



Illinois
Collaboration
on Youth

Trauma-Informed Capacity Building Assessment Tool for Organizations



Agenda

- I. Organizational Trauma-Informed Care
- II. Purpose of Assessment
- III. Assessment Sections
- IV. Rollout Timeline
- V. FAQ's

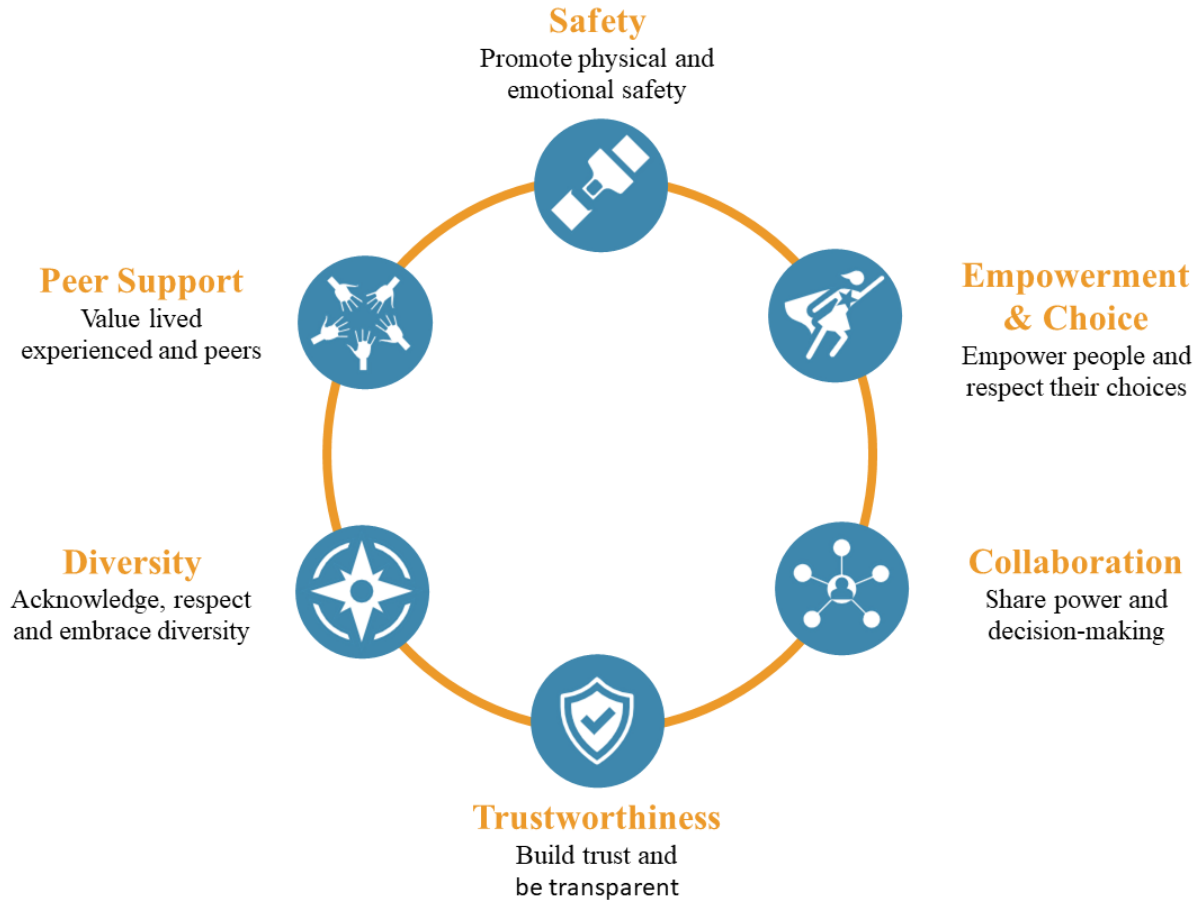




Organizational Trauma-Informed Care



Trauma-Informed Care Framework





Benefits of Trauma-Informed Care

Increases client
satisfaction

Increases
employee success
and job
satisfaction

Increases quality
of services

Fosters respect
and
organizational
collaboration

Promotes
physical
and psychological
safety

Reduces the
possibility of re-
traumatization

Road to Trauma Informed Care

ROADMAP TO TRAUMA INFORMED CARE



AGENCY WIDE COMMUNICATION | ONGOING EDUCATION & TRAINING



Capacity Building Assessment Tool for Organizations (CBAT-O)





