

Child Welfare Supervisory Curriculum

 The National Resource Center for Family Centered Practice 

Improving Recruitment and Retention in Public Child Welfare

The National Resource Center for Family Centered Practice is in the first year of a five-year grant funded by the Children's Bureau of the Administration for Children and Families, U.S. Department of Health and Human Services to develop supervisory curricula focused on improving recruitment and retention factors in public child welfare agencies. The grant represents a university/public child welfare partnership between the University of Iowa School of Social work and the Iowa Department of Human Services. The supervisory curriculum will be ready for piloting in Summer 2004 and will include core competencies instruction for supervisors to improve retention in public child welfare by addressing some of the key organizational factors that affect job satisfaction, employee commitment, and turnover. A special emphasis will be placed on improving recruitment and retention of underrepresented minorities to public child welfare careers.

Organizational Leadership for Recruiting & Maintaining a Diverse Staff

This workshop will explore the role of staffing in developing organizational cultural competency. In particular, issues of organizational preparedness, recruitment, retention and the development of an organizational culture in which people of all backgrounds can thrive, contribute, and develop necessary competencies for a diverse workforce. Participants should bring information about: the demographic make-up of paid and unpaid staff (including volunteers, board of directors), demographics of clients (e.g., service users, patients, customers), and a demographic profile of the community, as well as any general brochures and/or staff-related materials that are currently used in the agency.

Family-Centered Supervision

This two-day supervisory training is designed for those who supervise family-centered practitioners. This program offers an opportunity to analyze the supervisor role systematically from a developmental stage approach, to learn three modes of supervision, and to acquire solutions for the inevitable challenges family workers face. Supervisory and training sessions will be modeled and practiced, and participants will practice problem-solving and worker assessment. An optional third day will focus on time management techniques and maximizing worker potential.

Family-Centered Management

The purpose of this training is to help participants manage change in their own workplaces, in their professional practice, and in that of their colleagues. The workshop targets senior practitioners and managers, and draws on their current experience of managing change. Participants work through the different levels of thinking and negotiation involved in effective change management, and learn to: 1) map the people involved in their work to identify all key players; 2) analyze the nature of the innovation to plan appropriate actions; and 3) understand the context within which they are working, in order to use it to their advantage.

Maximizing Worker Potential

This session offers information, practical tools and peer discussion to aid supervisors in leading their staff through the change process. Areas covered include: creating partnerships for change, tools for identifying strength-based worker competencies, and how to identify and enhance workers' motivation.

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