

Supervising Casework Practice 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 1, 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 I: Supervising Casework Practice: This module introduces the Ohio Child Welfare Practice Model and recognizes it as synonymous with family-centered best practice. This module also emphasizes the crucial role played by casework supervisors in ensuring safety, permanence and well-being for children and families. Participants are introduced to basic tools and strategies to create an "ideal" work environment and supervise direct practice caseworkers.

Training Transfer Indicators	Plan for Further Development
Topic: Critical Role of Casework Supervision	
1. What are the three functions of supervision as defined by Kadushin?	
2. Explain the meaning of this statement: <i>Becoming an excellent child welfare supervisor is a process.</i>	
3. What are two risks that can occur when supervision is out of balance?	
Topic: Leadership Strategies	
4. Describe the importance of having an "ideal" work environment.	

Training Transfer Indicators	Plan for Further Development
5. What are three strategies for creating and maintaining an “ideal” work environment?	
6. What are three things supervisors can do to help caseworkers manage stress?	
7. Describe a “culture of continuous learning”.	
8. Describe the difference between “urgent” and “important”.	
Topic: Supervising Direct Practice	
9. How can supervisors help caseworkers develop critical thinking skills?	
10. What does it mean to provide “clinical supervision”?	
Topic: Supervising Caseworker Skill Sets	
11. What are the ten caseworker skill sets?	
12. Describe two ways supervisors can use Practice Profiles as a tool for developing caseworker skills.	
13. Name one advantage and one disadvantage to using individual case conferences.	
14. Name one advantage and one disadvantage to using group case conferences.	
15. What are three of the most important things to review in a case conference?	

