

ACEs & Resiliency Fellowship

2017 Evaluation



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EXECUTIVE SUMMARY

The Mobilizing Action for Resilient Communities 2015-2017 project successfully **built capacity** of local community educators, while **raising community awareness** around toxic stress, trauma, childhood adversity, and resiliency.

Fifty-six (56) community educators participated in up to nine (9) months of capacity building, and facilitated more than 100 presentations to more than 1500 community members. Survey results show both the increased knowledge of community educators and audience members. This report describes the effort in detail, shares important measures of capacity building and demonstrates changes in awareness by a sample of audience members. Audience awareness is also broken down by specific audiences, which are grouped by sector.

MOBILIZING ACTION FOR RESILIENT COMMUNITIES

Sonoma County was selected as one of 14 U.S. communities to take part in a project to expand its innovative work in addressing adverse childhood experiences (ACES). This opportunity expanded local solutions to prevent traumatic childhood experiences, which are linked to poor health outcomes later in life. Each of the 14 communities Mobilizing Action for Resilient Community (MARC) received grants of \$100,000-\$300,000. In addition, the communities participated in a two-year learning collaborative where they shared best practices, tried new approaches, and became models in implementing effective solutions for combating ACEs.

The Department of Health Services Public Health Division worked with Sonoma County Upstream Investments and community partners to implement the project, which was funded by the Health Federation of Philadelphia, with support from the Robert Wood Johnson Foundation and The California Endowment. First 5 Sonoma County, Public Health, and Human Services additionally contributed matching funds to ensure community capacity building.

The grant supported these three goals:

- 1) Strengthen the Sonoma County ACES Connection community coalition,
- 2) Create an Adverse Childhood Experience and Resiliency Speakers Bureau, and
- 3) Align Sonoma County Initiatives, such as Health Action, Upstream Investments and First Five, to prevent ACES and promote resiliency.

GOAL: DEVELOP A SPEAKER'S BUREAU

Forming a capacity building program called the Adverse Childhood Experiences (ACEs) & Resiliency Fellowship, supported the development of a cadre of trained presenters or a "Speaker's Bureau. This remarkable program is unique to Sonoma County California, and provides community members with the opportunity to engage in a 9-month training program. A Coordinating Committee including the County of Sonoma Human and Health Services Departments, Child Parent Institute, Hanna Boys Center, First 5 Sonoma County, Upstream Investments Sonoma County, and the Sonoma County ACEs Connection designed and sponsored the course offerings. In its first year, October 2016- July 2017, the program engaged 25 individuals representing a range of sectors who became certified ACE Interface Master Trainers. These certified trainers trained a second cohort of Presenters in April 2017.

The ACEs & Resiliency Fellowship offered an interdisciplinary program designed for community members who committed to serving as community educators on the topics of toxic stress, trauma, Adverse Childhood Experiences, or Adverse Community Experiences. The group met in Santa Rosa, California, for one training session per month. The initial ACE Interface training for the Master Trainer Program spanned two days in October 2017, and then was followed by Community of Practice meetings, which further explored how to apply ACEs and Resiliency science with different target audiences and in various work-place settings. Community of Practice sessions were typically 2-3 hours long, and were offered weekdays during business hours. Community of Practice sessions were open for optional participation by Presenter Program participants.

Fellowship Deliverables:

1. Train one cohort of 25 Master Trainers using a train-the-trainer model in the science and biology behind Adverse Childhood Experiences and Resiliency. A team of Master Trainers will then train a second cohort of 25 Presenters. ***Completed. 28 Master Trainers and 28 Presenters completed the ACE Interface training requirements.***
2. Create a Speakers' Bureau linking Master Trainers with county staff and community partners to increase the awareness of ACEs and Resiliency models. ***Completed. A request for presentation form is now available through Sonoma County ACEs Connection's website. County of Sonoma Staff continue to coordinate speaking requests.***
3. Conduct between 50—100 community trainings in 18 months engaging 1,000 participants. ***In progress in 2017. By February 5, 2018, more 100 presentations to more than 1500 people were logged by Fellowship participants.***

GOAL: RAISE AWARENESS

The ACEs and Resiliency Fellowship participants used the ACE Interface program materials “Understanding Neuroscience, Epigenetics, Adverse Childhood Experiences, and Resilience (NEAR) in Building Self-Healing Communities” to train audiences across the county with a universal set of messages grounded in science.

The ACE Interface Train the Master Trainer Program is designed to support rapid dissemination of accurate information that promotes understanding of how developmental adversity affects health and wellbeing throughout the life course. The materials include education about the ACE Study findings, the biology of adversity including neuroscience and epigenetics that tell us why ACEs are so powerful. ACE Interface materials also include strategies for promoting resilience, recovery, and Self-Healing Communities. Program design is informed by adult education and social movement theory, scientific discovery, and audience feedback.

