

North Carolina Supervisors Office Hours for Practice Standards

Welcome!

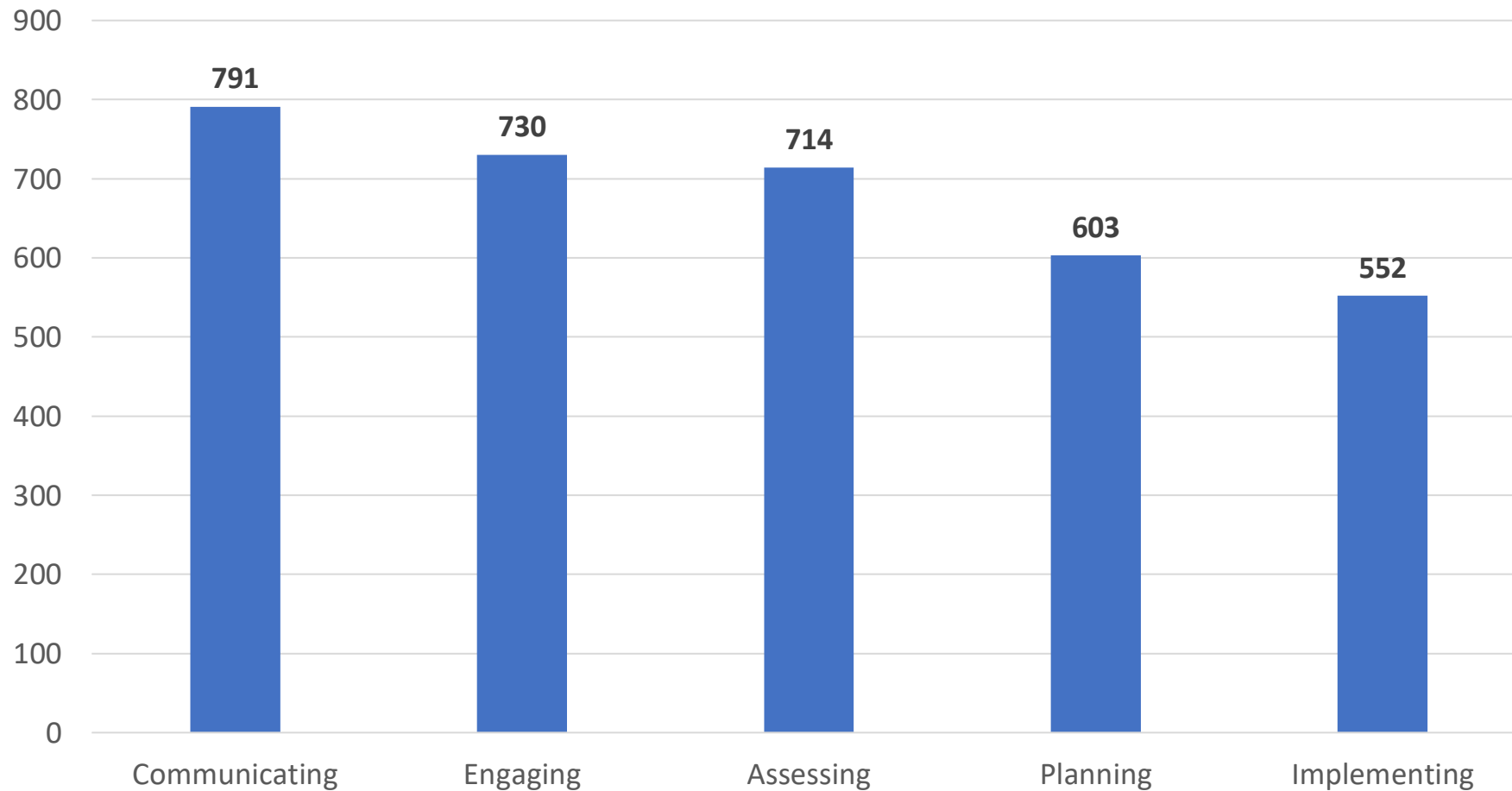
Please:

- Turn your camera on
- Introduce yourself in the chat
- Be prepared to have an engaging conversation

