

Table 1. Job Responsibilities Ranked "Most Important (MI)/Important (I)" by Kadushin Categories

Job Responsibility	
	% of interviewees rating item MI/I
<b>Administrative Supervision</b>	
Recruit, select, train or arrange for training and retain staff	<b>100%</b>
Identify, manage and evaluate frontline practitioners' performance	<b>100%</b>
Facilitate communication and collaboration	<b>100%</b>
Build and maintain working relationships with other units in agency	<b>100%</b>
Manage caseloads in the supervisor's unit	<b>100%</b>
Manage time and workflow for supervisor	<b>100%</b>
Monitor frontline practitioner's responsibilities to supervisor	<b>100%</b>
Provide leadership to their unit	<b>100%</b>
Provide leadership within the organization	<b>100%</b>
Anticipate, address and manage change within the unit	95%
Interpret and influence the organizational culture within the unit	89%
Manage time and workflow for supervisees	89%
Provide leadership within the community	89%
Influence the agency	84%
Anticipate, address, and manage change within agency	84%
Use management information systems (MIS)	79%
<b>Educational Supervision</b>	
Provide regular case reviews and staffing	<b>100%</b>
Address ethics in caseworker practice and model professional ethics	<b>100%</b>
Address ethics in supervision	<b>100%</b>
Assure ongoing professional development for supervisor	<b>100%</b>
Develop and monitor frontline practitioners' family-centered practice competence	95%
Promote practitioners' self-reflection, critical thinking and case decision-making	95%
Demonstrate culturally-competent supervision and develop and monitor practitioners' cultural competence	84%
Facilitate ongoing professional development for frontline practitioners	89%
Promote evidence-informed practice	84%
Help frontline practitioners apply new knowledge from training, workshops in their day-to-day practice	84%
Monitor and provide resources to assist frontline practitioners in applying understanding and current knowledge regarding child development	(not ranked, added after analysis)
<b>Supportive Supervision</b>	
Prevent and address stress, secondary traumatic stress, and burnout for supervisor	<b>100%</b>
Anticipate issues related to safety and manage risk	<b>100%</b>
Prevent and address stress, secondary traumatic stress, and burnout for frontline practitioners	95%
Build and maintain morale and enhance frontline practitioners' job satisfaction	95%