Awareness Building Outcomes:

1. Increase community awareness about the prevalence of ACEs and the public health impacts. *Achieved. Evaluation results from audience surveys show an increase in awareness of “ACEs impact on brains and behaviors” and “why my community needs to get organized to identify and address ACEs” among other revealing measures highlighted later in this report.*
2. Increase community awareness about resources and evidenced-based approaches for building resiliency. *Achieved. Evaluation results from Fellowship participant surveys show an increase in knowledge of “community resources around resiliency” and “trauma informed practices” among other revealing measures highlighted later in this report.*

ACES & RESILIENCY FELLOWSHIP: MASTER TRAINER EVALUATION

PARTICIPANTS

25 fellows participated in the two-day ACE Interface Program Train the Master Trainer workshop with Dr. Robert Anda and Laura Porter held October 2016. (See picture below.) The Master Trainers also participated in up to 8 follow-up “Community of Practice” events, and committed to facilitating 4 trainings between November 2016 and April 2018. These results focus on the responses of 14 participants who completed pre- and post-assessments.



PARTICIPANT EXPECTATIONS FOR TRAINING

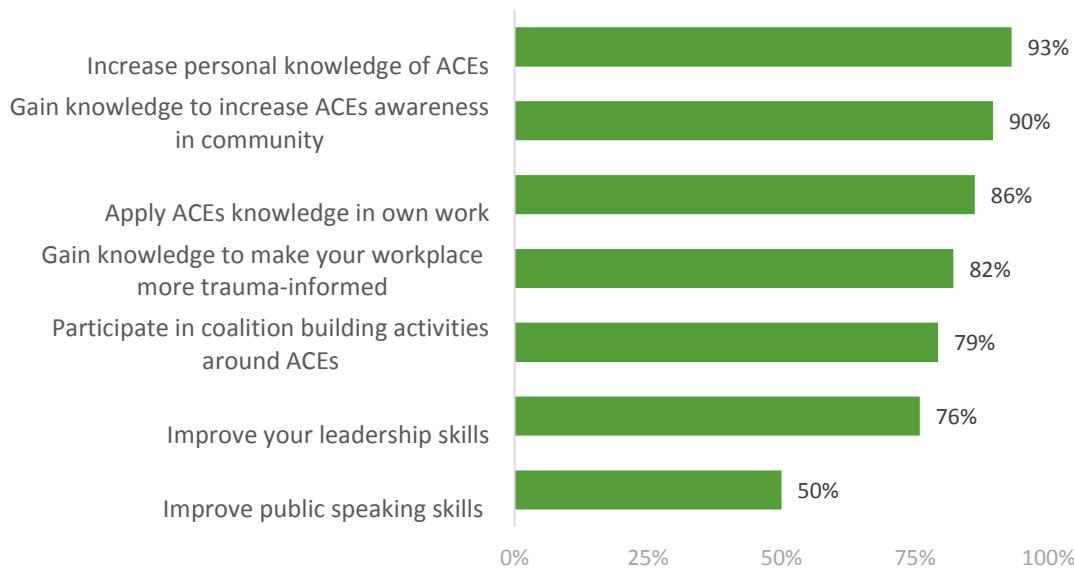
Participants ranked their priorities for the 9-month Fellowship in order of importance (from 1=most important to 8=least important). The average order of prioritization was as follows:

1. Apply ACEs knowledge in own work (**average rank=2.79**)
2. Gain knowledge to increase ACEs awareness in community (**average rank=2.86**)
3. Participate in coalition building activities around ACEs (**average rank=3.64**)
4. Increase personal knowledge of ACEs (**average rank=4.00**)
5. Gain knowledge to make your workplace more trauma-informed (**average rank=4.23**)
6. Improve your leadership skills (**average rank=5.50**)
7. Improve public speaking skills (**average rank=5.93**)

DEGREE TO WHICH PARTICIPANT EXPECTATIONS WERE MET

At the conclusion of the fellowship, 14 participants rated how well their expectations were met.

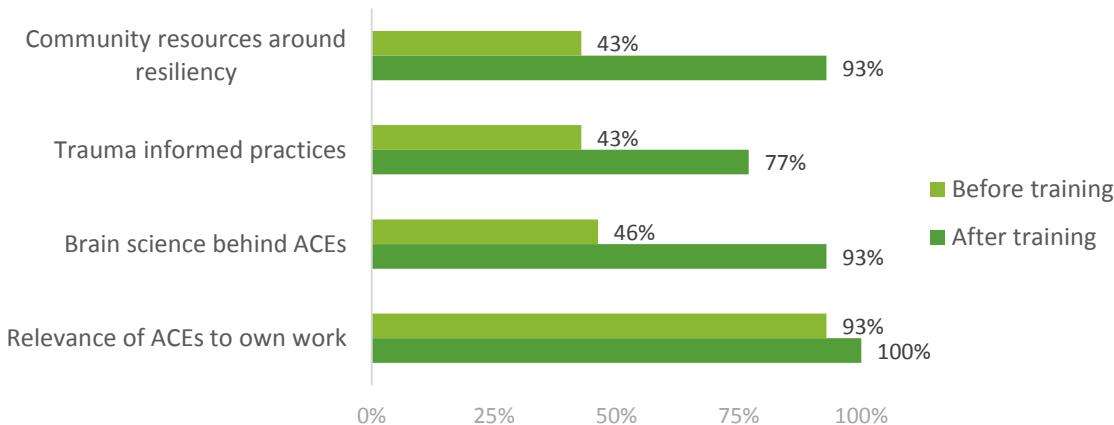
Proportion of participants whose expectations were met or exceeded