Supervisor Training Completions



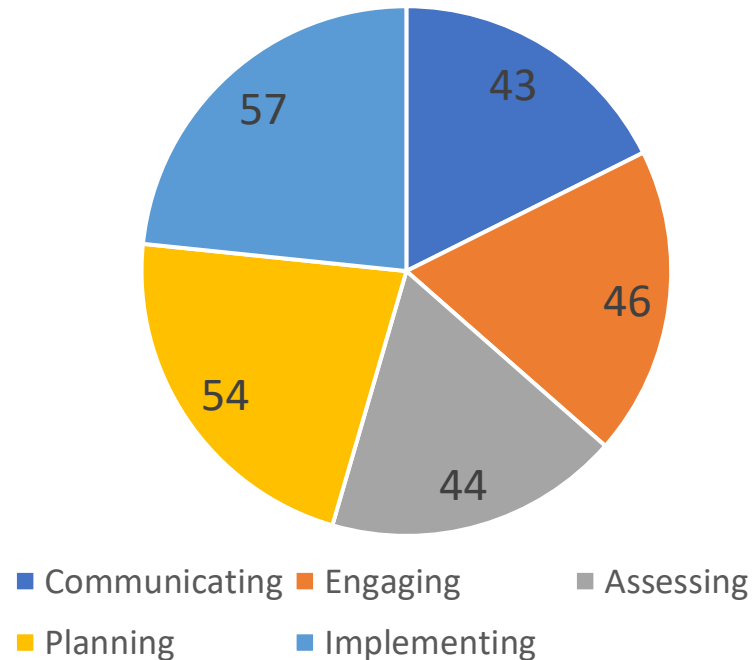
Total Completions through 12/31/2022



Supervisor Evaluation Highlights

From the Supervisors Trainings Completed December 2022:

Number of Trainings Completed in December 2022 by Type



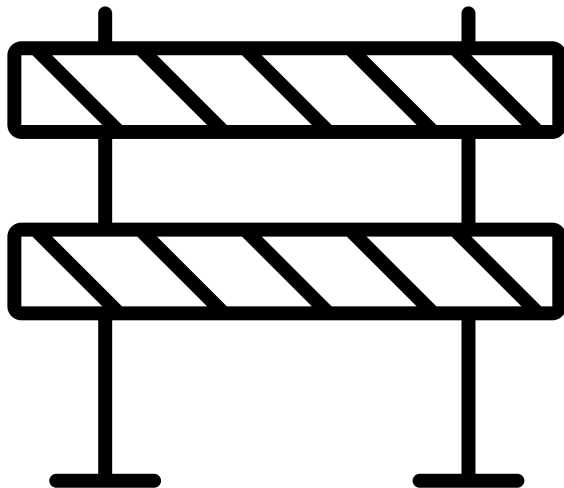
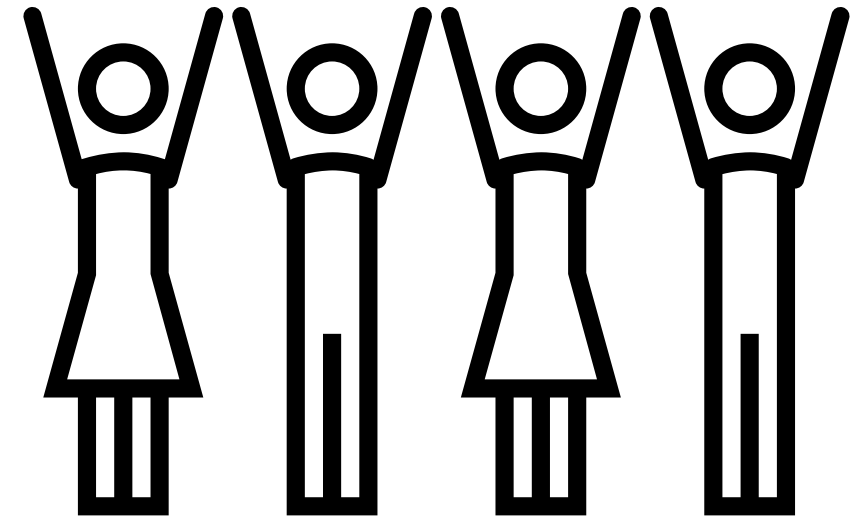
Feedback on Assessing Module Taken in December 2022

“This training was well-rounded & wholistic, in the approach towards a sound & information filled assessment”

“Information-filled training, that is HIGHLY beneficial!”

