



SafeGenerations
Restoring Safety • Renewing Hope

*Make Your Supervision Meaningful
by Mining the Meaning
Out of Your Data*

© 2010-2022 SafeGenerations

1

AGENDA

- Foundation for Supervision
- 3 Cs: A Framework for Supervision
- Demo & Practice
- Dashboards & Insights
- Reflections & Learning
- Free Stuff & Feedback

© 2010-2022 SAFEGENERATIONS

2

AGENDA

Content	Slides	Timing	Lead Trainer
Welcome, Introductions	1-4	5min	Bill
Laying the Foundation for Supervision slide 10	5-11	10min	Andrea
Framework for Supervision: 3 Cs	12-14	15min	Bill
Practice 3 Cs Using the Supervision Tool	15-	30min	Set up Exercise - Bill Debrief – Andrea
Mining Meaning: Dashboards		10min	Andrea
Reflections & Learning		10min	Bill
Free Tools & Feedback		5min	Andrea

© 2010-2022 SAFEGENERATIONS

3

A BIT ABOUT SAFEGENERATIONS

- With 70+ years of child welfare experience serving 70+ jurisdictions.
- We understand the complexities of frontline practice **and** the systemic challenges that child welfare leaders face.
- So, we take things at your pace to build capacity and help you transform your system.



© 2010-2022 SAFEGENERATIONS

4

GROWING THE CAPACITY OF STAFF

ENGAGEMENT, REFLECTIONS, AND INSIGHTS

© 2010-2022 SAFEGENERATIONS

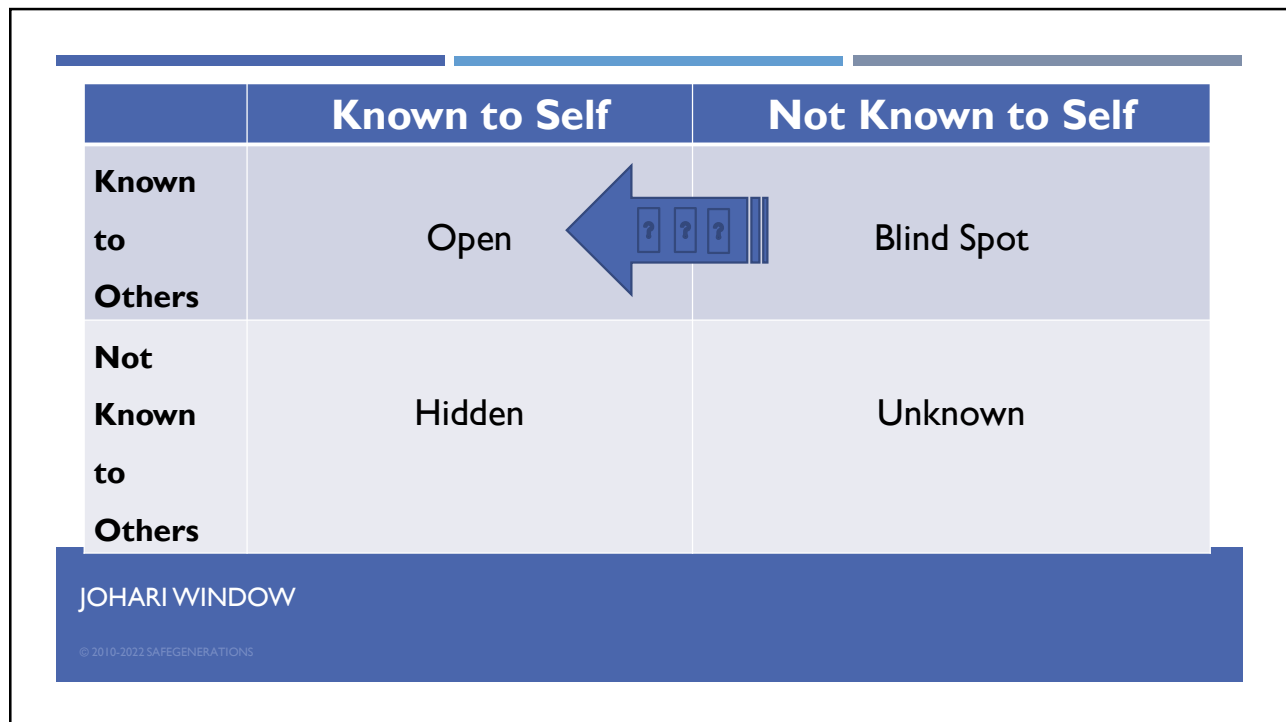
5

CREATING A SPACE FOR REFLECTIVE PRACTICE:
WHAT DO THEY SEE?
WHAT DO YOU WANT THEM TO SEE?