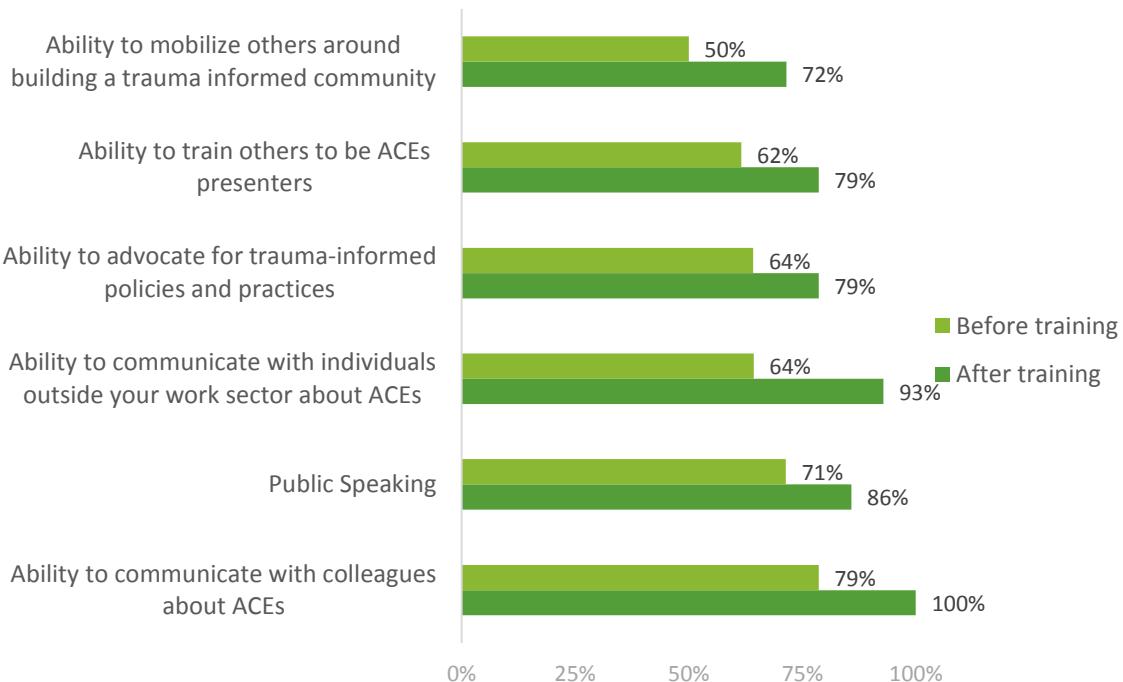
IMPACT ON PARTICIPANTS' KNOWLEDGE AND CONFIDENCE

Participants reported substantial gains in their knowledge and confidence around ACEs information after the training, particularly in the areas on knowledge of community resources and the brain science behind ACEs and in their ability to communicate about ACEs and mobilize the community.

Proportion of participants who felt *knowledgeable* or *very knowledgeable* about ACEs



Proportion of participants who were *confident* or *very confident* in their abilities



PARTICIPANT SUGGESTIONS FOR IMPROVEMENT

Participants would have liked to see:

- **A greater focus on practicing public speaking skills** (7 respondents)
 - *I don't think that Anda and Porter showed us how to present the material in an interesting and engaging manner. Public speaking skills were left out of the equation. We all had to learn by experience how to effectively present this material, even if we had already practiced public speaking skills in other areas of expertise. This material is not easy to present in a way that keeps people's attention.*
- **More engaging presentation materials for use in community presentations** (4 respondents)
 - *The Anda Material while science-y are very wordy and not all audience friendly. Few actually grab attention I enjoyed training, but rarely use materials.*
- **More outward engagement with community** (2 respondents)
 - *More engagement outward versus having insider avenues of convening. Maybe this was done already but I was not aware of it.*
- **Ongoing meetings/engagement of group** (2 respondents)
 - *I would like to continue to meet on a regular basis - maybe work on how to build resiliency within the communities.*

COMMUNITY OF PRACTICE

PARTICIPANTS

28 Master Trainers and 28 Presenters took part in a series of “Community of Practice” sessions between November –July to deepen the ability to apply ACEs science in different contexts and settings. Of the 56 trained, 42 completed the final survey. Six of the sessions were evaluated below. In addition, the Presenter Training, a day-long training facilitated by Master Trainers, was also rated.