“It assisted with tools on how to coach employees”

Using the Chat, share where you think workers excel and struggle when it comes to assessing



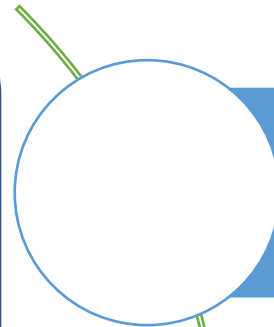
Gathering and synthesizing information from children, families, support systems, agency records, and persons with knowledge to determine the need for child protective services and to inform planning for safety, permanency, and well-being. Assessing occurs throughout child welfare services and includes learning from families about their strengths and preferences.



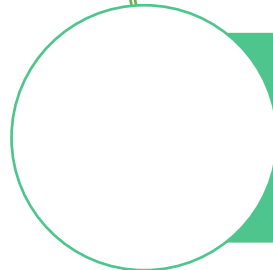
Assessing as a Supervisor

Assessing as a Supervisor

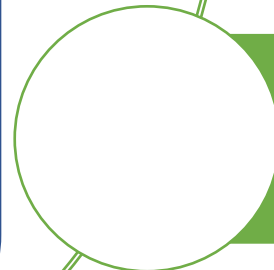
Supporting and facilitating the gathering and synthesizing of information from children, families, support systems, agency records, and persons with knowledge to determine the need for child protective services and to inform planning for safety, permanency, and well-being. The supervisor encourages thorough assessing throughout child welfare services, which includes learning from families about their strengths and preferences.



Coaching workers to Gather and Review History



Developing worker skill and capacity to identify needed information and conduct assessment activities



Facilitating critical thinking skills through regular consultation resulting in synthesized information that informs decision making

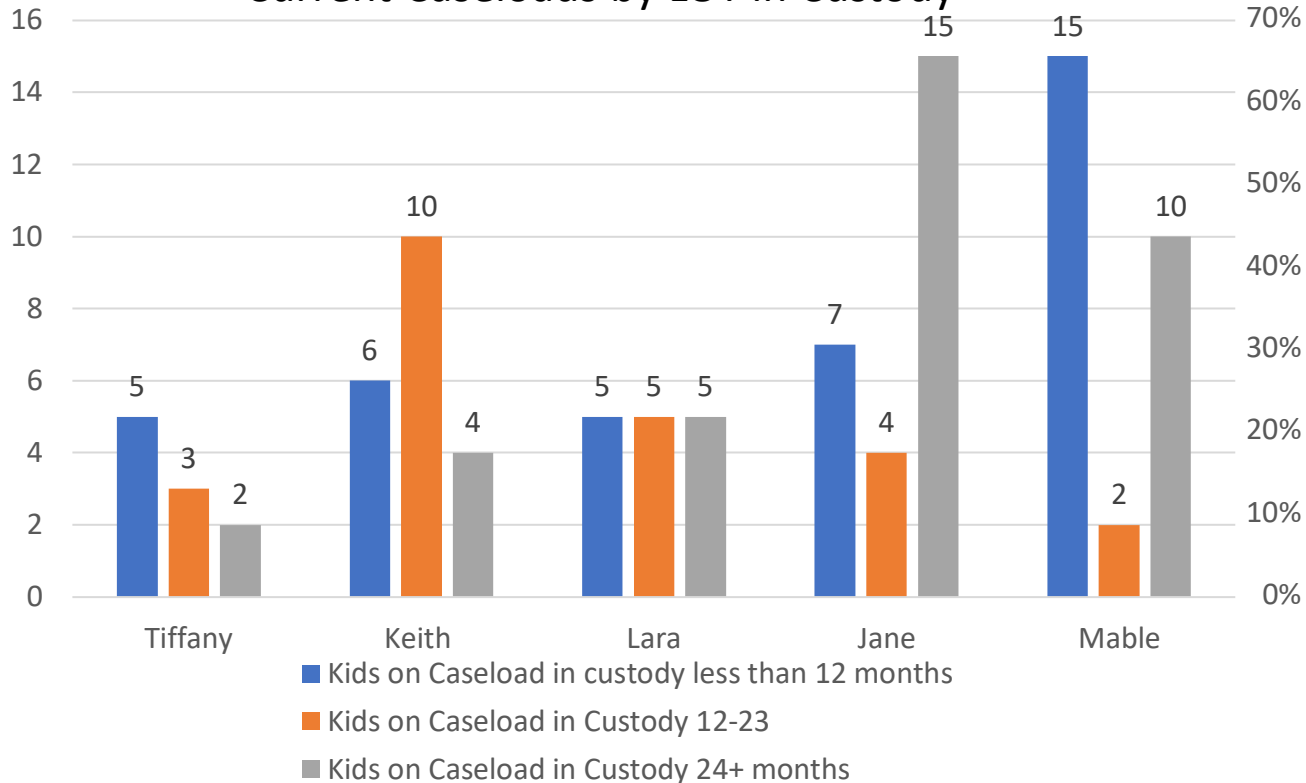
Big Group Discussion

- **What are some strategies you have tried that have been successful in developing worker skill in:**
 - **Conducting assessment activities?**
 - **Utilize critical thinking?**
 - **Synthesizing information?**

