

## E-Track Classification List

### Supervisors/Managers

#### CORE – Supervisor/Manager

#### Conferences

#### Other Topics – Child Welfare Supervisor/Manager

-  Abuse, Neglect, Dependency: Casework Supervision, Monitoring and Coordination
  -  Casework Practice in Abuse, Neglect, Dependency: Supervision and Management
  -  Cultural Competence in Abuse, Neglect, Dependency: Supervision and Management
  -  Legal Issues in Abuse, Neglect, Dependency: Supervision and Management
  -  Screening, Investigation & Assessment: Supervision & Management
  -  Special Topics in Supervision of Abuse, Neglect, and Dependency
  
-  Adolescent Services: Casework Supervision, Monitoring and Coordination
  -  Casework with Adolescents: Supervision
  -  Cultural Competence in Adolescent Services: Supervision
  -  Independent Living Services to Adolescents: Supervision
  
-  Adoption, Foster/Kinship Care: Casework Supervision, Monitoring & Coordination
  -  Adoption and Post-Adoption Services: Supervision
  -  Cultural Competence in Placement Services
  -  Financial and Other Resources for Foster/Kinship Caregivers & Adoptive Parents
  -  Legal Issues in Foster, Adoptive, and Kinship Care
  -  Licensing and Monitoring of Foster Homes: Supervision and Management
  -  Placement Services for Children: Supervision
  -  Recruitment, Assessment, Training, and Support of Caregivers: Supervision
  -  Reunification with Primary Parents: Supervision
  -  Search for Birth Relatives: Supervision
  -  Visitation: Supervision and Management
  
-  Alternative Response: Casework Supervision, Monitoring, and Coordination
  
-  Assessment: Casework Supervision, Monitoring and Coordination
  -  Cultural Competence in Assessment: Supervision
  -  Engaging Children and Families in Assessment: Supervision
  -  Interview Strategies for Assessment: Supervision
  -  Safety Assessment and Planning, Risk, and Family Assessment: Supervision
  -  Other CAPMIS Assessments: Supervision

- 📁 Budgeting and Fiscal Operations
  - 📁 Budget Projections for Agency Programs
  - 📁 Budgeting for Grants and Program Development
  - 📁 Monitoring and Maximizing Unit/Department Funding
  
- 📁 Case Planning, Decision Making: Casework Supervision, Monitoring, Coordination
  - 📁 Case Planning, Concurrent and Permanency Planning: Supervision
  - 📁 Case Review: Supervision
  - 📁 Cultural Competence in Case Planning and Service Delivery: Supervision
  - 📁 Critical Thinking: Supervision
  - 📁 Engagement, Relationship and Authority in Child Welfare: Supervision
  
- 📁 Casework Strategies and Interventions: Supervision and Management
  - 📁 Case Management: Supervision
  - 📁 Culturally Competent Casework: Supervision
  - 📁 Engagement, Relationship and Authority in Child Welfare: Supervision
  - 📁 Evidence-Based Practice and Services: Supervision
  - 📁 Therapeutic Interventions in Casework: Supervision
  
- 📁 Challenging Employees
  - 📁 Progressive Discipline
  - 📁 Strategies for Managing Challenging Employees
  
- 📁 Change Management for Supervisors/Managers
  
- 📁 Collaboration and Coordination for Supervisors/Managers
  - 📁 Collaboration/Coordination in the Agency
  - 📁 Collaboration/Coordination with Community Partners
  - 📁 Services Coordination for Supervisors and Managers
  
- 📁 Communication Skills (Verbal and Written) for Supervisors/Managers
  - 📁 Communicating with the Media and Community: Engagement, Management Strategies
  - 📁 Cultural Issues in Communication
  - 📁 Presentation Skills
  - 📁 Meeting Skills
  - 📁 Verbal Communication Skills for Supervisors/Managers
  - 📁 Verbal/Writing Skills of Staff – Supervision and Monitoring
  - 📁 Writing Skills for Supervisors/Managers
  
