

NCWWI RESOURCE LIST: SUPERVISION

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Websites/Webpages	<ul style="list-style-type: none"> ◆ Child Welfare Information Gateway: Supervising Child Welfare Services ◆ National Child Welfare Resource Center for Organizational Improvement: Supervisory Training Project ◆ National Resource Center for Permanency & Family Connections: Child Welfare Administration & Supervision
Reports, Newsletter Articles & Overviews	<ul style="list-style-type: none"> ◆ Building a Model and Framework for Child Welfare Supervision ◆ Striving for Excellence in Supervision ◆ Supervision: The Key to Strengthening Practice in Child Welfare
Guides, Manuals & Tools	<ul style="list-style-type: none"> ◆ Child Abuse & Neglect User Manual Series: Supervising Child Protective Services Caseworkers ◆ Linking Evidence to Child Welfare Supervision: A Guidebook for Supervisors ◆ SMARRT Manual: Strategies Matrix Approach to Recruitment & Retention Techniques ◆ Staff Retention in Child and Family Services <ul style="list-style-type: none"> ○ Workbook 1: The Role of Leaders in Staff Retention ○ Workbook 2: The Practice of Retention-Focused Supervision ○ Workbook 3: Working with Differences ○ Workbook 4: Communication Skills ○ Workbook 5: The First Six Months ○ Workbook 6: Recruiting and Selecting the Right Staff in Child and Family Service ◆ Staying Power! A Supervisor's Guide to Retention ◆ Supervisor Developmental Planning & Support Toolkit
Curriculum/ Training Materials	<ul style="list-style-type: none"> ◆ Child Welfare Caseworker Competency Based Screening Curriculum ◆ Coaching for Excellence ◆ Committed to Excellence through Supervision ◆ Ethics in Child Welfare Supervision ◆ Frontline Supervision: Where the Action Is ◆ Key to Success: Transfer of Learning - A Tool for Child Welfare Supervisors ◆ Leadership Academy for Supervisors (LAS) ◆ Promoting Structured Clinical Casework Supervision in Child Welfare: Curriculum Outlines & Selected Materials ◆ Results Oriented Management in Child Welfare

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	<ul style="list-style-type: none"> ◆ Strength-Based, Solution-Focused Supervision ◆ Supervising for Comprehensive Relative Identification and Exploration ◆ Supervisory Issues & Knowledge Related to Substance Abuse ◆ Supervisory Issues & Knowledge Related to Case Planning & AOD Use/Abuse ◆ Supervisory Skills ◆ Supervisory Training: Putting the Pieces Together ◆ Supervisory Training to Enhance Permanency Solutions (STEPS) ◆ The Preparatory and Beginning Phases of Child Welfare Supervision ◆ Tools of the Trade: Preparation for Supervision, Facilitator's Handbook ◆ Training Series: Staff Retention in Child & Family Services ◆ Workplace Management & Child Welfare Policy, Planning & Administration
State/Local Examples	<ul style="list-style-type: none"> ◆ A Supervisor's Guide to Assessing Practice (New York) ◆ Arkansas Mentoring Supervisors Project: Final Report ◆ Building a System of Sustainable Supports for Child Welfare Supervisors (NCIC Project: New York) ◆ California Common Core Curricula for CW Supervisors - Supervisor Core: CW Policy & Practice for Supervisors (Trainer's Guide) ◆ Developing the Supervisor's Capacity to Assist Staff in Transforming Learning Into Practice (Trainer's Guide) (Wisconsin) ◆ Enhancing Supervisory Capacity to Support & Sustain the New DCF Integrated Casework Practice Model (NCIC Project: Massachusetts) ◆ OCFS Common Core: Supervisor's Guide (New York) ◆ Social Services Supervisor's Handbook (Georgia) ◆ Substance Abuse Training - Understanding Substance Use Disorders, Treatment and Family Recovery: A Guide for Child Welfare Professionals (Supervisor Handbook) (Utah) ◆ Supervision and Mentoring in Child Welfare Services (Wisconsin) ◆ Supervisor & Mentor Guide FY 2012 (Oklahoma) ◆ Supervisor's Guide to Implementing Family Centered Practice (Mississippi) ◆ Survey of Supervisory Practices and Roles (California)
Books & Book Sections	<ul style="list-style-type: none"> ◆ Alwon, F., Steib, S., & Schmidt, B. (2009). <i>On the job in child welfare: Recruiting, retaining, and supporting a competent workforce</i>. Washington, DC: Child Welfare League of America.