SUMMARY OF EVALUATION RESULTS

Session	N	% respondents whose expectations were met by session
Culture and Compassion	40	83%
Building Resilience	27	78%
Immigrants' Path to Resilience	22	95%
Neurobiology	11	91%
Trauma informed organizations	42	81%
Building Community Capacity	18	78%
Presenter training	21	86%

PARTICIPANT FEEDBACK FOR IMPROVEMENT

- **Master trainer presentations at the start of each session were repetitive (5)**
 - *The 20 minutes master trainers practice of the 20 minute ACE Interface “Short Talk” at the start of each COP was not great for the audience.*
- **Desire to have attended Anda training (3)**
 - *I was sorry, as a presenter, not to be able to attend the main training with Dr. Anda.*
- **Improved organization (2)**

- *Training for the presenters could be improved by helping participants know what to expect in advance. At the training I heard many say they didn't really know the purpose of the training or what to expect.*

COMMUNITY OF PRACTICE TRAINING CALENDAR

Master Trainers Practice Session	Master Trainers	November 29, 2016
		9:00am-11:30am
Master Trainer Practice Session	Master Trainers	January 31, 2017
		9:00am-11:30am
Culture, Compassion, Competence and Humility	Kanwarpal Dhaliwal, MPH Arlene Roman-Delgado, PsyD	February 28, 2017 9:00am-11:30am
Building Resilience on a Solid Foundation	Jane Stevens, MA Grace Harris, MFT	March 21, 2017 9:00am-11:30am
Presenter Training	Master Trainers	April 13, 2017 8:00am-5:00pm
One Immigrant's Path to Resilience	Eddy Zheng	April 25, 2017 9:00am-11:30am
Neurobiology: the Powerful Science Behind your ACEs Work	Jenni Silverstein, LCSW Sue Stephenson, MD	May 30, 2017 9:00am-11:30am
Trauma-Informed Organizations	Brian Farragher, MSW, MBA	June 27, 2017 9:00am-11:30am
Building Community Capacity to Address ACEs	Oscar Chavez Ellen Bauer, PhD	July 25, 2017 9:00am-11:30am

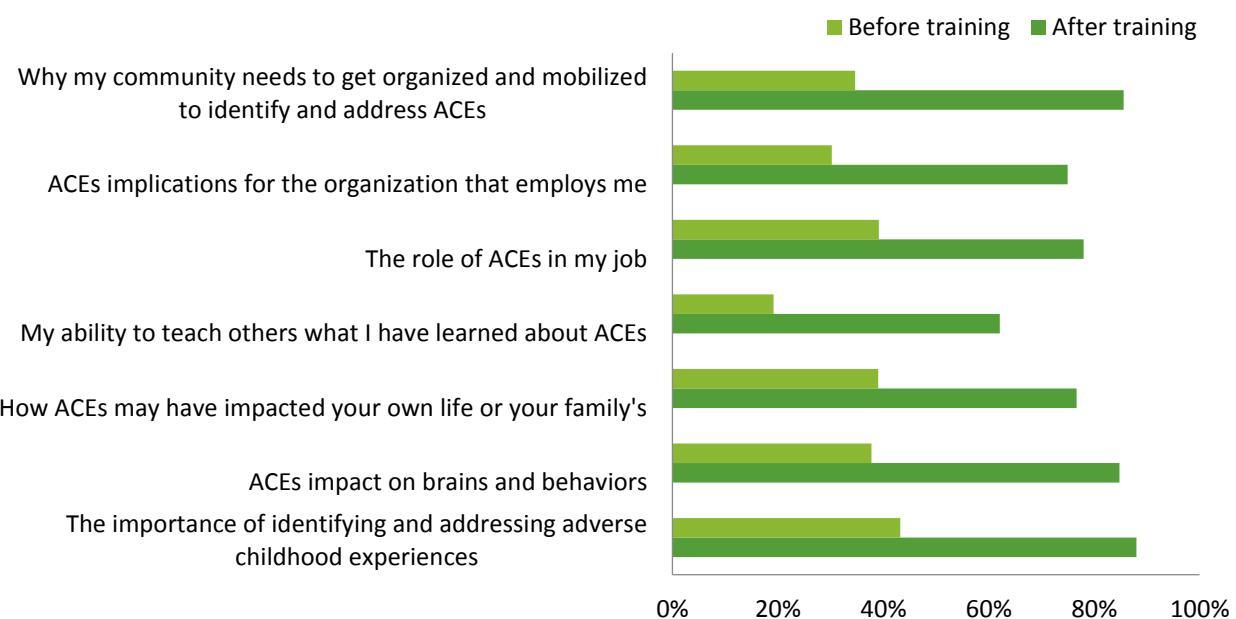
ACE INTERFACE AUDIENCE SURVEYS

AUDIENCE

Those surveys tabulated represent 17 of 101 presentations logged before February 5, 2018. The 101 presentations were delivered by both Master Trainers and Peer Presenters. However, these results represent the audience responses to 13 different speakers, all of whom were Master Trainers.

