused community environments where all members feel valued, heard, supported, and empowered.



Megan Brennan, PsyD  
Founder



Eleonora Cahill, PhD  
Founder



Laura McArthur, PhD  
Founder



Board of Directors

## Give to further our Mission



Your donations go directly to expanding our programming to more community institutions, providing them with essential training in trauma-informed equity-centered practices. By contributing, you empower Resilient Futures to develop more resources tailored to the urgent needs of our society. Your generosity fuels the evolution of our training materials, helping us provide impactful and sustainable trauma-informed education where it's needed most.



Black Educator Wellness Cohort

<https://www.resilientfutures.us/get-involved>

Contact us to learn about Resilient Futures and get involved today.



resilientfutures.us



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