



SUPERVISOR TRAINING PROJECT

Connecticut

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Supervisor Requirements

In order to become a supervisor in Connecticut, one must pass a written exam which evaluates the candidate's experience. Connecticut prefers that all supervisors have two-three years of previous experience and hold a Master's degree in social work or a related field. After assuming the position, all supervisors must complete a minimum of 30 hours of in-service training each year.

Pre-service Training

Connecticut uses a modified version of Marsha Salus' pre-service training curriculum that they've tailored to be specific to child welfare within their State. This training for supervisors is based on Kadushin's model of social work supervision. Supervisors are required to complete this training within 12 months of assuming their position. This training is typically offered two-three times per year, though availability is dependent on the annual budget. Currently, the training is classroom-based. The Training Academy hopes to provide online access to the training in the future.

Ongoing Training

The Training Academy offers Advanced Supervisory Courses. These courses are competency-based and can be taken to satisfy a supervisor's annual training requirement.

Professional Development

Connecticut offers an internship program for qualified child welfare workers who are interested in pursuing a degree. The Master of Social Work Field Education Program allows supervisors to complete their field placement at their current agency, rather than having to travel to a new location. Supervisors are assigned a consultant who oversees their fieldwork and helps to develop the supervisor's clinical skills using cases already present in his/her agency.

Supervisor Supports

Connecticut offers a mentoring program for their child welfare caseworkers and supervisors, which was developed in cooperation with Fordham University. The program pairs supervisors with high-level agency administrators for a one-year period. During this time, mentors are expected to meet with their mentees one to two times per month to discuss their personal and professional development. This program allows supervisors to shadow upper level positions that may interest them in the future. Over 200 mentees have gone through the program since its inception seven years ago.

Connecticut does not have any formal meetings for supervisors; however, local offices have informal groups that meet regularly.

Partnerships

Connecticut has partnered with the following entities regarding training for supervisors: Fordham University; University of Connecticut; South Carolina State University; and the Child Welfare Strategy Group.