IDHS Statement

IDHS has contracted with ICOY to assess, train, and work with the Department's youth services program providers to build trauma capacity. The Department's goal is to have 100% funded youth services providers achieving and maintaining a "Trauma Informed" status. All IDHS funded sites are expected to participate in the CBAT-O trauma assessment, training opportunities, and suggested action plans, if determined necessary. Sites will not be penalized for their responses or the scores that result from the accuracy of the responses. ***However, all IDHS sites are expected to have a minimum of 80% participation across all staff levels.*** The expectation is for all sites to experience growth in their delivery of trauma informed services.



The following programs are required to take the CBAT-O

Homeless Youth
Illinois Youth Investment Program
Community Youth Services
Comprehensive Community-Based Youth Services
Juvenile Redeploy
Teen REACH

Should you have any questions about this, please reach out to trauma_initiatives@icoyouth.org or Pearl McRae at pmcrae@icoyouth.org

Purpose of the CBAT-O

1. To help organizations assess their ability to provide trauma-informed services

2. To identify organization's areas of growth in trauma-informed care

3. To identify organization's strengths in trauma-informed care

CBAT-O Overview

**Online anonymous
assessment**



**9 total sections
84 questions
Every question or
statement counts
towards your overall
score**



**136 total points
possible**

**Must be completed in
one sitting. Cannot be
saved**



**Can take between 30
minutes to 1 hour to
complete**



**A score of 102 or
higher is considered a
'trauma informed'
status**

Trauma Sensitive Environmental Checklist

What is the Trauma Sensitive Environmental Checklist (TSEC)?



The first section of the CBAT-O



It focuses primarily on the physical environment where clients are seen



It is completely subjective



Is either a 'present' or 'not present' answer

8 Sections of the CBAT-O

Organization Structure

Policies and Procedures

Supervisor Practice and Support

Staff Practice

Leadership

Training

Cultural Historical, Gender Identity, and
Sexuality Responsiveness

Community Leadership

Multiple choice
questions

Space provided
after each
section for
comments

Answer based off
your individual
experience and
knowledge

N/a answer
choice for select
questions



Participation Expectations

IDHS and ICOY expect that the total number of completed assessments from each agency should equate to **80% of the total staff who are funded through one or multiple IDHS programs. The total should also reflect the various levels of participation from Direct Service to Senior Leadership.**

Organization of 5 staff



Organization of 10 staff



Organization of 15 staff



Organization of 40+ staff

32+ IDHS-funded staff

Staff Levels:

