

Executive Summary

Course Title: San Francisco County *Supervisor Consultation Group*

Outline of Training:

Supervisor Consult Groups meet monthly for 2 hours. The primary focus of these groups is to give new supervisors an opportunity to: address a variety of supervisory challenges; to look at issues of self-care; getting management support; setting limits, boundaries and expectations of self. This is a "structured group" led by an experienced Facilitator who utilizes the following Foundations of Supervision principles and how they relate to the 4 supervisory roles (Administrative, Managerial, Educational and Service & Support)

- 1.) establishing expectations*
- 2.) understanding parallel process*
- 3.) applying authority*
- 4.) cultivating Fairness and Equity*
- 5.) tending to teams*

The Group facilitator/BAA Consultant leads group participants as they address supervisory challenges by presenting specific situations in their day to day practice. At the beginning of the session, each supervisor is given an opportunity to present a current and persistent challenge to the group for their input and personal reflections. Using the expertise of the other participant supervisors and the BAA facilitator, participants are guided in an analysis of the problem and a discussion of solutions offered for consideration by the presenting supervisor. Although real case situations are presented to the group, strict confidentiality is observed and workers identities remain anonymous. These group rules have created an atmosphere that allows members to speak openly and candidly in consult group sessions about their own supervisory issues. Throughout the sessions, emphasis is placed on the concepts and principles that are introduced in the Foundations training which are reinforced during the discussions. The 4 roles of supervisors are also delineated as each situation is presented

Target Audience: *San Francisco County Supervisor Consultation Group is prioritized for new Child Welfare Supervisors who have been supervising for less than 6 months.*

Outcome Objectives for Participants:

As a result of participating in the consultation groups, supervisors will be able to:

- 1. Practice, refine and develop their supervisory skills*
- 2. Address supervisory challenges.*
- 3. Talk through day to day situations.*
- 4. Look for resolution.*
- 5. Report progress back to the group*
- 6. Use Foundations concepts and principles. in their work*
- 7. Examine their behavioral style (what works, what doesn't and why)*
- 8. Network with other supervisors who use the same language*
- 9. Support the overriding themes identified in SF, which include such areas as solution focused supervision, family engagement, strength based practice, evidenced based practice, and resiliency.*

Ways that Administrators can support the Transfer of Learning from the classroom to the job...

BEFORE the training

1. Meet with the supervisor to establish goals for the consult group.
2. Review and discuss the executive summary with the supervisee
3. Support Supervisor Development and the continuum of services available to supervisors through the Bay Area Academy, beginning with Foundations of Supervision Training.

AFTER the training

1. As a follow up the initial interview before training, meet with the supervisor once she/he has completed the course to learn how they benefited from participating in Foundations of Supervision training.
2. Find out how workers in their unit and others in the agency will benefit from their new skills.
3. Ask how you might continue to support their continuous growth and development as a supervisor and what new roles and responsibilities they might be ready to accept.
4. Ask how others may benefit from participating in the Foundations for Supervision Training Consult Group