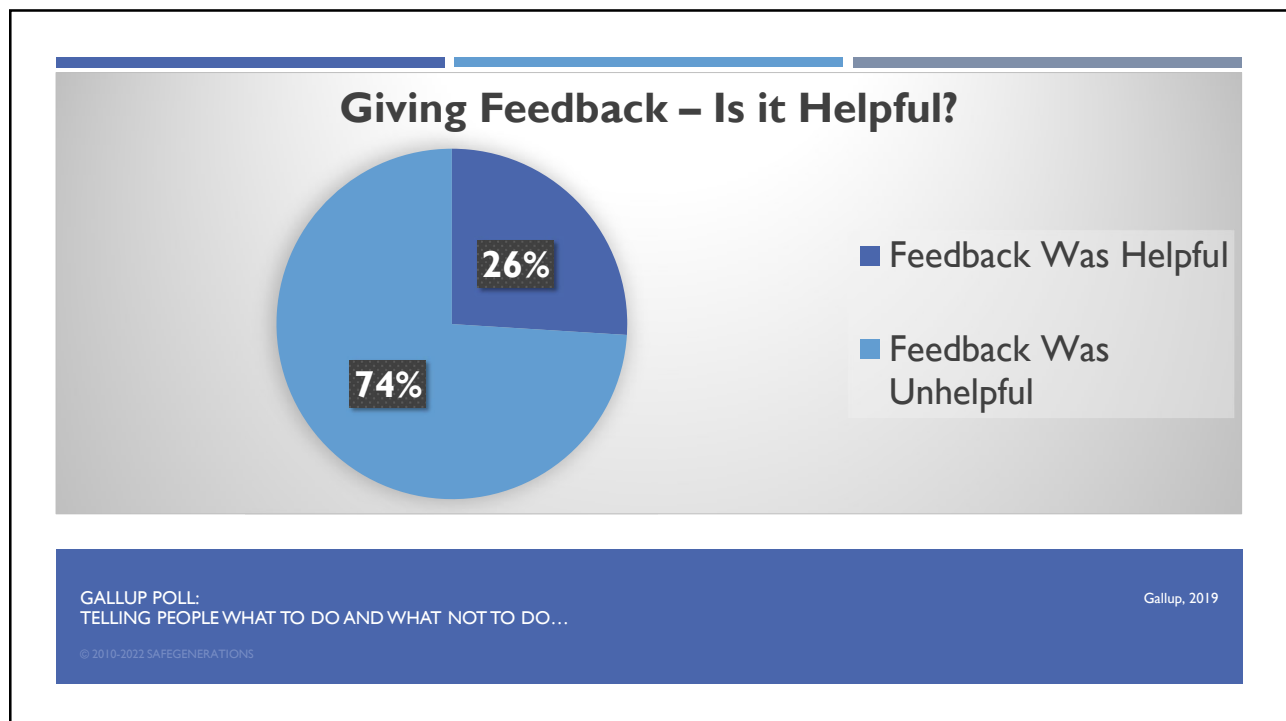


© 2010-2022 SAFEGENERATIONS

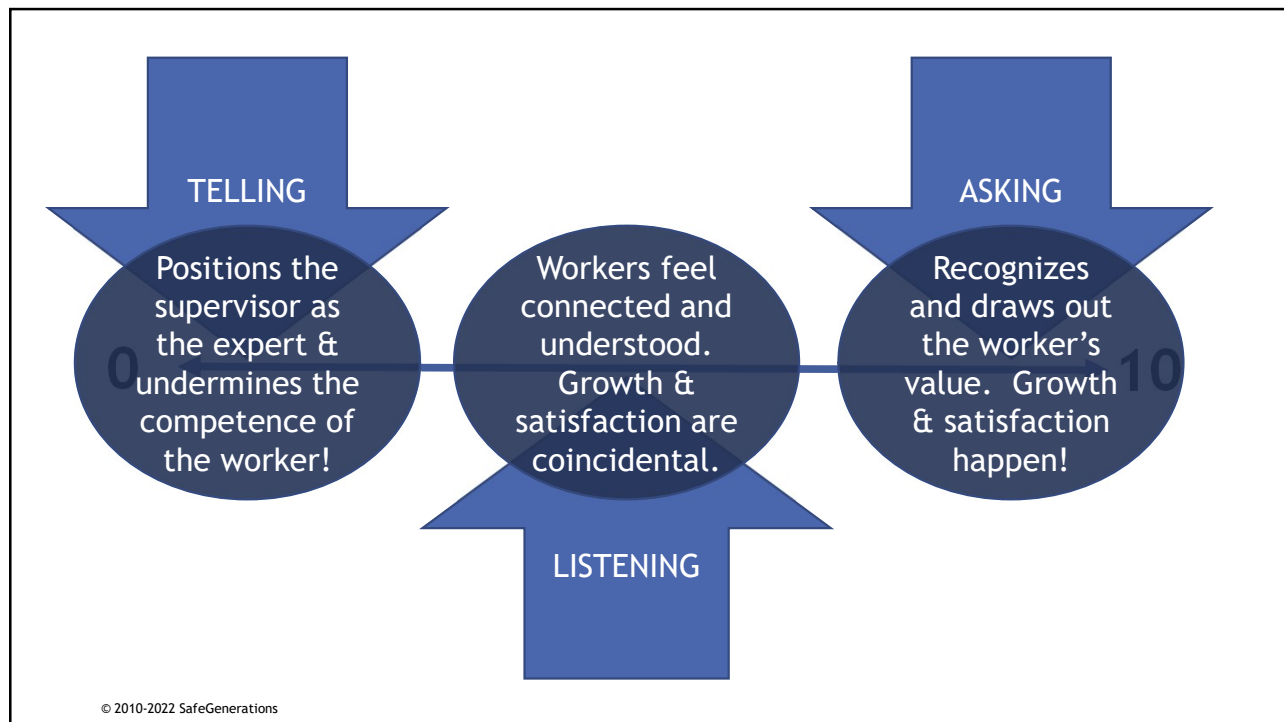
6



7



8



9

IT'S ABOUT THE PROCESS

*It's never just about the case!
You are modeling a process!*

*You are growing the worker's capacity!
(both their competence
and their humanity)*

© 2010-2022 SAFEGENERATIONS

10

ASSUMING POSITIVE INTENT



© 2010-2022 SAFEGENERATIONS

“I know my life is better when I work from the assumption that everyone is doing the best they can.”

— Brené Brown, *Dare to Lead*

11



Connection

You & Worker
Worker & Family
Family & Network



Clarity

You & Worker
Worker & Family
Family & Network



Collaboration

You & Worker
Worker & Family
Family & Network

© 2010-2022 SAFEGENERATIONS

12

**SKILLS
& TOOLS IN
SUPERVISION**

Connection	<ul style="list-style-type: none"> • Appreciative Moments • Honoring Segues
Clarity	<ul style="list-style-type: none"> • Goals for Supervision • Goals for the Case • Agency Bottom Lines
Collaboration	<ul style="list-style-type: none"> • Vision for Process • Skillful Leadership • Next Steps

© 2010-2022 SafeGenerations


13

INTRODUCING THE SUPERVISION TOOL

The tool is here to serve YOU!
(You're not here to serve the tool!)