- 📁 Conflict Management, Reducing Resistance & Hostility for Supervisors, Managers
  - 📁 Conflict Management Strategies
  - 📁 Cultural Issues in Conflict Management
  - 📁 Reducing Resistance and Hostility: **Supervision** Strategies

-  Contract and Program Management and Monitoring
  -  Grant Writing and Requests for Proposals (RFPs)
  -  Program Development and Management in the Agency and Community
  -  Provider Contracts, Compacts and Interagency
  
-  Cultural Competence for Supervisors and Managers
  -  Communicating with Non-English Speaking and Hearing Impaired Clients
  -  Cross-Cultural Communication for Supervisors
  -  Culturally Competent Supervision and Management
  -  Developing Cultural Competence of Staff
  -  Disproportionality in Child Welfare: Supervision and Management Issues
  -  Specific Ethnic and Cultural Groups: Supervision and Management Issues
  -  Immigrant and Refugee Families: Supervision and Management Issues
  
-  Customer Service for Supervisors/Managers
  -  Customer Service Strategies: Supervision and Management
  -  Managing Client and Community Complaints
  
-  Educational Supervision/Staff Development
  -  Case Conferences, Unit Meetings, and Group Consultation on Cases
  -  Coaching and Mentoring: Supervision Skills and Strategies
  -  Communication, Learning, and Work Styles
  -  Professional (Individual) Development Planning with Staff
  -  Training Needs Assessment
  -  Transfer of Learning and Skill-Building Strategies
  
-  Ethics in Child Welfare: Supervision/Management Issues
  
-  Family-Centered Neighborhood-Based Services Supervision
  -  Casework with Non-Traditional Families: Supervision
  -  Cultural Competence in Family-Centered Neighborhood-Based Services: Supervision
  -  Family Group Conferencing and Decision Making: Supervision and Management
  -  Intensive Home-Based Family Preservation Services: Supervision and Management
  -  Parent Support Workers: Supervision and Management
  -  Strength-Based Services: Supervision and Management
  -  Family-Centered, Neighborhood-Based Services: Supervision and Management
  
-  High-Profile and Crisis Situations: Strategies for Management
  
-  Human Resources Management for Supervisors/Managers
  -  Cultural Issues in Human Resources Management
  -  Discipline and Termination of Staff
  -  Legal Issues in Human Resources Management
  -  Personnel Management

- 📁 Position Descriptions and Performance Measures
- 📁 Recruiting and Hiring Staff
- 📁 Retention Issues in Child Welfare
- 📁 Sexual Harassment
- 📁 Compensation and Overtime
- 📁 Unemployment and Worker's Comp; Layoffs
- 📁 Unions and Bargaining Units: Supervision/Management Issues
  
- 📁 Human Trafficking
  
- 📁 Independent Living: Casework Supervision, Monitoring, Coordination
  - 📁 Cultural Competence in Independent Living: Supervision
  - 📁 Building Caseworker and Foster Parent Skills in Independent Living Services
  - 📁 Developing Independent Living Programs
  
- 📁 Investigations: Casework Supervision, Monitoring and Coordination
  - 📁 Coordinating Investigations: Supervision and Management
  - 📁 Cultural Competence in Investigations: Supervision
  - 📁 Building Caseworker Skills to Plan, Coordinate, Conduct Investigations
  - 📁 Engaging Children and Families during Investigations: Supervision
  - 📁 Forensic Interviewing: Supervision and Coordination
  - 📁 Interstate Compact : Supervision and Coordination
  - 📁 Legal Issues in Investigations: Supervision and Coordination
  - 📁 Out-Of-Home Investigations: Supervision and Coordination
  
- 📁 Leadership Development
  - 📁 Leadership Development Strategies
  - 📁 Succession Planning
  
