

NARRATIVE/LESSON PLAN

Day 5

Module 3: Re-Assessment of Team Skills

Time: 1 hour

Rationale: One of the primary challenges of supervision is to provide leadership and guidance to caseworkers relative to accomplishing CFC, team, and case-specific goals. Supervisors promote the achievement of these goals by ensuring that their caseworkers develop professional helping relationships with clients, through engagement, accurate assessment of both strengths and change readiness. In order for supervisors to attune their skills to the needs and strengths of each worker, they must employ coaching strategies and ultimately have the opportunity to plan and implement this process with an identified worker.

Learning Objectives:

1. Identify change in degree of skill in practice areas for the team.
2. Identify areas of need for further skill development and training.

Activities

1. Distribute skills assessment form to each supervisor and have him/her re-evaluate degree of skill in each area for the team as a whole.
1. Discuss the findings of supervisors in this second assessment process. Have supervisors identify specific areas of need for training refresher courses (monthly refreshers through grant).
2. Develop Implementation Strategies for training concepts from Day 5 modules.
3. Distribute Supervisor Training Post-Test and have supervisors complete before they leave.

Materials

1. Foundation Skills to Assessment and Case Planning Evaluation Form
2. Training Refresher Topics
3. Implementation Strategies worksheets for Day 5 modules
4. Supervisor Training Post-Test

Trainer's Instructions

1. **Introduce the module by presenting the purpose and objectives.**
2. **Summarize supervisor training points using summary slides.**
3. **Distribute and complete Implementation Strategy Worksheets for Day 5 modules of training.**
4. **Distribute supervisor Training Refresher Topics Worksheet. After supervisors have identified topics, ask them to report the major skills they learned or want to work on.**
5. **Distribute supervisor post-training tests and allow supervisors time to complete.**
6. **Thank supervisors for participation and dismiss group.**