FOCUS ON SUPERVISION
Presenters:

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SETTING THE CONTEXT

- Mapping out the Future
- Common or Emerging Themes
- CPM Resonated
- What Next?
WHAT WE LEARNED

• Challenges
• Compliance Driven
• “Walk the Talk”
• Silos
• Internal Experts
THE DIALOGUE

• Engaging Partners
• The Wish List
• Identifying the Primary Goal
FOCUS ON SUPERVISION

• Taking it to the next level
• Reinforcing Unwavering Commitment
• Accessing the Resources
• Builds on our Progress
• Jerseycentric
NEXT STEPS

- Pairing
- Grand Rounds
- The Launch
- Tracking
The Nuts and Bolts…

• Preparation for Conferencing (30 Minutes)
• Conferencing (45 minutes per case, 2 cases per monthly session.
• Debriefing (30 minutes; co-facilitators)
• One Consultant per two casework supervisors
• Criteria for Case selection.
Each Supervisor, supervises a unit of 5 case workers
Who?

- Conferences include: Case Work Supervisor and Partner (co-facilitators),
- Supervisor and Worker(s) (case presenters)
- Liaisons co-located in office/area
- Additional supervisors, workers, and anyone else you think would be helpful or interested.
Complementary Expertise
Agenda to Conference

1. Present the case (10-15 minutes)
2. Questions and data (5-15 minutes)
3. Brainstorm hypotheses (10 minutes)
4. Select interpretation(s) that guide brainstorming suggestions for next steps (10 minutes)
5. Summarize information and reflect on process (5 minutes)
After the Conference....

• Check in on process
• Share ideas about supervision, case and casework
• Reflect on the partnership
So how did we prepare staff to participate?
• Classroom setting
• Two-day training
  – Day One:

- CASE WORK SUPERVISORS
  - Local Office 1 Manager
- CASE WORK SUPERVISORS
  - Local Office 2 Manager
- CASE WORK SUPERVISORS
  - Local Office 3 Manager
- CASE WORK SUPERVISORS
  - Local Office 4 Manager

Community Provider
What do we teach?
DAY ONE:

• Starting point

DAY TWO

• Local office perspective

• Vulnerabilities in the conference process
Building a Supervisory Model

Try the Plan:
Implement plan and use results as data for next go-round the circle

Data from Experience:
Gather The Story, The Family, The Worker, The Team

Building a Plan:
Based on a) important data, and b) choice of one hypothesis to test.

Analysis from Multiple Perspectives:
Generating ideas and theories

ENGAGING

TEAMING

INTERVENING

ASSESSING

PLANNING

Tracking and Adjusting
Adding more lens to the picture

Try the Plan
- Data from Experience:
  - ENGAGING
  - TEAMING
  - INTERVENING
  - ASSESSING

Build a Plan:
- Multi-Generational Family History
- Analysis from Multiple Perspectives:
  - Substance Abuse
  - Mental Health
  - Trauma
  - Poverty
  - Family Functioning
  - Domestic Violence
  - Health and Development

EMPLOYMENT
- Employment
- Education
- Housing
- Income
- Health Insurance
- Transportation
- Food Assistance
- Child Care
- Legal Services
- Substance Abuse Services
- Mental Health Services
- Trauma Services
- Poverty Services

DEPARTMENT OF CHILDREN AND FAMILIES
The Four ‘C’ s for Learning:

Creating a free and open dialog through:

✓ Comfort
✓ Competency
✓ Control
✓ Consistency
Kolb Learning Styles and Cycle

Kolb’s learning styles

Concrete Experience (Feeling)

Processing how we think about things

Reflective Observation (Watching)

Abstract Conceptualization (Thinking)

Active Experimentation (Doing)

Accommodating (feel and do)
CE/AE

Diverging (feel and watch)
CE/RO

Converging (think and do)
AC/AE

Assimilating (think and watch)
AC/RO

Perception Continuum