Direct Service

Non-Direct Service

Director

Supervisor

Senior Leadership





CBAT-O Timeline July - January

CBAT-O Rollout Timeline

CBAT-O ASSESSMENT TIMELINE

FY26 Monthly Overview

JULY

FY26 Trauma-Informed Care Curriculum begins

AUGUST

CBAT-O Informational Webinars

SEPTEMBER

CBAT-O Live Demonstration Webinars

OCTOBER

CBAT-O goes live on October 1, 2025

NOVEMBER

CBAT-O closes on October 31, 2025 at 11:59pm, data analysis begins

DECEMBER

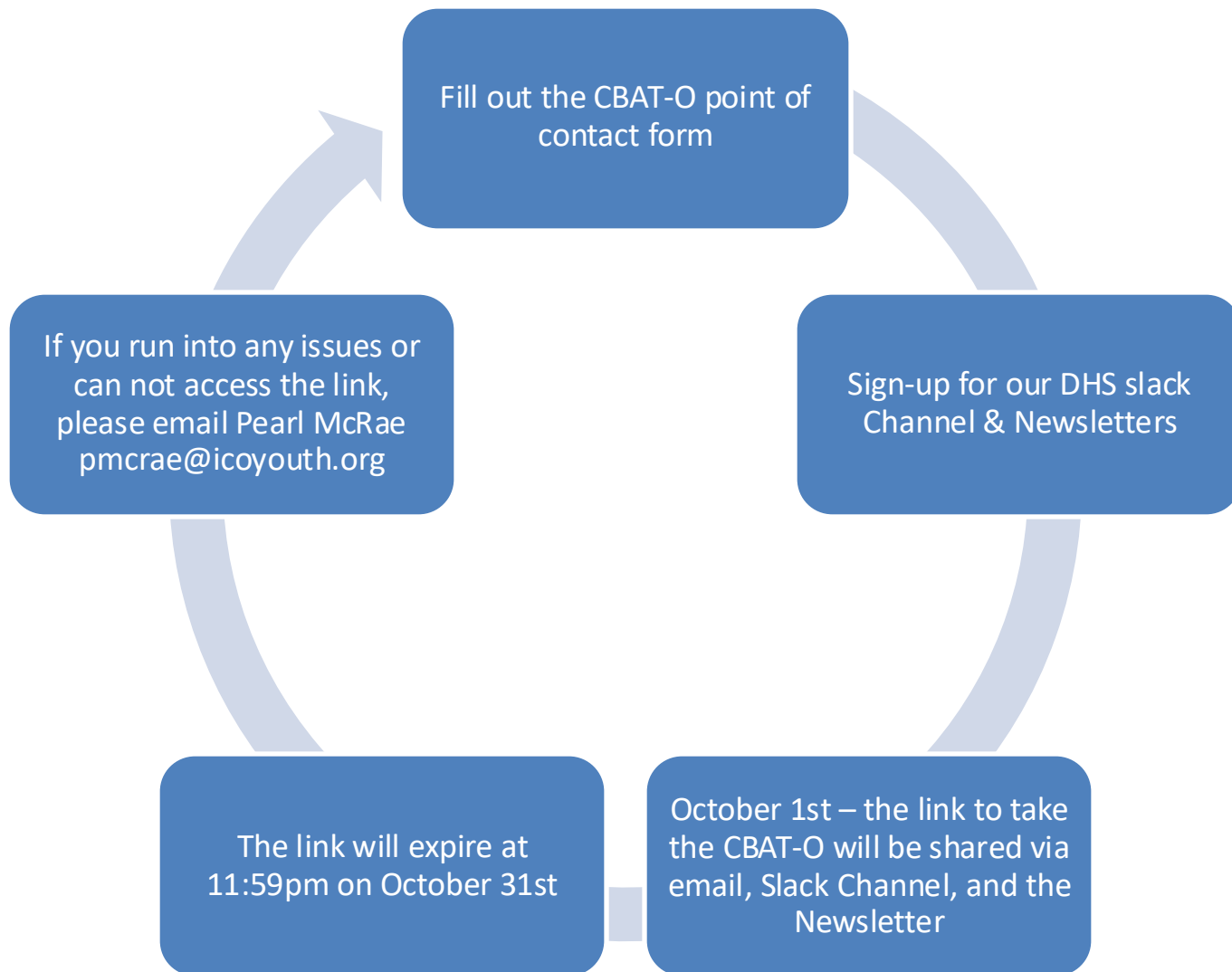
Reports and training recommendations are created & quality assurance continues

JANUARY

CBAT-O Reports are finalized and distributed



Accessing the CBAT-O



All links can be found in our linktree, here: https://linktr.ee/icoy_traumateam





Upcoming CBAT-O Sessions

Informational Sessions

- Tuesday August 26th, from 1:00PM – 2:00PM

This 60-minute webinar will briefly walk through the history and purpose of the CBAT-O, each section of the assessment and the technical details, and those who should complete it. Time will be provided at the end of the presentation for questions. We strongly recommend any new hires or staff new to the CBAT-O attend an Informational Session.

