



# **FOCUS ON SUPERVISION**

## Presenters:

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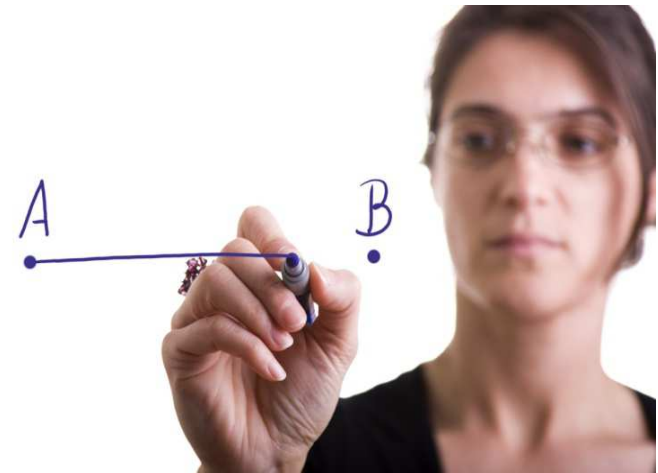
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# SETTING THE CONTEXT

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



# WHAT WE LEARNED

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- Challenges
- Compliance Driven
- “Walk the Talk”
- Silos
- Internal Experts



# THE DIALOGUE

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- Engaging Partners
- The Wish List
- Identifying the Primary Goal



# FOCUS ON SUPERVISION

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



# NEXT STEPS

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- Pairing
- Grand Rounds
- The Launch
- Tracking