- 📁 Legal Issues in Child Welfare: Supervision and Monitoring
  - 📁 Court Mediation: Supervision
  - 📁 Documentation Requirements: Supervision
  - 📁 Legal Advocacy: Supervision and Management
  - 📁 Legal Rights of Children, Parents and Families: Supervision and Management
  - 📁 Legal and Statute Requirements: Supervision and Management
  - 📁 Liability Prevention - Program Sanctions
  - 📁 Terminating Parental Rights: Supervision and Management
  - 📁 Testimony, Evidence, and Documentation for Court: Supervision
  - 📁 Laws, Rules, Special Legal Topics: Supervision and Management Issues
  
- 📁 Performance Evaluation
  - 📁 Analyzing and Improving Performance
  - 📁 Legal Issues in Performance Evaluation
  - 📁 Performance Evaluation Process
  - 📁 Performance Measures and Expectations
  - 📁 Professional (Individual) Development Plan

- 📁 Monitoring and Evaluation
- 📁 Planning and Decision Making
  - 📁 Data Collection and Needs Assessment
  - 📁 Engaging Stakeholders – Increasing Public Value
  - 📁 Evidence-Based Decision Making and Planning
  - 📁 Strategic, Operational and Program Planning and Development
- 📁 Power and Influence of Supervisors/Managers
- 📁 Preventive and Supportive Services: Supervision, Management and Coordination
  - 📁 Prevention Programs: Supervision, Management, Coordination
  - 📁 School-Based Programs: Supervision, Management, Coordination
  - 📁 Supportive & Supplemental Services: Supervision, Management, Coordination
- 📁 Public Information and Community Relations
  - 📁 Community Input/Feedback in Evaluation and Planning
  - 📁 Confidentiality and Legal Issues in Public Information
  - 📁 Levy and Public Relations Campaigns
  - 📁 Producing Materials for Public Information and Communication
  - 📁 Working with the Media
- 📁 Quality Improvement
  - 📁 Assessing Agency and Unit Performance, and Client and Community Satisfaction
  - 📁 Evaluating and Monitoring Unit/Program Services
  - 📁 Quality Improvement Strategies: Planning, Implementation and Management
  - 📁 Reporting Agency Services and Outcomes
- 📁 Screening Referrals: Casework Supervision, Monitoring and Coordination
  - 📁 Alternative Response in Screening: Supervision
  - 📁 Cultural Competence in Screening: Supervision
  - 📁 Engagement and Interviewing Strategies in Screening: Supervision
  - 📁 Legal Issues in Screening: Supervision
  - 📁 Screening Decision Making and Prioritizing Reports: Supervision
- 📁 School-Based and Preventive Services: Supervision, Management and Coordination
  - 📁 Prevention Programs: Supervision and Management
  - 📁 School-Based Programs: Supervision and Management
- 📁 Staff and Workplace Safety for Supervisors/Managers
  - 📁 Crisis Intervention
  - 📁 Promoting Staff Safety: Supervisor/Manager Strategies

- 📁 Supervising for Optimal Job Performance
  - 📁 Supervision Strategies to Promote Job Performance
  - 📁 Outcome-Driven Services: Supervision and Management
  - 📁 Strengths-Based Supervision and Management
  
- 📁 Team Development and Facilitation for Supervisors and Managers
  - 📁 Culture and Diversity Issues in Teams: Supervision and Management
  - 📁 Developing Effective Work Teams
  - 📁 Facilitation Skills for Supervisors and Managers
  - 📁 Leading and Participating in Teams for Supervisors and Managers
  
- 📁 Time and Stress Management for Supervisors/Managers
  - 📁 Burnout, Secondary Trauma, Post-Traumatic Stress Syndrome (PTSD)
  - 📁 Personal Stress Management for Supervisors/Managers
  - 📁 Personal Time and Workload Management for Supervisors/Managers
  - 📁 Time and Workload Management of Staff and Unit
  - 📁 Worker Stress – Supervisor Support and Management
  
- 📁 Trauma: Supervising, Managing Services to Children Who Have Experienced Trauma