© 2010-2022 SAFEGENERATIONS

14


Families Events Staffing Notes Family Engagements Assessment Maps
Hello Andrea! Sign Out

Search for and view **Household-Families**

Case No.	Event No.s	Case Head	Folder Title	View...	Worker Email	Last Edited	Last Edited By
858826200		Fake Family	MN Demo Family	<div>View</div> <div>New <ul style="list-style-type: none"> New Staffing Note New Family Engagement New Assessment Map </div>		Aug 05, 2022	andrea.robideau@safegenerations.org

© 2010-2022 SAFEGENERATIONS

15

Families Events Staffing Notes Family Engagements Assessment Maps
Hello Andrea! Sign Out

Staffing Note re: **MN Demo Family** Household-Family

Work Group Number

Family Name

Events

Documented in this Note?	Active	Event Number	Due Date	Finding

Session Type

Individual

GLC

Phase

Gather Information

Establish Safety

Close Assessment

Notes/AI

Supervisor Email

Worker Email

Worker's Confidence at START of staffing session

0 1 2 3 4 5 6 7 8 9 10

0 - No clue on next step with this family

Full clarity how to move forward - 10

Worker's Confidence at END of staffing session

0 1 2 3 4 5 6 7 8 9 10


0 - No clue on next step with this family

Full clarity how to move forward - 10

16



Scrolling down...



