SUPERVISOR TRAINING PROJECT

Maryland

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Supervisor Requirements

In order to become a supervisor in Maryland, one must hold a Master's degree in social work and have a current social work advanced license (either Certified Social Worker or Certified Social Worker-Clinical).

Maintenance of the social work license requires 40 hours of continuing education credits per year. Completion of the 40-hour requirement satisfies the state-mandated 20 hours of training per year for all child welfare workers.

Pre-service Training

Supervisors can attend Maryland's six-module pre-service training, designed for all child welfare workers. The training is not supervisory specific, and supervisors can test out of the training if they so choose. Additionally, Maryland offers a two-day Introduction to Supervision course, which is also optional.

For those supervisors with less than two years of experience in child welfare, Maryland offers a ten-month Excellence in Public Child Welfare Supervision Training Program. The sessions are offered at a central location and trained by contracted trainers and one training academy staff person. One eight-hour training day is held each month and conference calls are scheduled in between each session. The training is competency-based and covers both administrative and clinical casework topics.

Ongoing Training

The Training Academy offers several continuing education courses, some of which are specific to supervision. As part of Maryland's contract with the Training Academy, the Department of Human Resources funds some child welfare training through the Continuing Professional Education Program at the University of Maryland's School of Social Work. One of the courses available:

> **SWOA 722—Supervision in Social Work [3 credits]**
> This course is available as an elective to clinical students who have completed the Foundation Curriculum. Students are introduced to the historical development of supervision within social work. They acquire and apply knowledge of three primary supervisory tasks: administration, education, and support of supervisees. The course also covers different supervisory approaches and techniques and considers supervisory issues that arise in various practice settings.

Professional Development

Maryland completed a general needs assessment of all child welfare workers in 2010. The results of this assessment are being used to develop a new supervision model. Professional development plans for supervisors are also being developed as part of this new model.

Supervisor Supports
Regional supervisor meetings are held quarterly. This is an opportunity for supervisors to share information about policy changes, as well as informally discuss problematic cases. Some local agencies also hold regular meetings for their supervisors.

Partnerships
The Anne E. Casey Foundation and Casey Family Programs are helping with Maryland's development of a new supervision model. Additionally, Casey Family Programs is helping with the implementation of a family centered practice model. They have assisted with creating a new training, intended to prepare supervisors to supervise caseworkers on facilitating family centered meetings. This content will also help to develop competencies for supervisors and leadership development in the State of Maryland.

Additional Information
As noted previously, Maryland is in the process of developing a new supervision model. This model will include the development a formal ongoing training system for supervisors.