INCREASED KNOWLEDGE BY TOTAL PARTICIPANTS

Proportion of attendees who responded high or very high to knowledge about the following ACEs topics. (Total participants)(n=257)

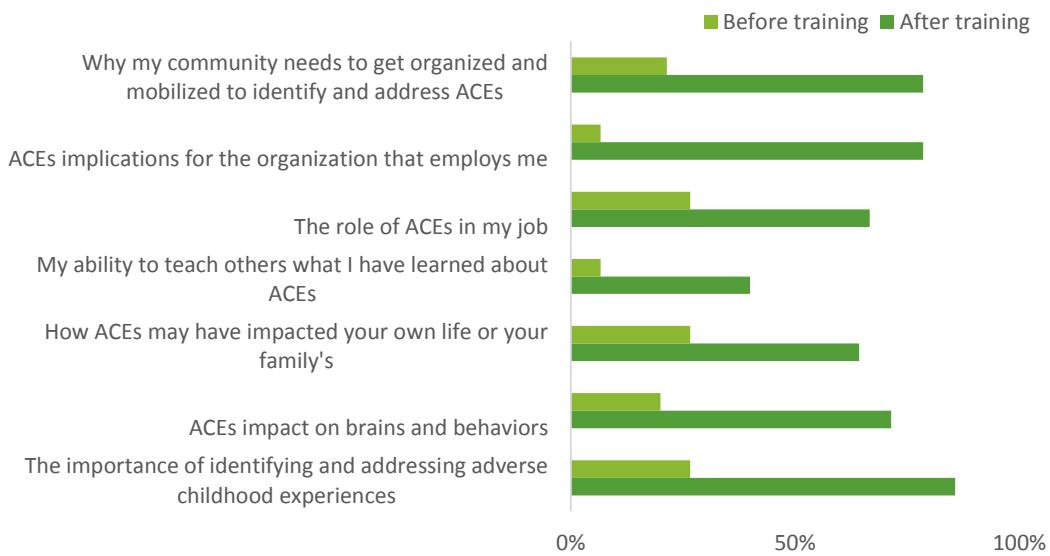


INCREASED KNOWLEDGE BY SECTOR

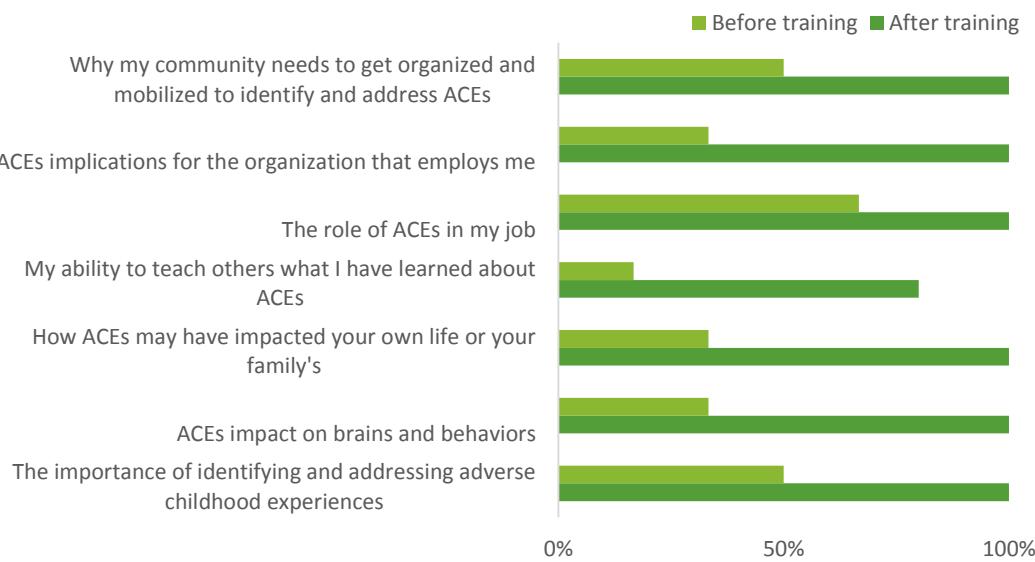
The following responses reflect the responses of specific audiences, which are grouped by the following sectors: Law Enforcement/Violence Prevention, Higher Education, and Health.

