

Sharing For Supervisors' Sake: A National Compendium of Resources for Training and Supporting Our Child Welfare Supervisors

Presenters:

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Purpose of Learning Circle:

- Introduce and share project findings
- Orient users to the web resource
- Show how the resource will benefit your work

Background of Project:

- Increasing interest in child welfare supervision
- Gap: no repository of information
- Goal: to create resource

Background of Project:

- NRCOI reached out to all States
 - 33 participated initially!
- The main interview topics included:
 - pre-service training
 - ongoing training
 - professional development
 - supports for supervisors
- NRCOI staff used an informal discussion guide
 - one-hour semi-structured interviews

What does this mean for you?

- A website resource is now available that includes:
 - State curricula and materials
 - Contact info
 - Supervision related resources
 - Information on assistance from the T/TA Network
- Guidance on using the resource
- Customized summaries of information obtained through the project

Project Findings:

- Pre-service training and Ongoing training
 - Competency based
 - Administrative and managerial topics
 - Clinical and casework supervision topics
- Professional Development
 - Tuition reimbursement
- Mentoring and Coaching programs
- Formal meetings

Points of Interest:

- Using Technology
 - Louisiana's Supervisory Teleconference Series
- Using Implementation Centers
 - New York & Northeast and Caribbean Child Welfare Implementation Center (NCIC)
- Using National Resource Centers
 - Missouri & National Child Welfare Resource Center for Organizational Improvement (NRCOI)
- Using the Leadership Academy for Supervisors
 - Indiana's statewide training approach

Using the Resource:


- <http://www.nrcoi.org/supervisionproject.htm>

National Child Welfare
Resource Center for
Organizational Improvement
A service of the Children's Bureau, a member of the T/TA Network

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 Your goal is to help children, youth and families.
Our goal is to help you.

Questions?
For more information about the supervisor training project, or if you have additional resources to share, please contact [Laura Dyer](#).

Learn More:

- [Supervisor Training Project Home](#)
- [Supervisor Training by State](#)
- [Supervisor Training by Topic](#)
- [Download the full Project Report](#)
- [Additional Resources](#)
- [How the T/TA Network can help!](#)

Contact

About the Supervisor Training Project

The NRCOI reached out to all State Child Welfare Training Directors, asking them to participate in one-hour phone interviews. The main interview topics included: pre-service training, ongoing training, professional development, and supports for supervisors. NRCOI staff used an [informal discussion guide](#) to conduct semi-structured interviews. We are pleased to report that we received positive feedback from the States, with 33 participating in the interview process.

Of the 33 States we interviewed, 23 indicated they have pre-service training programs for supervisors that are specific to child welfare, and 28 offer ongoing training. The majority of these training programs are competency based and cover administrative and managerial topics as well as clinical and casework supervision. Most of the States (27) also offer professional development opportunities to their supervisors, with 15 specifically mentioning tuition reimbursements. We also gathered information and materials on conferences, meetings, and additional resources for supervisors. Many of the States hope to update and improve the training they offer to their supervisors, and approximately half (16) of the States are currently utilizing training needs assessments.

The information and materials gathered throughout this project have been organized into State and topic area summaries. We hope both State agencies and the Children's Bureau T/TA Network use this information to generate training ideas and to understand how other States approach supervision training and support.

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For More Information:

- If you are interested in participating in the project or would like more information, please contact Laura Dyer at ldyer@usm.maine.edu or by phone at 207-228-8343.