Worker's Confidence at START of staffing session

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

0 - No clue on next step with this family
Full clarity how to move forward - 10

Worker's Confidence at END of staffing session

0	1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	---	----

0 - No clue on next step with this family
Full clarity how to move forward - 10

Session Information Anchor (Genogram, Worker's Want, etc.) ^

Genogram

3 Minute Summary


Worker's Want

Critical Worry


Essential Goal

Custom Scale

17



Scrolling down... more



Custom Scale

Notes for Session - All Phases

Case Content Notes ^

Worries

Working Well

Needs to Happen

Process Notes (INTERNAL ONLY) v

Submit

18

3CS IN SUPERVISION DEMO: CASE SET-UP

- We need a volunteer to role-play a worker who is coming to supervision for help on a child welfare case.
- SafeGen will role-play the supervisor and lead the first few steps of the supervision structure.
- Next, in pairs, you'll make a game plan of some key questions you would want to use to lead the supervision conversation.

© 2010-2022 SAFEGENERATIONS

19

PAIRS EXERCISE: CCCS IN SUPERVISION

- Work with a partner to draft a game-plan (aka outline) for your supervision with this 'worker'
- Use the lens: Connection, Clarity, Collaboration
 1. What will you say to **connect** with the worker?
 2. What questions will you ask to generate **clarity**?
 3. What are the best strategies you'll use to **collaborate** with the worker toward the goal of the supervision?
- Write out the words you would use in supervision just as you would say them