Law Enforcement/Violence Prevention

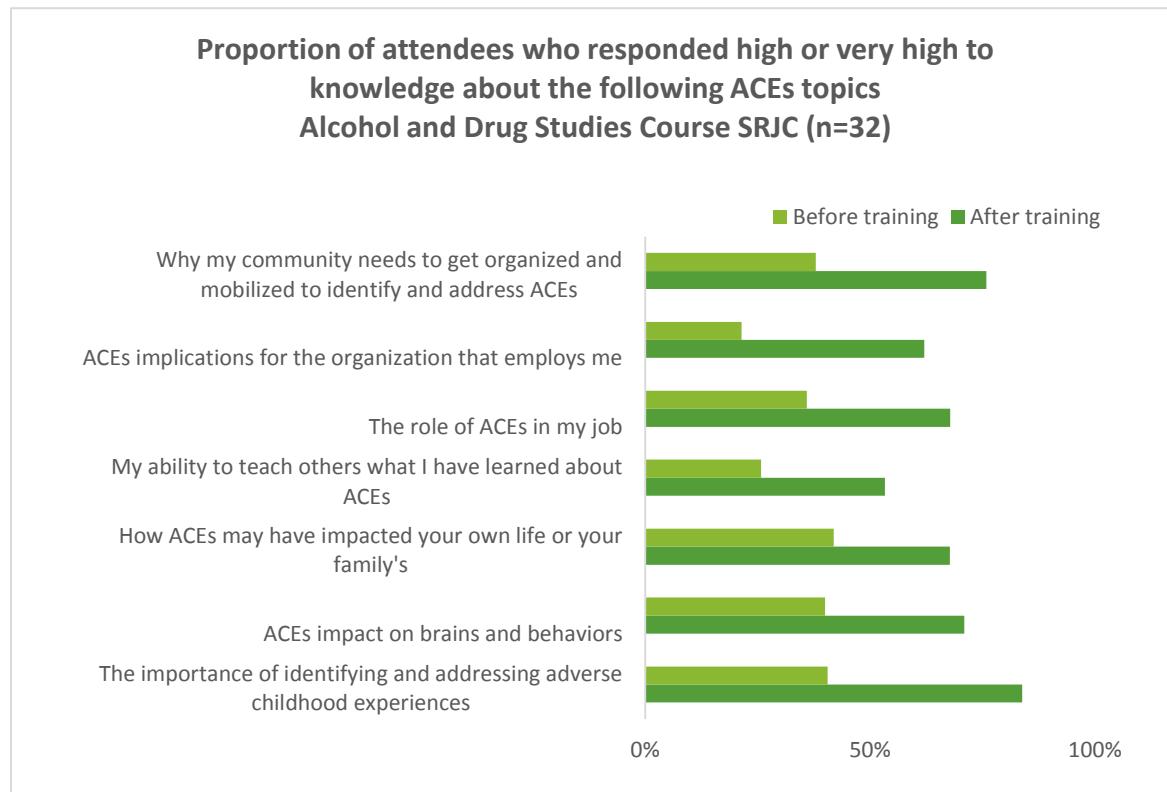
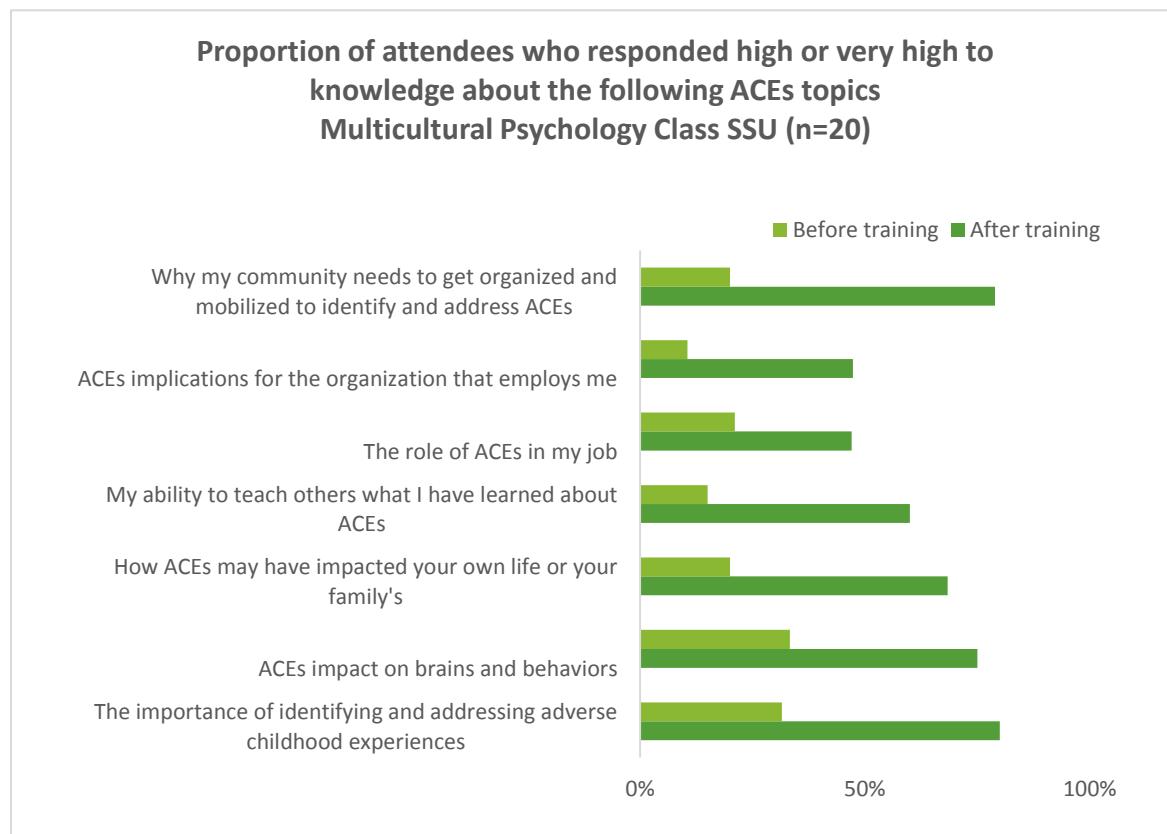
Proportion of attendees who responded high or very high to knowledge about the following ACEs topics Sonoma County Council, DA, and Public Defender staff (n=15)