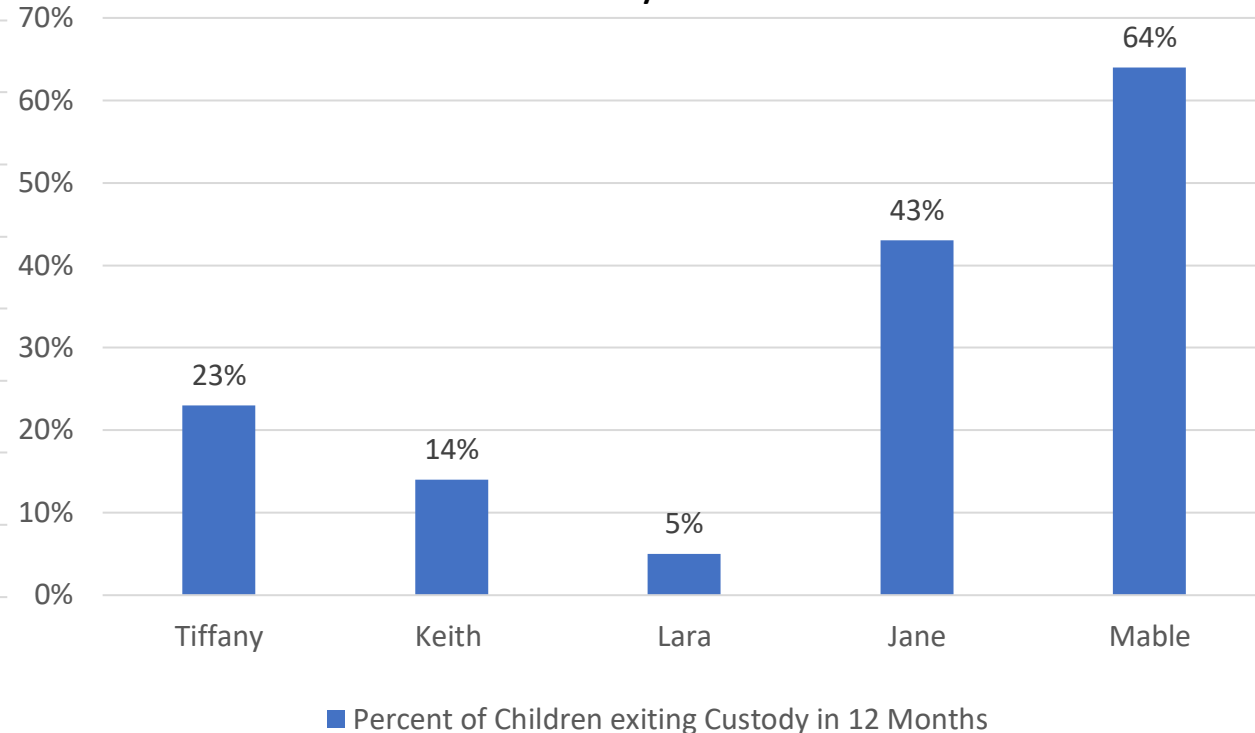
Assessing Activity

Scenario: You are a supervisor in a child welfare agency. Your county director is concerned about permanency rates dropping so you pulled the following data for your unit. You are planning to discuss this with each team member in your next staffings:

Current Caseloads by LOT in Custody



Exits to Permanency in the Last Year



Assessing Activity

Breakout Groups: What does this data tell you?

What jumps out to you with the data?

What additional questions would you ask each of your staff?

What other information might you want to try and figure out root causes?

Report Out:

What are some of the questions you developed for each of your staff?

Reflection and Action Steps:

This activity was to show a parallel process with how workers should gather information, synthesize and use critical thinking.

What did you learn about how you assess that can inform how you support workers assess information they gather?