

APPENDIX #7
CHILD WELFARE SUPERVISORY ACADEMY
CERTIFICATE PROGRAM
CRITERIA FOR PARTICIPATION

Background:

Certification is based upon demonstrated mastery of core supervisory competencies rather than simply completion of classroom hours. To accomplish this, the process needs to be fair and build in protections against subjectivity in assessment, while also fostering an environment of self- and other- assessment. No supervisor will be denied certification based on circumstances beyond his/her control: in the 360 degree assessment, systems impact will be considered (reallocation of staff to new units, disgruntled employee within unit) while balancing the goal of ensuring a standard of performance meriting certification.

Assessment, feedback and development:

Assessment and feedback will be provided throughout the certificate program. Each supervisor will be assigned a team of three Field Consultants. CWII will collect data to track and document the process.

Selection:

Two slots per district and Central Office will be available. Two additional individuals will be selected at the discretion of Central Office for a total of twenty slots in each cohort group. Supervisors with at least two years of supervisory experience in good standing, i.e. no recent disciplinary or corrective actions, will be eligible. Individuals interested in participating will complete an application form for the approval of their direct supervisor. PAs will recommend a maximum of two participants (and potentially two alternates) to Central Office management for their decision and selection.

Certification:

- Completion of core required courses to the satisfaction of the program requirements (i.e. assignments completed, attendance at required proportion of training day)
- Completion of Self Assessment Inventories including Types, Learning Styles, Conflict Management, Communication and Locus of control/sphere of influence.
- On-going self assessment of competencies and completion of professional development planning tool
- Completion of guided practice (including videotaped case review with caseworker, unit meeting)
- Meetings with Field Consultants
- Outcomes under ASFA and CFSR within acceptable range
- Satisfactory response on 360° assessment
- Evidence of ability to process, reflect on and integrate feedback from Field Consultants and instructor.