SUPERVISOR TRAINING PROJECT

Washington

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January 25, 2011

Supervisor Requirements
In order to become a supervisor in Washington, one must hold a Bachelor's degree. All supervisors must attend the Supervisor Academy. If a supervisor is hired from outside of the agency, he/she must also attend the Social Worker Academy (pre-requisite to the Supervisor Academy). Following completion of the Academy, supervisors must complete 8.5 days of training within two years of assuming their new position. For each year thereafter, all supervisors must complete 20 hours of ongoing training.

Pre-service Training
All new supervisors must attend Washington's Supervisor Academy prior to, or as soon as possible after, assuming their role. The academy is three-weeks in length and is trained over a three-month period. The Academy is held at a centrally located training facility and is trained by six contracted trainers, in addition to state training staff. The training is child welfare specific and competency-based. Topics include:

Week #1:
Day One: Core Functions of Supervision; Mission, Ethics and Values
Day Two: Supervision and Legal Issues; Disproportionality
Day Three: Hiring, Screening, Interviewing; Performance Development Plans
Day Four: Taking Corrective and Disciplinary Action; Just Cause and Disciplinary Action

Week #2:
Day One: Critical Thinking
Day Two and Three: Clinical Supervision
Day Four: Makeup of Meetings; Working with a Multi-Generational Workforce

Week #3:
Day One: Leadership Development and Conversation Style
Day Two: Lessons Learned from Supervisors; Workload Management
Day Three: Solution Based Casework for Supervisors
Day Four: Evidence Based Practice; Performance Based Contracts; FamLink for Supervisors
Day Five: ICWA for Supervisors

The State provides a Supervisor Academy Resource Manual which gives an overview of the training topics, as well as useful information for supervisors as they settle in to their new roles. Washington plans to revise the Supervisor Academy materials and curriculum. This will be completed once funding is available to do so.

Supervisor Academy Welcome Packet

Sample Session Outline for Supervisor Academy

2011 Training Schedule

Additional Trainings:

Government Accountability Program Training

Privilege and Oppression Training Day 1
Privilege and Oppression Training Day 2

Ongoing Training
Annual training requirements for supervisors can be satisfied through online trainings, regional trainings, University courses, conferences, etc. Training contact persons are located in each of Washington's six regions and are responsible for assisting staff with finding appropriate trainings to satisfy the annual requirement. Additionally, Washington conducts trainings bi-annually to update supervisors on policy changes and/or updates.

Professional Development
Washington offers courses that supervisors may take in order to specialize in their position; available in Child Protective Services, Intake, Adoption, Department of Licensing Resources and the FRS program.

Supervisors are strongly encouraged to participate in IV-E funded Master's degree in Social Work program. Additionally, Washington has just begun working with Partners for Children to build a relationship with the University of Washington and Eastern Washington University. The goal of this partnership is to provide more training and coursework for state social workers and supervisors. This project also includes funding for research.

Supervisor Supports
Management meetings of regional administrators, area administrators and supervisors are held regularly. This is an opportunity for supervisors to network with one another.