

Supervisor Core Module 2: 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 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 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: This module emphasizes the development of supervisors as "leaders" within their unit and agency. The child welfare system needs supervisors who perform well in meeting their day-to-day obligations, and a major component of those day-to-day obligations is leading staff in meeting their own day-to-day responsibilities. In many ways, however, exercising effective leadership is much more. Supervisors who are strong, effective leaders can mobilize their staff and "unite them in pursuit of objectives worthy of their best efforts." Ensuring the safety, permanence and well-being of children is a primary example. Ideally, supervisors and managers can become equally strong and effective in both leadership capacities. In this module, you will assess your own leadership qualities and potential, and establish goals for leadership growth. Leadership strategies will be offered for use in your unit, agency, and within the community.

Training Transfer Indicators	Plan for Further Development
Topic: Importance of Leadership in Child Welfare	
Describe what you see as your leadership role is within the agency.	
How is your leadership role different than it was as a caseworker?	
Topic: Leadership Strategies	
Describe your plan to create a unit mission and vision statement.	

Training Transfer Indicators	Plan for Further Development
What does it mean to have a supportive relationship with your staff?	
What is your plan to develop a supportive relationship with your staff?	
Topic: A Balanced Supervision Approach	
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	
Describe your professional leadership values (e.g. honesty, courage, ethical communication, strengths-based, fairness).	
Describe how your professional leadership values will influence your staff's work with families.	

Additional Comments:
