

Residential Staff as Treatment Partners: A Trauma-Informed, Relationship-Based Approach to Supporting Youth with Problematic Sexual Behavior



Stevens Treatment Programs

Objectives for Today

Understand why residential staff are essential partners in the treatment of youth with problematic sexual behavior—not simply supervisors or behavior managers.

Explore how a trauma-informed, relationship-based treatment philosophy can be translated into everyday residential practice.

Identify the training, coaching, and organizational supports needed to develop and sustain residential staff as effective treatment partners.

Recognize opportunities for residential staff to reinforce clinical treatment goals through everyday interactions, relationships, and responses to youth behavior.

A LOOK BACK

LANGUAGE

Sexual Offender
Emotional Disturbance
Safety
Consequence
Structure / Routine

THE WAY THINGS WERE

IMPACT

Youth Good at Stevens
Not prepared for Future
Very mixed experience at Stevens

PROGRAM

Focus on Consequences for Behavior
Focus on Reduction of Negative Behavior
Focus on Physical Safety
Limited Community Access
Cognitive-behavioral Model
Privilege System

Uninformed View

Anger management problems; May have ADHD (or other dx); *Choosing* to act out & disrupt classroom / cottage (e.g., disrespectful or manipulative);
Uncontrollable, destructive
Non-responsive



Uninformed Response

Youth needs consequences to correct behavior or maybe an ADHD (or other) evaluation; Youth needs discipline or consequences only to correct behavior

Trauma-informed View

Maladaptive responses;
Seeking to get needs met;
Difficulty regulating emotions;
Lacking necessary skills;
Negative view of world
(e.g. adults cannot be trusted);
Trauma response was triggered