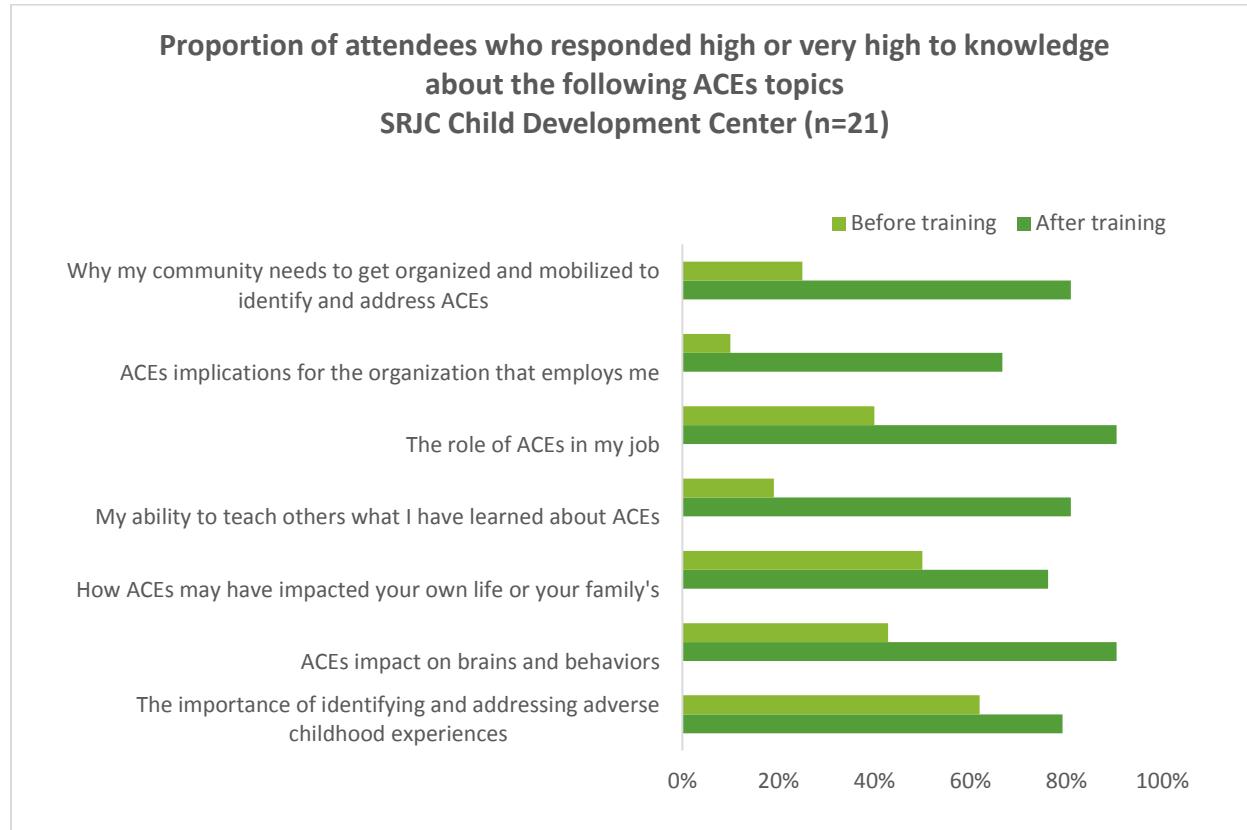
Proportion of attendees who responded high or very high to knowledge about the following ACEs topics Sonoma County Family Violence Prevention Council (n=6)



