



For the health of correctional agencies, staff and families

## TRAINING CURRICULUM OUTLINE

### A. COURSE TITLE

**“Improving the Wellbeing of Corrections Professionals: Understanding, Acknowledging, and Overcoming Traumatic Stress™”**

### B. COURSE GOALS

Improving the Wellbeing of Corrections Professionals™ (IWCP) is an 8-hour course designed to:

- (a) educate correctional professionals regarding the variety of ways in which staff wellness is negatively impacted by exposure to occupational trauma, and
- (b) present data-driven strategies for potentially preventing, reducing and overcoming distressing experiences related to traumatic exposure, possibly resulting in increased likelihood of protecting and promoting staff wellness.

### C. COURSE OBJECTIVES

- Define the term psychological trauma and related terms.
- Identify the psychological impact of trauma, with particular emphasis on experiences relevant to corrections professionals and corrections workplaces.
- Describe data-driven strategies and practices for potentially lessening the impact of exposure to traumatic stressors on corrections staff and their workforce cultures, and for fostering resilience.

### D. TARGET AUDIENCE

Target Audience: Federal, state, county and city corrections professionals

### E. COURSE FORMAT & CONTENT

Improving the Wellbeing of Corrections Professionals™ is an 8-hour, highly interactive course designed to involve the learner in open discussion to acquire new information, insight and self-awareness. The course includes engaging in group discussion and individual self-reflection activities, to promote the introduction and exploration of healthy, proactive and life-fulfilling strategies.

Improving the Wellbeing of Corrections Professionals™ is delivered by specifically trained and certified instructors, utilizing a visually inspiring PowerPoint presentation, a comprehensive, interactive Participant Manual, and additional material in Appendices. The learner is fully engaged throughout this training program.

**Maximum Number of Participants: 40**

**Length of Course: 8 hours**

**F. COURSE CONTENT / OUTLINE**

8:00 am	Slides 1-2. Introductions, Setting the Foundation, Use of Participant Manual and Appendices, and Housekeeping
8:15 am	Slides 3-38. Overview, Objectives, Strengths/Needs, Part 1: The Assault on Staff Wellness, Occupational Stressors, Corrections Fatigue, Direct/Indirect Traumatic Exposure, False Resilience, The Big 7 Dimensions, Trauma-Related Emotions/Reactions, Triggers, Multiple Traumatic Exposure and Effects, Repeatedly Anticipated Trauma
10:00 am	10-minute Morning Break
10:10 am	Slides 39-66. Post-Traumatic Symptoms and Examples, Effects on Functioning, Anniversary Reactions, Moral Injury, Managing the Incarcerated Population and Parolees in the Context of Traumatic Stress
11:45 am	1-hour Lunch
12:45 pm	Slides 67-110. Part 2: Enhancing Staff Wellness, Three Target Areas, When to Seek Help, Resilience, Reducing Arousal and Reactivity Relationally and Mentally, <i>Mindful Breathing, Grounding</i> , Relaxation Response, <i>My Soothers</i> , Reduce Negative Thoughts and Emotions, Increase Positive Thoughts and Emotions, Post-Traumatic Growth, <i>My PTG Exercise</i>
2:45 pm	10-minute Afternoon Break
2:55 pm	Slides 111-149. Reduce Intrusive Re-Experiencing, Reduce Avoidance, Healing After Moral Injury, <i>Lightening My Load</i> , Returning, <i>My Resources Exercise</i> , <i>My Self-Care Practices</i> , Practices to Promote Staff Safety Around Incarcerated Individuals and Parolees Who Have Been Impacted by Trauma, Preventative Measures, Three Target Areas to Enhance Staff Wellness, Horizontal – Coworkers/Culture, Top Down – Administrators & Supervisors, Conclusion
4:45 pm	Closing Remarks, Course Evaluation
5:00 pm	Course Completion

*In italics: Individual activities.*

v. 2022.Jun.28

**DWCO Mission**

Advancing the well-being of correctional staff and their families,  
and the health of correctional agencies, through data-driven, skill-based training