



North Carolina Department of Health and Human Services Division of Social Services

325 North Salisbury Street • 2406 Mail Service Center • Raleigh, North Carolina 27603
Courier # 2406

Michael F. Easley, Governor
Carmen Hooker Buell, Secretary

E.C. Modlin, ACSW, Director
(919) 733-3055

May 7, 2001

DEAR COUNTY DIRECTOR OF SOCIAL SERVICES

ATTENTION: **Child Welfare Supervisors**

Subject: *New Supervisor's Training*

This letter announces the upcoming session of *Introduction to Supervision for Child Welfare Supervisors*. This curriculum is a product of the collaboration between the North Carolina Division of Social Services and Resources for Change (RFC), Inc. Sara Jarvis and John Alderson of RFC spent time researching through focus groups, the skills that child welfare supervisors said they needed to be successful managers. This data was incorporated into the curriculum that will be presented during these nine days of training.

The training has a unique format that is learner focused and provides participants with an opportunity to learn from others, share experiences and process applications of the material back in their work setting. This curriculum is divided into three three-day sessions. The first three days focuses on you as a supervisor. Topics covered are learning styles, managing the transition to supervisor, self-care and values and attitudes. The second three-day session focuses on relationships with others. Topics covered are beliefs about others, assessing the learning needs of workers, building independence in workers, evaluation of workers and resilience and resistance. The third three-day session focuses on building a team. Topics covered are group development, team building and effective meetings.

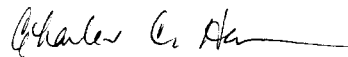
Each session is structured to allow time for participants to write goals for themselves based on the information presented. These goals are self-monitored and personal based on the needs of the individual. When participants in the pilot of this training evaluated the course, the majority commented on how much they were able to take the information and use it in their work setting. Participants have also been signed on to a supervisors group mail that discusses topics of interest and some participate in local supervisor's support groups.

Who Should Attend?

The *Introduction to Supervision for Child Welfare Supervisors* is intended for people who have recently taken on the role of child welfare supervisor. It meets the required fifty-four hours of training for new child welfare supervisors. The training will be conducted in three three-day sessions in the **Cumberland County DSS building**. The dates are June 25-27, 2001; July 25-27, 2001; August 29-31, 2001. Each session will begin at 9:00 a.m. and ends at 4:00 p.m. since this curriculum is part of the training requirements of the Division of Social Services **there is no registration fee**. Agencies are responsible for the travel and per diem costs of their employees. Attendance is limited, so if you register and find you cannot attend, it is extremely important that you call and cancel, so someone else can fill your spot.

To register, please use the registration form on page 42 of the Winter/Spring 2001 Training Calendar. The registration form is to be mailed or faxed to Lou Decker at the Asheville Regional Training Center. This class will be offered again in the fall/winter. Please check the schedule for the dates of the fall/winter training when the calendar is mailed to you in mid-May, 2001. If you need any additional information, contact Joanne Scaturro at the Staff Development Office (919) 733-7672, or Virginia Clark at the Charlotte Regional Training Center at (704) 330-2730.

Sincerely,



Chuck Harris, Chief
Children's Services Section

CH/rbb
CS-09-2001

cc: Joanne Scaturro
Rebecca Brigham
Connie Polk