



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

Pat McCrory  
Governor

Aldona Z. Wos, M.D.  
Ambassador (Ret.)  
Secretary DHHS

Wayne E. Black  
Division Director

April 1, 2014

**DEAR COUNTY DIRECTOR OF SOCIAL SERVICES**

**ATTENTION: CHILD WELFARE DIRECTORS, PROGRAM MANAGERS AND SUPERVISORS**

**SUBJECT: LEADERSHIP OPPORTUNITY FOR CHILD WELFARE SUPERVISORS**

The North Carolina Division of Social Services is committed to strengthening child welfare supervision. This was initially identified in development of the 2007 Program Improvement Plan in response to the Federal Child and Family Services Review. The work group continued its work with assistance from the National Child Welfare Resource Center on Organizational Improvement and developed a strategic plan to enhance supervision. In 2012, the group developed a Charter to focus the groups' vision and reorganize into a collaborative effort between the Division, universities, and line supervisors across the state as the Child Welfare Supervision Advisory Committee (CWSAC).

The Child Welfare Supervision Advisory Committee (CWSAC) is dedicated to the improvement of supervision in the field of child welfare in North Carolina. The field of public child welfare is increasingly focused on supervision as a strategy for improving practice and outcomes. Supervisors' involvement and support is crucial to introduce and achieve systemic change. CWSAC envisions supervisors as skilled practice change agents who improve child welfare services in North Carolina by promoting best practices, consistency, job satisfaction and retention, and thereby improving achievement of positive outcomes for children and families.

Across the United States, it is clear that Child Welfare Supervisors are the most stable element of the child welfare system. They are the keepers of any agency's culture and that to introduce and achieve systemic change, their involvement and support is crucial. Child Welfare Supervisors are the key to improved child welfare practice. They enhance the critical thinking skills of social workers. They model evidence-informed practice to guide outcomes and they establish an organizational culture in which they support staff learning..

The CWSAC is looking for new members that are motivated, innovative and willing to accept the challenge to help change the face of Child Welfare Supervision in North Carolina. The CWSAC meets quarterly at venues across the state. In addition, there are monthly conference calls of the work groups. Any person interested in joining the committee must commit to participation in these meetings. Members are also asked to commit to a specific work group and there may be tasks they will be asked to complete between meetings. Current work groups include: Practice and Performance Feedback; Supervisors Role in Staff Skill Development, Professional Growth and Transfer of Learning; Management of Traumatic Stress; and Supervisors Use of Data to Support Evidence Informed Practice. New members will be asked to commit to the committee for a period of 2 years.

Child Welfare Services

[www.ncdhhs.gov](http://www.ncdhhs.gov) • [www.ncdhhs.gov/dss](http://www.ncdhhs.gov/dss)

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Participation requires approval from the agency Director. Attached is the CWSAC Charter and the Director's approval letter. If interested, send the approval letter and contact information to Bridget Happney, Committee Co-Chair, at [Bridget.Happney@mecklenburgcountync.gov](mailto:Bridget.Happney@mecklenburgcountync.gov) or to Janet Thursby with the Division at [janet.thursby@dhhs.nc.gov](mailto:janet.thursby@dhhs.nc.gov).

Sincerely,

A handwritten signature in blue ink that reads "Kevin Kelley". The signature is written in a cursive style with a large initial "K".

Kevin Kelley, Chief  
Child Welfare Services

Attachment (1):  
The Charter of the North Carolina Child Welfare Supervision Advisory Committee

cc: Wayne Black  
Kathy Sommese  
Hank Bowers  
Children's Program Representatives  
Work First Program Consultants  
Local Business Liaisons

CWS-09-2014