



North Carolina Department of Health and Human Services  
Division of Social Services  
Children's Services Section  
2406 Mail Service Center  
Raleigh, North Carolina 27699-2406  
Courier # 56-20-25

Michael F. Easley, Governor  
Carmen Hooker Buell, Secretary

Pheon E. Beal, Director  
(919) 733-3055

August 17, 2001

DEAR COUNTY DIRECTOR OF SOCIAL SERVICES:

ATTENTION: Child Welfare Supervisors

SUBJECT: *"Supervisor as Teacher" and "Motivating Staff" Trainings*

This letter announces two upcoming training events for supervisors in child welfare entitled, **"Supervisor as Teacher" and "Motivating Staff"**. The curriculums are products of the collaboration between the North Carolina Division of Social Services and Resources for Change (RFC). Sara Jarvis and John Alderson of RFC designed and will be delivering both trainings.

**"Supervisor as Teacher"** is designed to address the complex roles supervisors play in the ongoing learning of those they supervise. Supervisors are the primary teachers workers encounter in their daily work lives. Supervisors play a key role in the development of a skilled workforce which is knowledgeable about policy and procedures, capable of managing a difficult caseload, and clear about their own strengths and challenges.

This training will provide information as well as opportunities to build teaching skills by practicing new approaches to teaching and learning. Participants will be expected to bring their own experiences – as teachers and as learners – to the group and will be encouraged to share their own successes and challenges as teachers of workers. This event is being held at the Greensboro Regional Training Center on October 9 & 10, 2001. Each session will begin at 9:00 AM and end at 4:00 PM.

**"Motivating Staff"** is designed to assist supervisors with understanding employee motivation – their own and their staff's. It will explore the concept of motivation with an eye toward both internal and external factors that can support (or undermine) staff motivation. Participants will participate in small group discussions and will work with partners to develop approaches for use with individual staff and with groups of staff. Participants will leave with a concrete plan for

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addressing motivation issues in their units. This event is being held at the Charlotte Regional Training Center on November 5 & 6, 2001, from 9:00 AM to 4:00 PM.

**Who Should Attend?**

The trainings are intended for supervisors of workers in county-based agencies providing child protection, adoption, foster care, independent living, and adolescent parenting. **Staff will receive 12 contact hours per training event credited toward the 24 hour continuing education requirement.** There is no registration fee, but agencies are responsible for the travel and per diem cost of their employees.

Space is limited, so please register by completing the registration form found on page 46 of the Summer/Fall 2001 Training Calendar or on-line at <http://childrensservices.dhhs.state.nc.us>. See tables below for information on registration closing dates and contact personnel. If you need additional information, contact Rebecca Brigham at the Staff Development Office (919) 733-7672 or e-mail [Rebecca.Brigham@ncmail.net](mailto:Rebecca.Brigham@ncmail.net)

<b>Dates of Training</b>	<b>Location</b>	<b>Registration Opens</b>	<b>Registration Closes</b>	<b>Register With</b>
October 9-10, 2001	Greensboro	Immediately	September 25, 2001	Elaine Highsmith Greensboro Center Fax: (336) 334-3936
November 5-6, 2001	Charlotte	Immediately	October 15, 2001	Bonnie English Charlotte Center Fax: (704) 330-2734

Sincerely,



Charles C. Harris, Chief  
Children's Services Section

Rbb/men

**CS-32-2001**