

Stepping Up to Supervision: Orientation for New Supervisors

Description:

This training will provide information that is most necessary for new supervisors early in their position: leadership, transitioning into supervision and the four roles of supervisors. The Wisconsin Child Welfare Model for Practice is central to the work of child welfare and will be introduced. Department of Children and Families staff will provide an overview of the department as well as staff and resources available to assist supervisors, information about eWisacwis and administrative rules/memos pertaining to their position. An overview of the Wisconsin Child Welfare Professional Development training system will be provided and resources and trainings available as well as how to access them. This training is a prerequisite to attending Supervisor Foundation Training.

Learning Objectives:

By the end of this training, participants will be able to:

- Communicate their personal and professional commitment to their chosen field
- Communicate that everyone can demonstrate leadership qualities.
- Describe the role, responsibilities and resources of the DCF Bureau of Regional Operations and its staff.
- Understand the current WISACWIS monitoring efforts and the reason for them
- Describe the Wisconsin the role and mission of the Wisconsin Child Welfare Professional Development System as well as resources available
- Understand DCF 43 (Wisconsin Training Rule) and Foundation Training Requirements for new workers and supervisors.
- Describe the role of the supervisor in providing orientation, guidance and support to new employees
- Communicate DCF mission, vision and the Wisconsin Practice model.
- Describe how the agency vision manifests at the program level and how it relates to supervision to the agency mission and values.
- Describe how Wisconsin's Practice model intersects with other practice changes
- Understand that becoming a supervisor is a choice whether conscious or unconscious
- Commit to the choice to be a supervisor
- Understand the responsibility that goes with the supervisor role
- Describe the issues that may arise becoming a supervisor when promoted within the agency
- Describe and demonstrate the use of strategies to support maintaining relationships while supervising peers.
- Describe Alfred Kadushin's framework for child welfare supervision.
- Relate the elements of Alfred Kadushin's framework to their role as a child welfare supervisor.