



About Woodward Academy

Located in Woodward, Iowa, Woodward Academy is a qualified residential treatment program (QRTP) that serves at-risk youth ages 12-18. Woodward Academy's mission is to provide a safe and structured environment in which their students can learn, develop, and apply skills that will provide positive direction for their futures.



**WOODWARD
ACADEMY**

Challenges

Prior to Ukeru, Woodward Academy was looking to continue to focus on building a trauma-informed and trauma-responsive environment which included focusing on Comfort Vs. Control and minimizing the use of restraint. In order to provide this type of environment, one that is nurturing and safer for both students and staff, Woodward Academy reached out to Ukeru. Ukeru appealed to Woodward Academy as a partner because of the success that they've had at their parent company, Grafton Integrated Health Network. **"Results speak for themselves and Ukeru has proven results,"** said Shawn Hollenkamp, Executive Director of Woodward Academy.



"Our mission at Woodward Academy is to provide a safe and structured environment in which our residents can learn, develop, and apply skills that will provide positive direction for their futures. With Ukeru being added to our program, this supports our mission and amplifies teamwork, while also making our students feel safe and heard!"

Eboni Jones

*Compliance and Quality
Officer Assistant*

Working with Ukeru

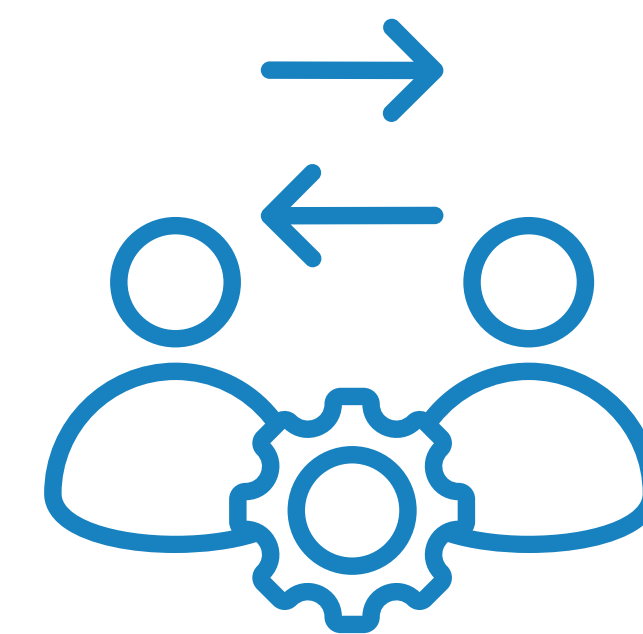
Woodward Academy began working with Ukeru in the Fall of 2019. The Ukeru team trained a group of over 20 Woodward Academy staff to be trainers. Their champions then trained their staff in Ukeru and introduced it to their youth that they serve. "From there, we have worked tirelessly to embed Ukeru into every facet of Woodward Academy from clinical to education, to every day group living. Ukeru is truly a way of life and we have embraced that aspect," shared Alyssa Wheeler, Training Coordinator.

The initial roll out of Ukeru took around 3 months. "We held an initial 'kick off' event to introduce Ukeru to everyone and held smaller events where we brought in cakes and cookies with Ukeru written out on it. We purchased new gear to hand out to staff and had a large grill-out to celebrate our new start," said Wheeler. Since 2019, Woodward Academy has conducted over 100 trainings, training anywhere from 300-400 staff. Eventually, they implemented new policies and procedures to help adjust their organizational culture and support the effort. In addition, Woodward Academy has utilized on-site consultation services from the Ukeru team to further support their mission.



There is substantial proof, just looking at our program, that minimizing restraints can provide a safe and nurturing environment for our youth and staff team. If you provide the appropriate training and continue to work with the staff team to develop them, minimizing restraints is a very safe practice. Not only does it make our kids feel safer, but it provides a trauma-informed and trauma-responsive environment for all involved. There are also reduced costs associated from fewer injuries from staff and students"

Alyssa Wheeler
Training Coordinator



**Organizational
culture shift**

47%

**ESPI
reduction**



**Students feel
safe and heard**

Results

The overall results have been remarkable. **"We have had a substantial decrease in overall restraints on campus. We are now more in tune than ever with staff and student's history and how past experiences can dictate current situations.** Previously, we were way more control versus comfort. We focused more on the behavior itself versus the cause of the behavior at hand. We also now have a better understanding of how the brain works and how to use de-escalation techniques at varying stages of a student in crisis," Wheeler proudly shared.

In addition to an overall cultural shift, Woodward Academy has significantly reduced their use of emergency safety physical interventions (ESPI). In the last 3 quarters of 2019, they averaged over 374 ESPIs. Now, as of early 2023, they have seen over a 47% reduction in the use of ESPIs. Woodward Academy's efforts have lead to several positive outcomes, ultimately creating safe and supportive environments for both the students and the staff!