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	<ul style="list-style-type: none"> ◆ Austin, M. J., & Hopkins, K. M. (Eds). (2004). <i>Supervision as collaboration in the human services</i>. Thousand Oaks, CA: Sage Publications, Inc. ◆ Potter, C. C. & Brittain, C, R. (2009). <i>Child welfare supervision: A practical guide for supervisors, managers and administrators</i>. New York, NY: Oxford University Press.
Presentations	<ul style="list-style-type: none"> ◆ Strengthening Child Welfare Supervision: A Participatory Design Process ◆ Strengthening Supervision ◆ Supervisors as Leaders of Practice Change: Tools & Approaches
Journal Articles & Dissertations	<ul style="list-style-type: none"> ◆ Atukpawu, G., Mertinko, E., Graham, E., & Denniston, J. (2012). Supervisor training to support principle-driven practicewith youth in foster care. <i>Children & Youth Services Review</i>, 34(4), 680-690. ◆ Ausbrooks, A.R. (2011). Why child welfare supervisors stay. <i>Journal of Religion & Spirituality in Social Work</i>, 30(4), 358-384. ◆ Bogo, M., & Dill, K. (2008). Walking the tightrope: Using power and authority in child welfare supervision. <i>Child Welfare</i>, 87(6), 141-157. ◆ Bride, B.E. & Jones, J.L. (2006). Secondary traumatic stress in child welfare workers: Exploring the role of supervisory culture. <i>Professional Development: The International Journal of Continuing Social Work Education</i>, 9(2), 38-43. ◆ Burkard, A.W., Johnson, A.J., Madson, M.B., Pruitt, N.T. (2006). Supervisor cultural responsiveness and unresponsiveness in cross-cultural supervision. <i>Journal of Counseling Psychology</i>, 53(3), 288-301. ◆ Calahane, H., & Sites, E.W. (2008). The climate of child welfare employee retention. <i>Child Welfare</i>, 87(1), 91-114. ◆ Cearley, S. (2004). The power of supervision in child welfare services. <i>Child & Youth Care Forum</i>, 33(5), 313-327. ◆ Chen, S., Scannapieco, M. (2010). The influence of job satisfaction on child welfare worker's desire to stay: An examination of the interaction effect of self-efficacy and supportive supervision. <i>Children & Youth Services Review</i>, 32(4), 482-486. ◆ Chenot, D., Benton, A.D., & Kim, H. (2009). The influence of supervisor support, peer support, and organizational culture among early career social workers in child welfare services. <i>Child Welfare</i>, 88(5), 129-147. ◆ Claiborne, N., & Lawson, H.A. (2011). A two-site study of consultation to develop supervisory teams in child welfare. <i>Administration in Social Work</i>, 35(4), 389-411. ◆ Clark, S., Gilman, E., Jacquet, S., Johnson, B., Mathias, C., Paris, R., & Zeitler, L. (2008). Line worker, supervisor, and manager perceptions of supervisory practices and tasks in child welfare. <i>Journal of Public Child Welfare</i>, 2(1), 3-32. ◆ Collins-Camargo, C. (2006). Clinical supervision in child welfare: Themes from findings of a multisite study.

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- ◆ Collins-Camargo, C., & Kelly, M. (2007). Supervisor as informal mentor: Promoting professional development in public child welfare. *The Clinical Supervisor*, 26(1/2), 127-146.
- ◆ Collins-Camargo, C., & Millar, K. (2010). The potential for a more clinical approach to child welfare supervision to promote practice and case outcomes: A qualitative study in four states. *Clinical Supervisor*, 29(2), 164-187.
- ◆ Collins-Camargo, C., & Roysse, D. (2010). A study of the relationships among effective supervision, organizational culture promoting evidence-based practice, and worker self-efficacy in public child welfare. *Journal of Public Child Welfare*, 4(1), 1-24.
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