Trauma-informed Response

Youth needs to learn skills to regulate emotions & we need to provide support

ARC FRAMEWORK

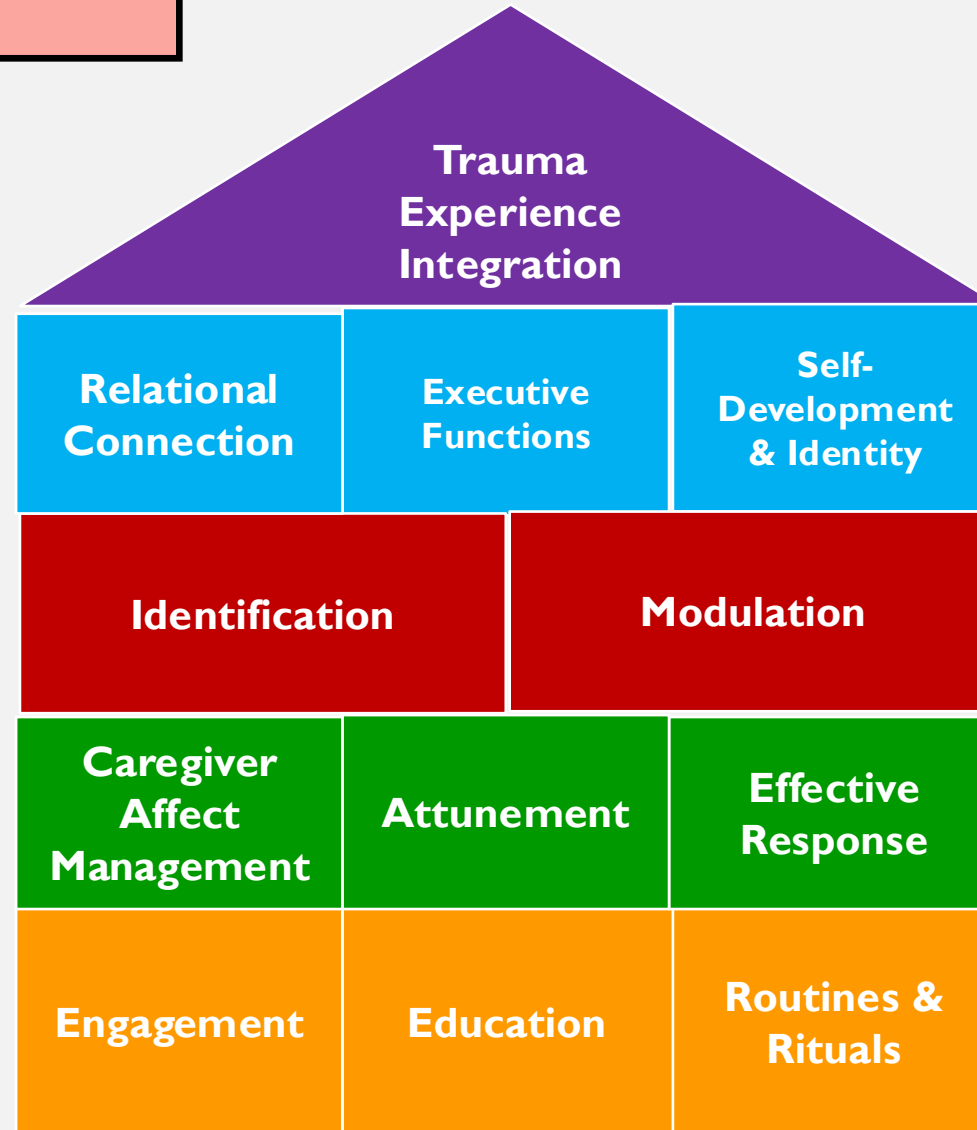
8 PRIMARY SKILLS

Primary Domains

Competency

Regulation

Attachment



Cross Cutting Strategies

NEW Behavioral Support Framework

Trauma-informed Philosophy → Trauma-informed Practice



Positive Reinforcement System

Universal Expectations

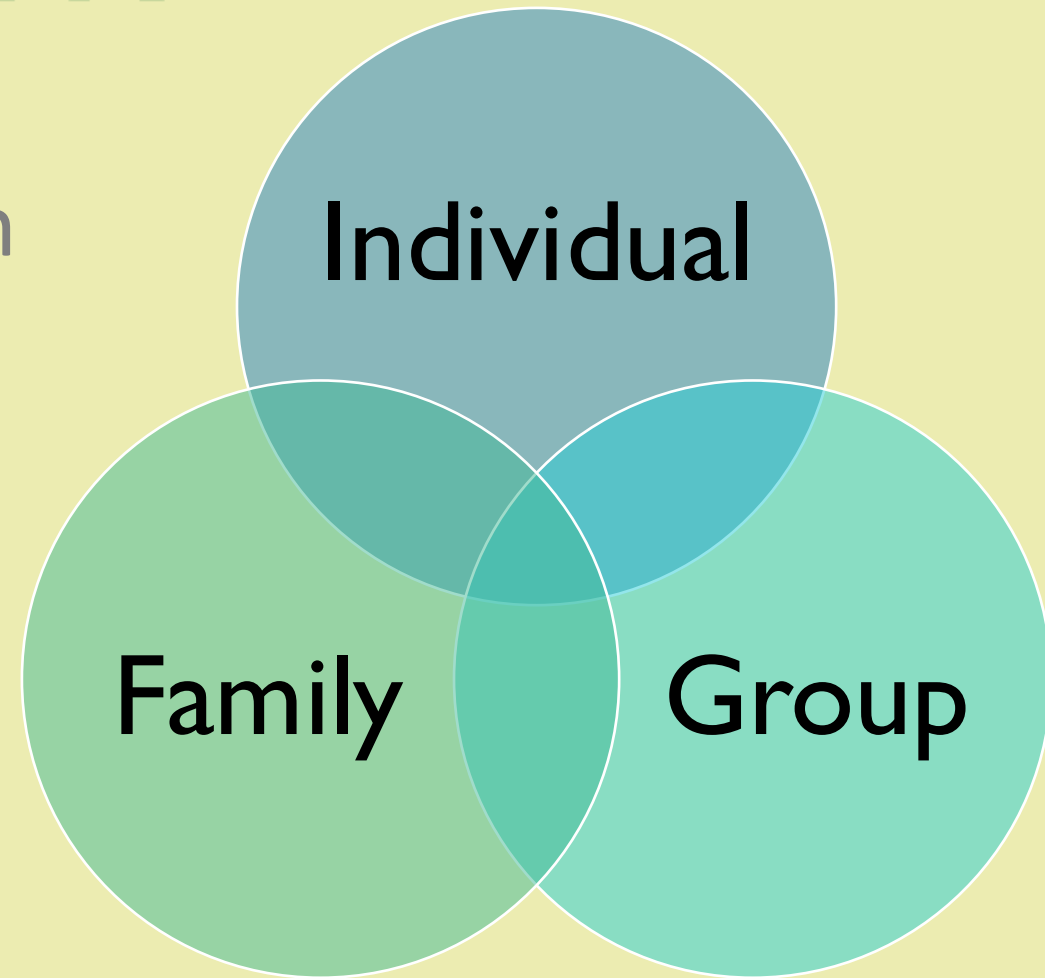
Independence Privileges

Individualized & Effective Response

CLINICAL TREATMENT

Major components of treatment :

