

Alabama

ALABAMA CHILD WELFARE SUPERVISORY LEADERSHIP COUNCIL

Child welfare supervision improvements and supports

Background:	<p>The proposal to create a standing Supervisory Leadership Council was one of recommendations contained in the Alabama Child Welfare Supervision Strategic Plan which was approved by the Department of Human Resources (DHR) in August, 2012. The Family Services Division (FSD) formed the Child Welfare Supervision Work Group to develop a strategic plan for improving supervision and supervisor support in the State. Staff and consultants from the National Child Welfare Resource Center for Organizational Improvement (NRCOI) and the National Resource Center for Child Welfare Data and Technology (NRC-CWDT), members of the Children's Bureau's Training and Technical Assistance (TA) Network, provided TA to the Work Group in developing the Alabama Supervision Strategic Plan.</p>
Purpose/Scope:	<p>The Alabama Child Welfare Supervisory Leadership Council is a standing body created to:</p> <ul style="list-style-type: none">• Monitor implementation of the Child Welfare Supervision Strategic Plan.• Monitor child welfare supervision in the State.• Report on supervisory needs to the Leadership.• Serve as a forum the Leadership can use to focus on continuous improvement of child welfare practice and outcomes. <p>The Council also participates in the planning for any meetings / conferences of Child Welfare Supervisors.</p>
Stakeholders Involved:	<p>Alabama is a state-administered child welfare system. The Family Services Division (FSD) (child welfare) is housed in the Alabama State Department of Human Resources (SDHR).</p> <ul style="list-style-type: none">• Supervisors: There will be one supervisor appointed to the Council from each of the County Director districts. Supervisors may be nominated by County Directors or FSD Program Staff and are appointed by the Director of FSD.• County Director: One County Director with recent experience as a child welfare supervisor (within the previous five years) may be appointed to the Council. County Directors may be nominated by other Council Members and is appointed by the Director of FSD.• Program Supervisors: Up to four Program Supervisors may be appointed to the Council. Program Supervisors may be nominated by County Directors or FSD Program Staff and are appointed by the Director of FSD.• Jefferson County (most populous county in Alabama): If one of the Council members (Supervisor or Program Supervisor) is not located in Jefferson County, one or more may be nominated by County Directors or FSD Program Staff for appointment by the Director of FSD.• Practice Consultant: A Practice Consultant will be appointed to the Council by the Director of FSD.• Child and Family Services Review (CFSR) Coordinator: The CFSR Coordinator will serve on the Council.• Training Manager: The Training Manager / Designee will serve on the Council.• Quality Assurance/CQI Manager: The QA/ CQI Manager / Acting Manager will serve on the Council.• Deputy Commissioner of Children and Family Services• Director of Family Services• Additional members: Additional members may be recommended by the Council for a specified period of time or for a specific project. Appointments to the membership of the Council require the approval of the Deputy Commissioner of Children and Family Services and the Commissioner.
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