The Wraparound Supervision Seminar:  
Supervision in Family and Person Centered Practice

Talented staff are often – rightly – promoted to supervisory positions. For many, it’s a difficult transition. The skills and character attributes that got them promoted remain vital but they must acquire an entirely different set of skills to succeed in their new roles as leaders.

The nature of Wraparound and other community-based services makes supervision complicated. It’s not easy to supervise employees who work in the community rather than in more traditional office and environment-based treatment settings. It places a new level of responsibility on supervisors who want to monitor staff activities, support their efforts and teach them complex skills.

The purpose of the Supervision Training is to help supervisors learn the skills they need to manage challenging situations and think both quickly and effectively “on their feet” and help staff achieve positive results with the people they serve, all with an emphasis on their professional development.

Participants will:
- Complete a 3 part Self-Assessment for Supervisors
- Create an Individualized Professional Development Plan (IPDP) that reflects their learning and skill acquisition priorities
- Master the skills and tools to develop similar plans with staff through a collaborative performance evaluation process
- Increase their supervision and clinical skills
- Design systems to collect the information they need to evaluate and manage their programs
- Focus on how they can best participate in systems of care as leaders, stakeholders and advocates for staff, young people, consumers and families.

To reserve your space at the Wraparound Supervision Seminar, contact Mary Grealish at mary@wraparoundsolutions.com or 412-918-1511

Community Partners, Inc.
240 Prospect Street
Pittsburgh, PA 15211

Phone: 412-918-1511
www.wraparoundsolutions.com
www.supervisionsolutions.com
E-mail: mary@wraparoundsolutions.com

Breakfast, lunch, an afternoon snack and some transportation will be provided as part of the training. The meetings will occur on scenic Mount Washington, overlooking downtown Pittsburgh.

Seminar tuition: $980
The Wraparound Supervision Seminar: Supervision in Family and Person Centered Practice

Agenda

Day 1 - October 24
9:00 - 10:30 The Self-Assessment for Supervisors; Discussion of participants' learning priorities and identification of relevant resources within the Supervision Curriculum
10:30 - 10:45 Break
10:45 - 12:15 Fundamentals of supervision: supervision principles; supervisors, staff and professional relationships
12:15 - 1:00 Lunch
1:00 - 2:30 Responding to employee behavior
2:30 - 2:45 Break
2:45 - 4:30 Employee scenarios for discussion: policies, procedures and action plans

Day 2 - October 25
9:00 - 10:30 Employee Strengths and Needs Assessment;
10:30 - 10:45 Break
10:45 - 12:15 Evaluating work products; helping staff manage their boundaries in relationships; off-site supervision for community based programs
12:15 - 1:00 Lunch
1:00 - 2:30 Staff selection and retention
2:30 - 2:45 Break
2:45 - 4:30 Using the Collaborative Assessment for Supervisors and Employees, creating an Individualized Professional Development plan with an employee

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Eileen Mary Grealish, M.Ed.
Agenda

Day 3 - October 26
9:00 – 10:30  Tailoring the Collaborative Assessment and the Self-Assessment for Supervisors to fit your program
10:30 – 10:45  Break
10:45 – 12:15  Systems of care; the role of supervisors in systems of care, understanding treatment intensity in relation to the restrictiveness of treatment settings
12:15 – 1:00  Lunch
1:00 – 2:30  Modifying a categorical program
2:30 – 2:45  Break
2:45 – 4:30  Supervisors and information: developing a critical incident reporting system; what information to gather and how to gather it; developing simple, practical evaluation systems
4:30 – 6:00  Hors d'oeuvres, beverages and social networking

Day 4 - October 27
9:00 – 10:30  Treatment and service planning
10:30 – 10:45  Break
10:45 – 11:45  Crisis, safety and transition planning
11:45 – 12:30  Creating your Individualized Professional Development Plan
12:30 – 2:00  Working lunch (Advanced clinical analysis)
The training includes the following “Take-Aways” for participants to use in their programs:

- The Supervision Curriculum for Family and Person Centered Practice. This 700 page series includes 4 volumes, 101: Fundamentals of Supervision, 201: Self and Collaborative Assessment, Performance Evaluation and Professional Development Planning, 301: The Clinical Track and 401: Supervisors in Systems of Care
- The Self-Assessment for Supervisors, a tailorable 4 part tool to help supervisors identify learning and skill acquisition priorities across the areas of supervision skills, program values and principles, job skills and activities for Wraparound and similar approaches and policy, procedure and best practice
- Options to tailor the Self-Assessment for Supervisors
- The Collaborative Assessment for Supervisors and Employees, a tailorable 4 part tool to facilitate the performance evaluation process across the areas of employee behavior, program values and principles, job skills and activities for wraparound and similar approaches and policy, procedure and best practice
- Options to tailor the Collaborative Assessment for Supervisors and Employees
- Individualized Professional Development Plan formats for supervisors and employees
- Employee Strengths and Needs Assessment
- Employee Motivation Worksheet
- Employee Skill Acquisition Worksheet
- Format for evaluating treatment and service plan and record review
- Employee Selection Interview including scenarios to capture potential employees’ reactions to situations and assess their writing skills
- Critical incident Reporting System
- Time Management Training (for use with employees)
- Crisis Planning Training, Crisis Plan format and Crisis Plan Evaluation Tool (for use with employees)
- Safety Planning Training (for use with employees)
- Transition Planning Training and Transition Plan format (for use with employees)
- Applied Behavior Analysis Training (for use with employees)
- Format for clinical analysis of a situation
- Format for developing an outcome evaluation system
- Format for developing a process evaluation system
- Process for locating, connecting with and utilizing informal resources

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