Higher Education

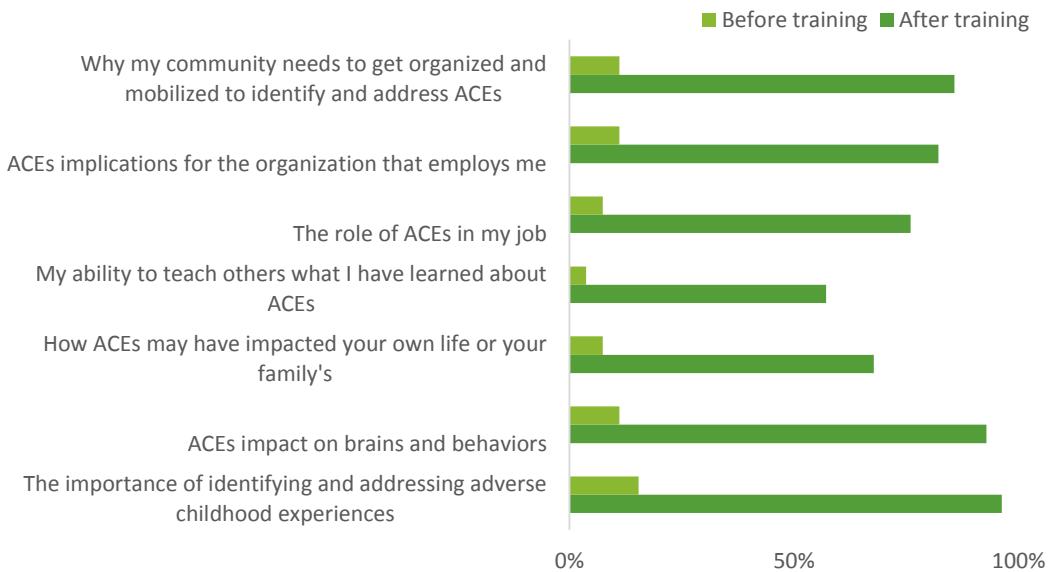


Early Education

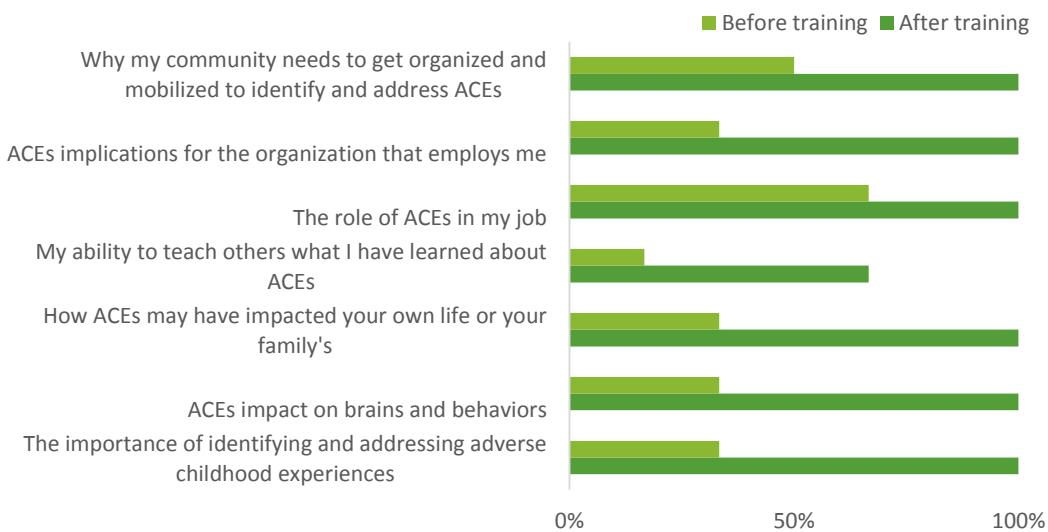


Medical

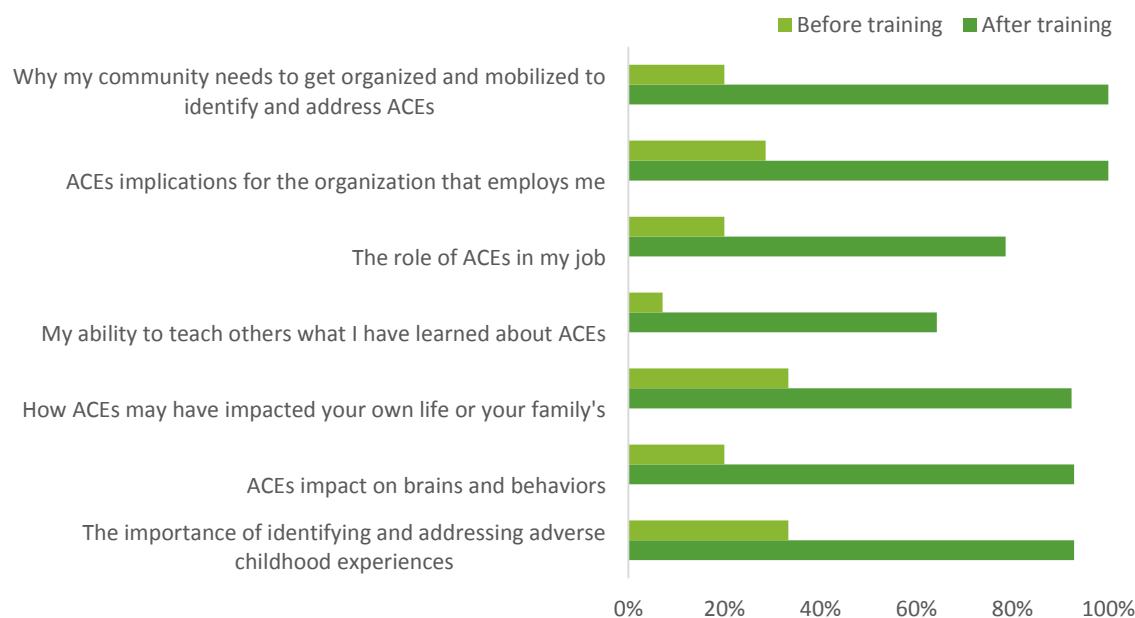
Proportion of attendees who responded high or very high to knowledge about the following ACEs topics Kaiser Santa Rosa Grand Rounds (n=28)



Proportion of attendees who responded high or very high to knowledge about the following ACEs topics DHS Field Nursing (n=6)



**Proportion of attendees who responded high or very high to knowledge
about the following ACEs topics
Sonoma County Breast Feeding Coalition (n=15)**



SPONSORS 2016-2017



Sonoma County ACEs Connection received a grant from the Health Federation of Philadelphia to establish the ACEs & Resiliency Fellowship program.