Live Demonstrations

- Tuesday September 9th, from 10:00AM – 11:00AM
- Tuesday September 23rd, from 1:00PM – 2:00PM

This live demonstration will support participants in learning how to complete the CBAT-O with detailed step-by-step instructions. This session allows attendees to ask individualized questions regarding the CBAT-O process. If attendees are still seeking support, we encourage them to sign up for our office hours.



FY26 CBAT-O Office Hours

CBAT-O Office Hours

Do you have questions about the CBAT-O process? Unsure where to start when reviewing materials? Our Training & Trauma Initiatives Team is here to help answer your questions and concerns. We encourage providers to sign-up for an office hour with us where we can provide more in-depth information and address any questions. We look forward to meeting with you!

Office hours begin the first week of September.

Sign-up Here →

Mondays from 9:00-12:00PM

Thursdays from 1:00-4:00PM



Illinois
Collaboration
on Youth

Questions? Email ICOY Training & Trauma
Specialist Pearl McRae at
pmcrae@icoyouth.org



CBAT-O Website & Resources



Illinois
Collaboration
on Youth

[News & Blog](#)[Board Member Hub](#)[Member Job Board](#)[FAQs](#)[Donate](#)[Contact Us](#)

[About](#) ▾ [Capacity Building](#) ▾ [Policy & Advocacy](#) ▾ [Members](#) ▾ [Event Registration](#) ▾



CBAT-O

The **Capacity Building Assessment Tool for Organizations (CBAT-O)** was developed over a decade ago through a Substance Abuse and Mental Health Services Administration (SAMHSA) grant to help agencies become more trauma-informed.

Capacity Building

[Overview](#)

[Trauma-Informed Care](#)

NEW! Video Resources





CBAT-O Frequently Asked Questions





CBAT-O Frequently Asked Questions

Q: Who from my agency should complete the CBAT-O?

A: All service roles (5) & IDHS youth programs staff. Refer to the participation chart(s) in the FY26 CBAT-O Guide



CBAT-O Frequently Asked Questions

Q: I took the CBAT-O last year; do I need to take it again?

A: Yes, your organization is expected to annually participate in the CBAT-O, so as long as you are funded by IDHS. Each year, the CBAT-O launches in the fall. Trauma-Informed scores, status, and data are valid for only 1 year.



CBAT-O Frequently Asked Questions

Q: Can I get the questions ahead of time?

A: No, this assessment is meant to be taken alone, without any prior question review. ICOY suggests that staff members prepare for this assessment by reflecting on new implementations, trainings, models, and systems that improved and grew over the past fiscal year within your organization.



CBAT-O Frequently Asked Questions

Q: What if something doesn't apply to me or my organization?

A: We realize not every question will be applicable to your role, and/or organization. Please answer the questions to the best of your knowledge and understanding. We also encourage individuals to utilize the comments section of the assessment to expand on any answer choices, or relevant information to support your answer choice.

Additional FAQ's

CBAT-O Participation

I took the CBAT-O last year; am I required to take it again? +

How many staff members are required to take it? +

Who should participate in the CBAT-O? +

How do I increase staff buy-in? +

Is ICOY able to tell me who from my agency has participated in the CBAT-O? +

Is there a limit to how many people can participate? +

Is there a certificate for reaching a 'trauma-informed' status? +

Please refer to the CBAT-O website for any additional FAQ's.





CBAT-O Frequently Asked Questions

Q: What if I run into issues while trying to complete the assessment?

Please reach out to our shared inbox trauma_initiatives@icoyouth.org or Pearl McRae, via email!

➤ pmcrae@icoyouth.org

QUESTIONS?