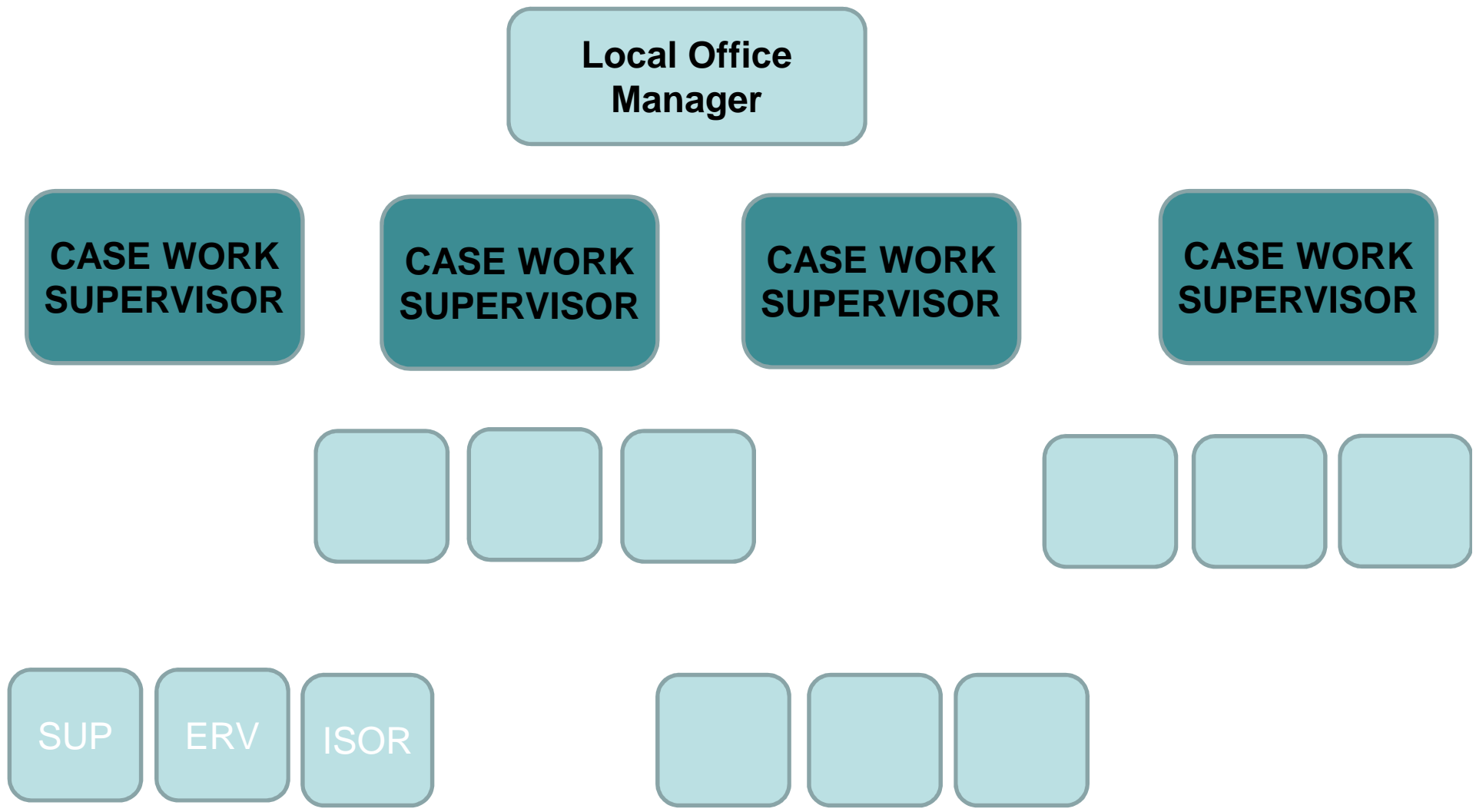




# The Nuts and Bolts...

- 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)

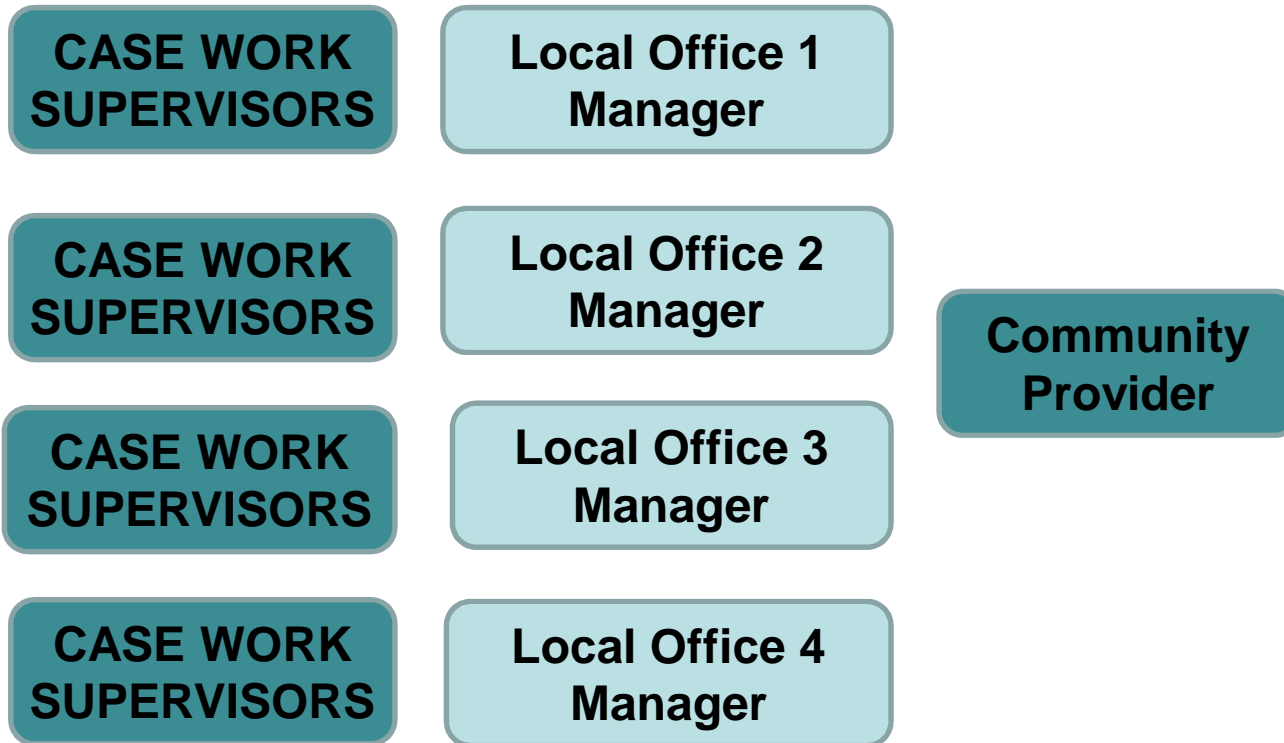
# After the Conference....