- Trauma-experience integration
 - Acknowledge behavior
 - Learn healthy coping
- Education on healthy sexual behavior & relationships
- Develop positive relationships
 - Apology & repair



EDUCATION

Staff

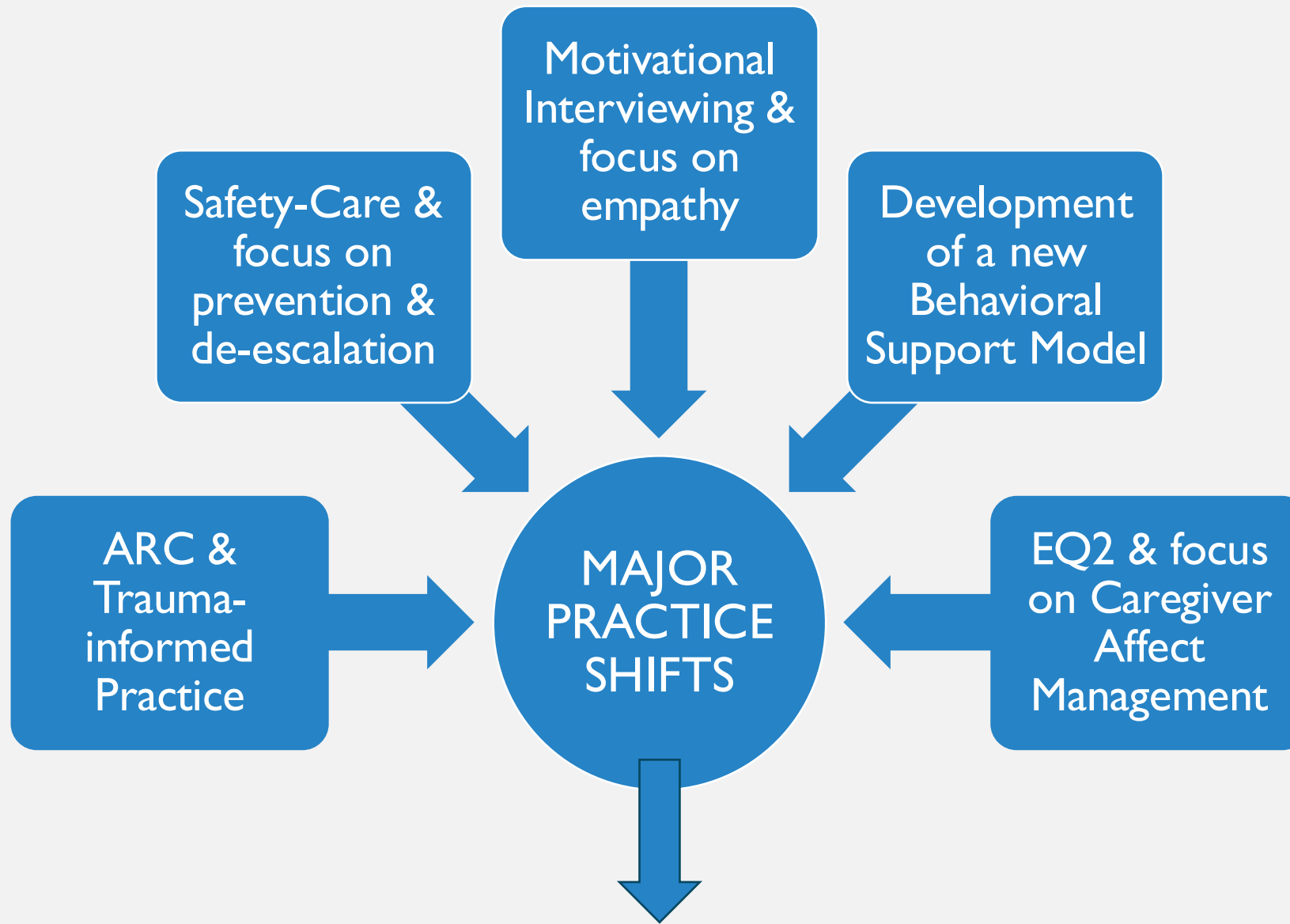
- Training
- Supervision
- Youth Roundtable
- Treatment Teams

Youth

- Human Sexuality
- Consent
- Rules & expectations
- Bias

Families

- Family Therapy
- Visit Plans
- Family Workshops



INTERVENTIONS

Teaching & Reinforcing the Interventions

Debriefing

Orientation Group

Shift Change Meeting

Ongoing Training

Program Team Meetings

Supervision

On-the-floor Modeling & Coaching

Client Review, Youth Roundtable & Treatment Teams