

Leadership in Child Welfare Training Transfer Indicators

Supervisor: _____ **Date Module Attended:** _____ **Reviewer:** _____ **Today's Date:** _____

There is a set of fundamental supervision and management knowledge and skills needed in order to be an effective supervisor. Whether on the job for two months or several years, these concepts should be regularly reviewed by a supervisor and their manager in order to achieve a high level of supervision.

How to use Training Transfer Indicator's (TTI's): For new supervisors, following Supervisor Core Module II, use the TTI's to assess the supervisor's learning and application. Review the TTI's during supervision to reinforce concepts learned during Core and apply them to every day practice. For seasoned supervisors, use the TTI's as a conversation guide to revisit fundamental supervision and management knowledge and skills.

Synopsis of Supervisor Core Module II: Leadership in Child Welfare: In this module, participants learn about the role of supervisors as leaders and managers in the child welfare system. Participants will learn about the characteristics of effective leaders and managers, understand how the two are distinguished, and realize the importance of both in child welfare. Participants will also learn about four styles of leadership: Participatory, Transformational, Transactional, and Strengths-Based. They will examine several leadership tools they can use in their units and assess their own leadership qualities and potential.

Training Transfer Indicators	Plan for Further Development
Topic: Importance of Leadership in Child Welfare	
1. Describe what you see as your leadership role is within the agency.	
2. How is your leadership role different than it was as a caseworker?	
Topic: Leadership Strategies	
3. Describe your plan to create a unit mission and vision statement.	
4. What does it mean to have a supportive relationship with your staff?	

Training Transfer Indicators	Plan for Further Development
5. What is your plan to develop a supportive relationship with your staff?	
Topic: A Balanced Supervision Approach	
6. How will you balance meeting your routine duties and maintaining a big picture perspective (e.g. community needs, stakeholders, child welfare trends)?	
Topic: Personal Leadership Values	
7. Describe your professional leadership values (e.g. honesty, courage, ethical communication, strengths-based, fairness).	
8. Describe how your professional leadership values will influence your staffs work with families.	

Additional Comments