- 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 :



Unit Supervisors

Unit Supervisor

Unit Supervisor

Unit Supervisor

Unit Supervisor

Unit Supervisor

Unit Supervisor

Unit Supervisor

Unit Supervisor

Unit Supervisor

Unit Supervisor

Unit Supervisor

**CASE WORK SUPERVISORS**

**CASE WORK SUPERVISORS**

**Local Office 1 Manager**

**CASE WORK SUPERVISORS**

**Community Provider**

**CASE WORK SUPERVISORS**





# What do we teach?

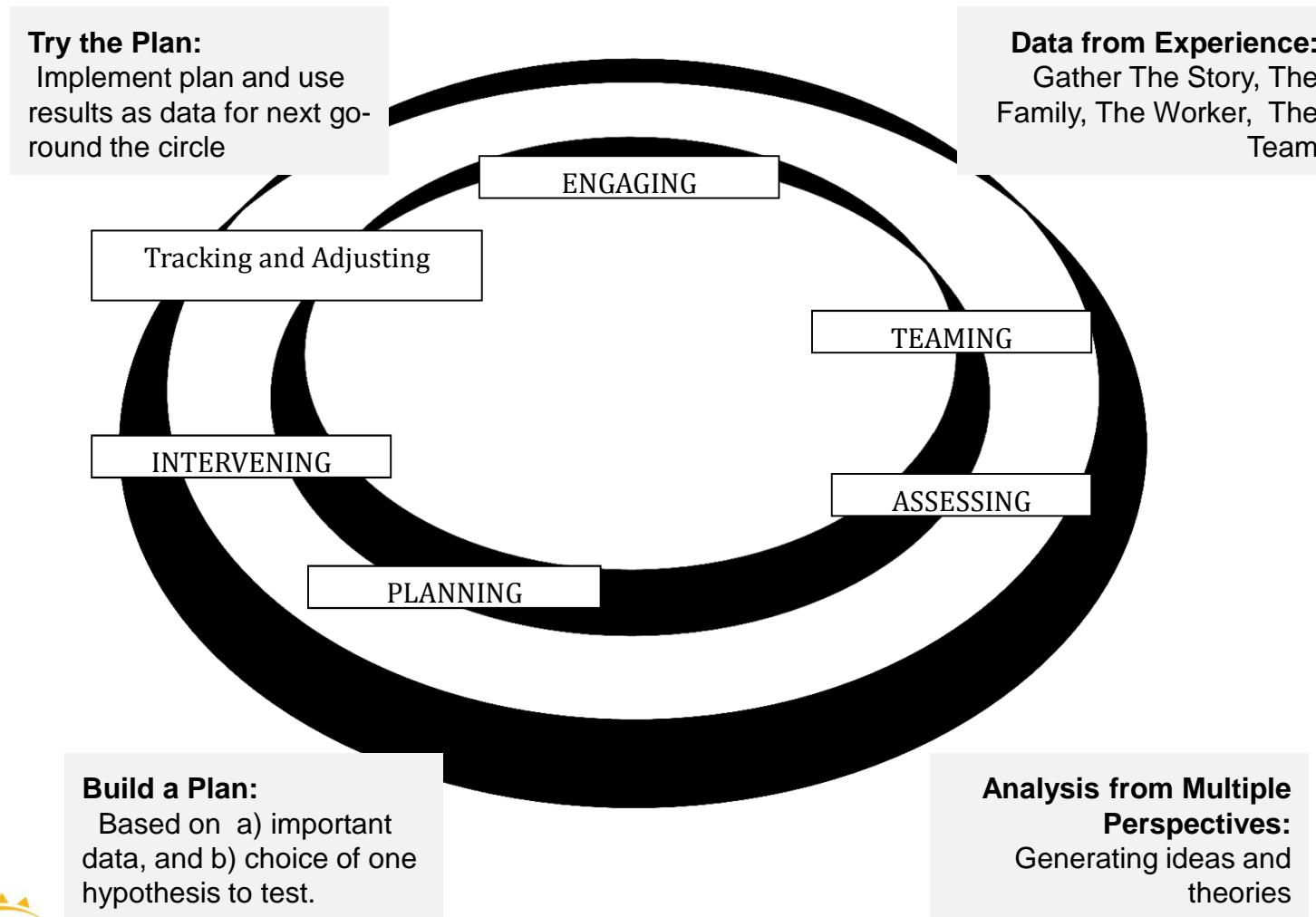
## DAY ONE:

- Starting point

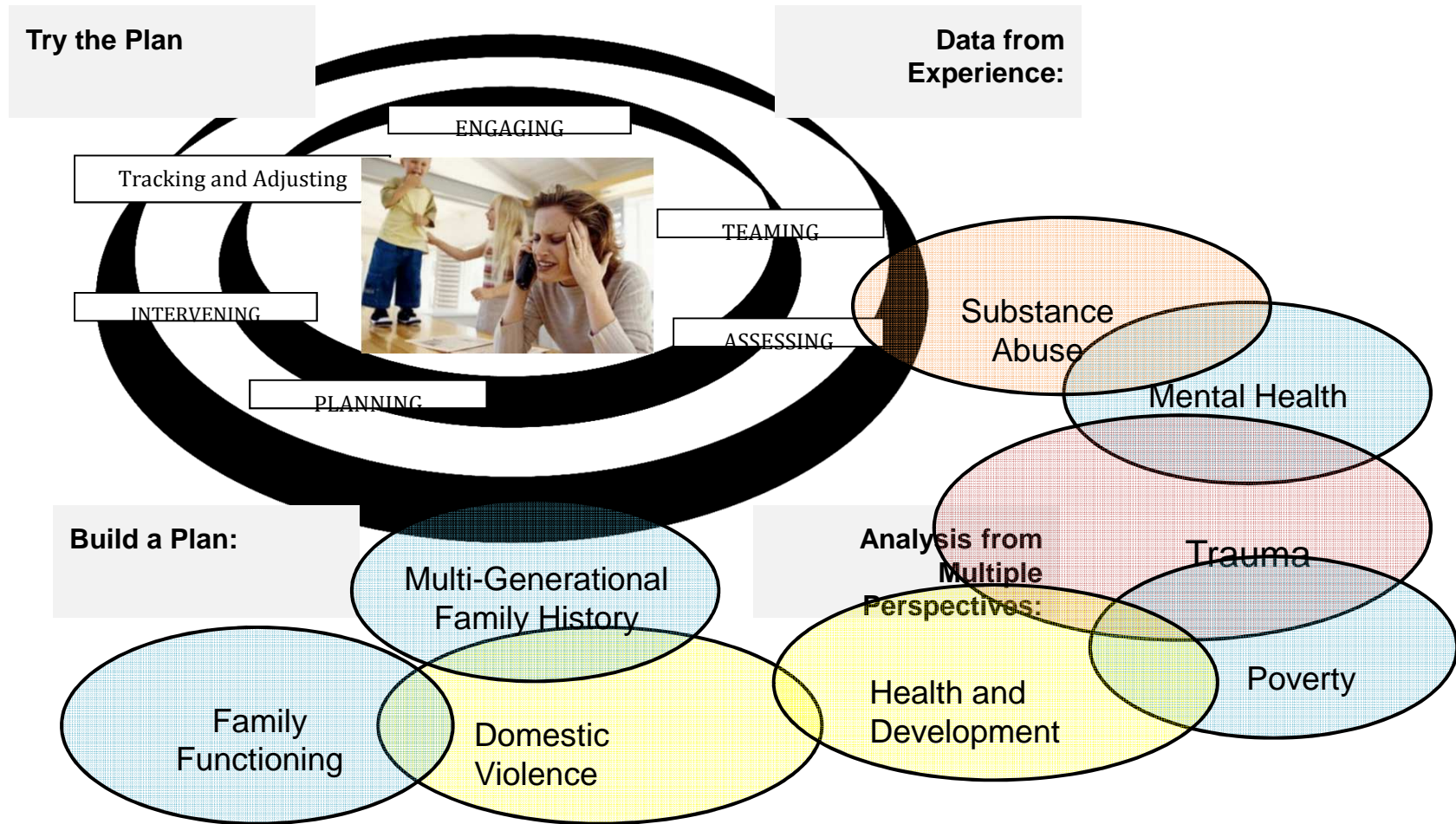
## DAY TWO

- Local office perspective
- Vulnerabilities in the conference process

# Building a Supervisory Model



# Adding more lens to the picture



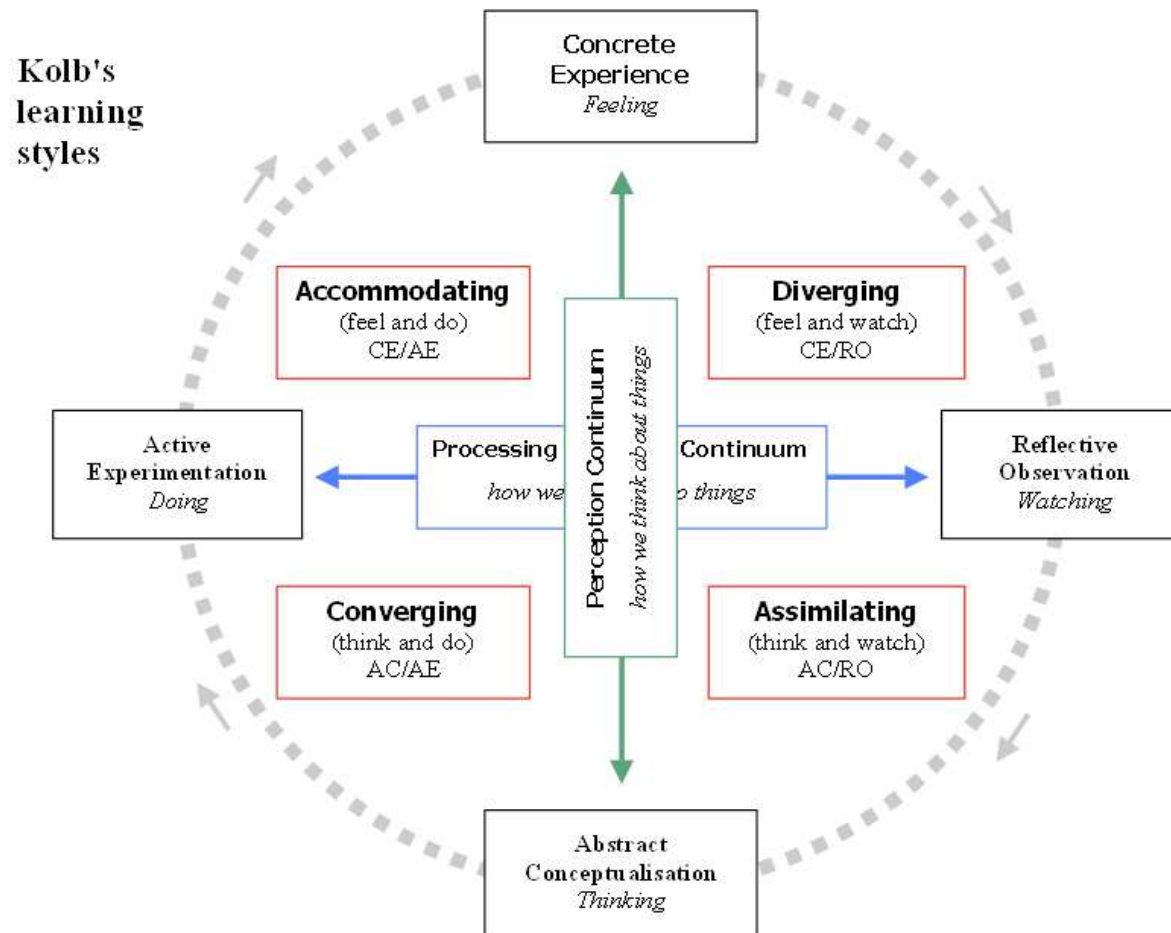
# The Four 'C' s for Learning:

Creating a free and open dialog through:

- ✓ Comfort
- ✓ Competency
- ✓ Control
- ✓ Consistency



# Kolb Learning Styles and Cycle



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