

Committed to Excellence through Supervision

Module Four: Clinical Practice Supervision

Overview



Conceptual Model of Supervision

This curriculum is part of a ten-day child welfare supervisor curriculum *Committed to Excellence through Supervision*, developed with funding from the Children’s Bureau, Administration on Children, Youth and Families, Administration for Children and Families, U.S. Department of Health and Human Services, Grant #90CT0111

Module IV Trainer Overview Clinical Practice Supervision

The Clinical Practice Supervision module focuses on the supervision of case planning in practice areas which require application of specialized knowledge. Subject matter presentations will be offered to enhance supervisors' knowledge base in the areas of child and adult mental health, substance abuse, and domestic violence. Supervisors will be given the opportunity to assess their staff's competence in four specialized areas -- mental illness, substance abuse, domestic violence and child development – and to develop individual and unit development plans around the clinical competencies.

Module IV also provides an opportunity for reflection and critical thinking about how supervisors can assist workers to make better use of assessment data to design effective interventions and to monitor case progress.

Length of Time: 2 days

Major Content

- Supervising Workers in Planning Interventions and Assessing Change
- Mental Illnesses Affecting Adults
- Mental Illnesses and Behavioral Disorders Affecting Children
- Assessing worker competencies in clinical practice

Learning Objectives:

- Describe ages and stages of typical child and adolescent development
- Describe causes and effects of disruptions to child and adolescent development and how foster care can contribute to or ameliorate these risks
- For major categories of adult mental illness, recognize DSM-IV definitions, symptoms and behavioral indicators, the potential relationship of the illness to child abuse and neglect and parenting capacity, protective factors, screening tools, common fallacies, questions for the professional evaluator, and common treatment options
- Describe major behavioral and mental disorders of children, symptoms and behavioral indicators, screening tools, when to seek professional consultation, and common treatment options

- Identify opportunities and strategies for integrating understanding of child and adolescent development into case plan supervision
- Identify opportunities and strategies for integrating understanding of adult and childhood mental illnesses into case plan supervision
- Identify strategies for effectively using assessment data
- Identify strategies for supervising effective intervention planning and measurement of change
- Engage in self, employee and unit strength/needs assessment in areas of clinical practice

Relevant Supervisor Competencies:

- Stays current in issues facing child welfare such as: substance abuse and current drugs, mental health and psychiatric conditions, abuse and violence, risk assessment methods, safety and risk assessment, neurobiology and trauma, treatment modalities.
- Supervises and coaches for: engaging family members and service team; assessing for safety of child; understanding current situation; planning services to achieve safety; permanency and well-being; securing and assembling resources; implementing plan; monitoring progress and adapting services with on-going safety assessment and planning
- Provides effective on-going clinical consultation
- Demonstrates culturally competent work and develops cultural competence in staff
- Promotes a practice culture that is family-centered, strength based, solution focused child welfare intervention, including family team meetings
- Evaluates clinical performance of staff

Learning Activities for Modules IV:

- **Supervisor Self-Assessment:** Individual activity. Materials needed: Supervisor Behavioral Self Assessment in the Clinical Practice Domain
- **Skit: "Iron Chef: The Child Welfare Challenge"** Materials needed: Large pot and spoon, items representing child welfare problems and services, chef's hat and apron
- **Articulating a Practice Theory:** Table group activity. Using case scenarios, participants map out the problems/causes/intervention/expected results. Materials needed: Handout: Articulating a Practice Theory blank grid.

- **Apply the DSM-IV Axes:** Table activity.

- **Assess Your Staff on Clinical Competencies:** Individual activity.
Materials needed: Child welfare worker competencies and task analyses in the Clinical Domain (in participant manual). Scoring sheets entitled “Individual Worker Assessment by Task Analysis – Clinical Practice Domain” – supervisors will need a separate sheet for every worker on their unit.
 - *This activity requires data entry by training staff, at least for the first two day training. The activity is conducted on Day One, then our staff enter the data for each supervisor into an Excel program and produced color-printed charts by unit and by worker. These charts are distributed on Day Two so that the supervisors can begin Individual and Unit Action Planning.*

 - *Subsequent to the training, supervisors receive their data on a disk (or e-mailed electronically), which gives them access to the Excel program and instructions so that they may continue to use the method in subsequent staff evaluations, and adapt it as they wish.*