

## **SUPERVISOR TRAINING PROJECT**

### **Wisconsin**

**Interview with Chris Sieck, State Child Welfare Training Coordinator, University of Wisconsin**

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#### **Supervisor Requirements**

Currently, Wisconsin does not have any state-mandated hiring requirements for child welfare supervisors. Each county agency hires staff at its own discretion. Once hired, all supervisors must complete a minimum of 30 hours of in-service training every two years (and must complete the worker foundation within one year if they have not previously done so).

#### **Pre-service Training**

Wisconsin offers a CORE Training developed by Ohio's Institute for Human Services (IHS) to all supervisors. This is trained once per year at the regional training centers. Additionally, the Milwaukee training center offers the Butler Institute's [Putting the Pieces Together](#) training. This is offered at least once per year. Participation in these trainings is optional for supervisors. Additionally, an online pre-service training is required of all child welfare workers; however it is not supervisor-specific.

#### **Ongoing Training**

Wisconsin offers a Lunch and Learn program that features monthly teleconferences on child welfare topics. The program is open to all staff and sometimes features supervisor-specific topics. Topics are chosen based on a needs survey sent to all child welfare staff.

Regional university partnerships offer trainings for supervisors regularly, typically in response to a change in practice or policy. Additionally, many caseworker trainings will include an additional day of training for supervisors to learn how to supervise around the training topic.

#### **Professional Development**

The University of Wisconsin - School of Social Work facilitates a program called Child Welfare Dialogues. This program features lectures by child welfare experts for supervisors and/or caseworkers.

Wisconsin's Quality Service Review process is used to identify training needs locally. Professional development plans developed with local agencies are not used statewide; however, some counties have elected to use them if they have the same identified needs.

#### **Supervisor Supports**

Wisconsin offers a coaching and mentoring program for supervisors, which teaches them how to implement coaching and teaming in their agency (following the Family Teaming Model). The program is run at the county level and is designed to prepare supervisors to become a coach for their own county.

Regional supervisory meetings are held monthly or bimonthly. There is a Supervisor Peer Network organized in the Northeast region of the state, which typically meets before or after the regional meeting. This is an informal meeting, which focuses on discussion of supervision topics and problem solving.

Wisconsin also maintains a steering committee in each of the regions that is made up of managers and supervisors. Their purpose is to evaluate frequency of current trainings as well as identify and discuss training needs. When a new training need is identified, regional training partnerships will make a proposal to the State. The committee has found that many of the training needs identified at the regional level are also needed at the state level.

**Additional Information**

Part of Wisconsin's Program Improvement Plan (PIP) focuses on developing better training and more resources for supervisors. The State has integrated portions of the National Child Welfare Workforce Institute's Leadership Academy for Supervisors (LAS) as part of their leadership series offered voluntarily. Additional activities and trainings have been developed to supplement the training. Also part of their PIP, Wisconsin has developed a Leadership Development Program which is available to those interested in moving into management positions. This includes a learning communities model of mentorship with new directors. The directors meet quarterly and spend half the day learning a particular child welfare topic and the second half day, discussing leadership implications of that topic.