

SUPERVISOR TRAINING PROJECT

Alaska

Interview with Tammy Sandoval, Director of the Child Welfare Academy

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Supervisor Requirements

In order to become a supervisor in Alaska, one must have a minimum of three years experience as a child welfare caseworker. There are currently no ongoing requirements.

Pre-service Training

In the beginning of 2010, it became mandatory for all new supervisors to complete Alaska's Supervisory Training Parts I & II. At that time, all supervisors, regardless of tenure, were required to attend the training. The training is now being offered once annually to new supervisors. It is child welfare specific and was adapted from the Butler Institute's curriculum, Putting the Pieces Together and Michigan State University's workbook series, Staff Retention in Child and Family Services. Part I consists of two modules and is trained over three days; Part II consists of two modules and is trained over two and a half days. The Director of the Training Academy co-trains this curriculum with a staff trainer in Anchorage. Alaska has also recently added a 2-day critical thinking seminar to their training for new supervisors.

Ongoing Training

A five-day general supervisory training is also available for supervisors. This training is not child welfare specific, but covers many of the administrative skills, i.e. payroll, hiring, time sheets, etc. Additionally, ongoing trainings are offered on an as-needed basis.

Professional Development

There is no formal system for completing training needs assessments in Alaska.

Partnerships

Alaska plans to strengthen relationships between the Training Academy and the University of Alaska, as well as include tribal partners in future trainings. Tribal partners will attend the Supervisory Training the next time it is offered.

Additional Information

A strategic plan for supervisors was developed for Alaska with the help of the National Child Welfare Resource Center for Organizational Improvement. The plan has not been implemented yet; however, the State intends to refocus efforts on implementation after completion of their PIP.