© 2010-2022 SafeGenerations

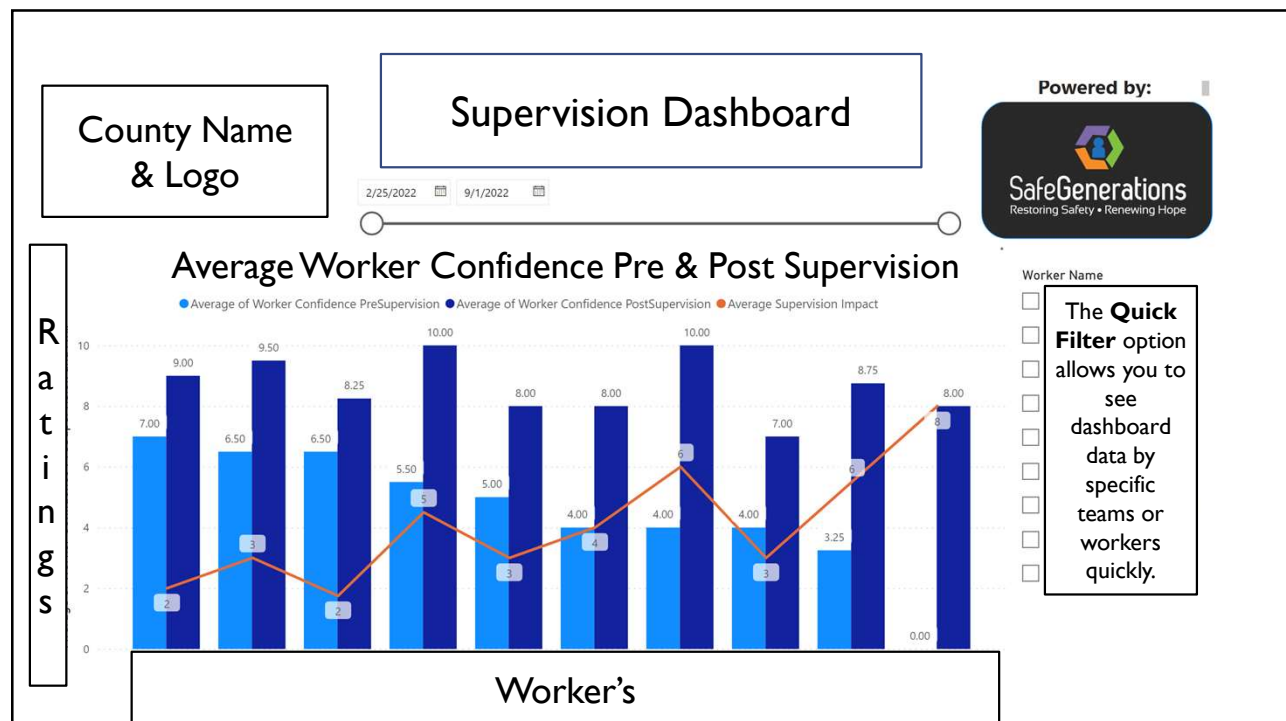
20

3CS IN SUPERVISION: LARGE GROUP DEBRIEF

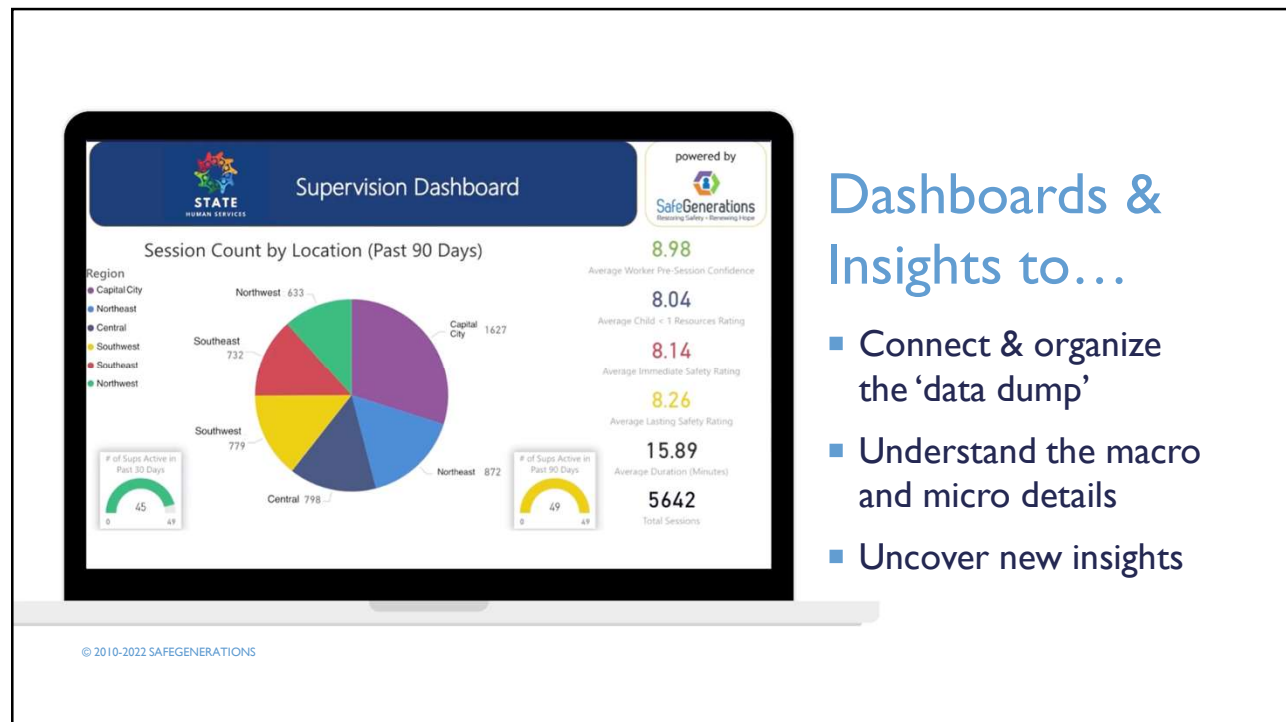
- What ideas did you have for how you might **connect** with the worker?
- What questions would you ask to build **clarity** between you and the worker?
- What would you say to **collaborate** and help the worker move forward toward their goal?
- If you could only take one thing from this exercise as learning and apply it to your day-to-day supervision work - what would it be?

© 2010-2022 SafeGenerations

21



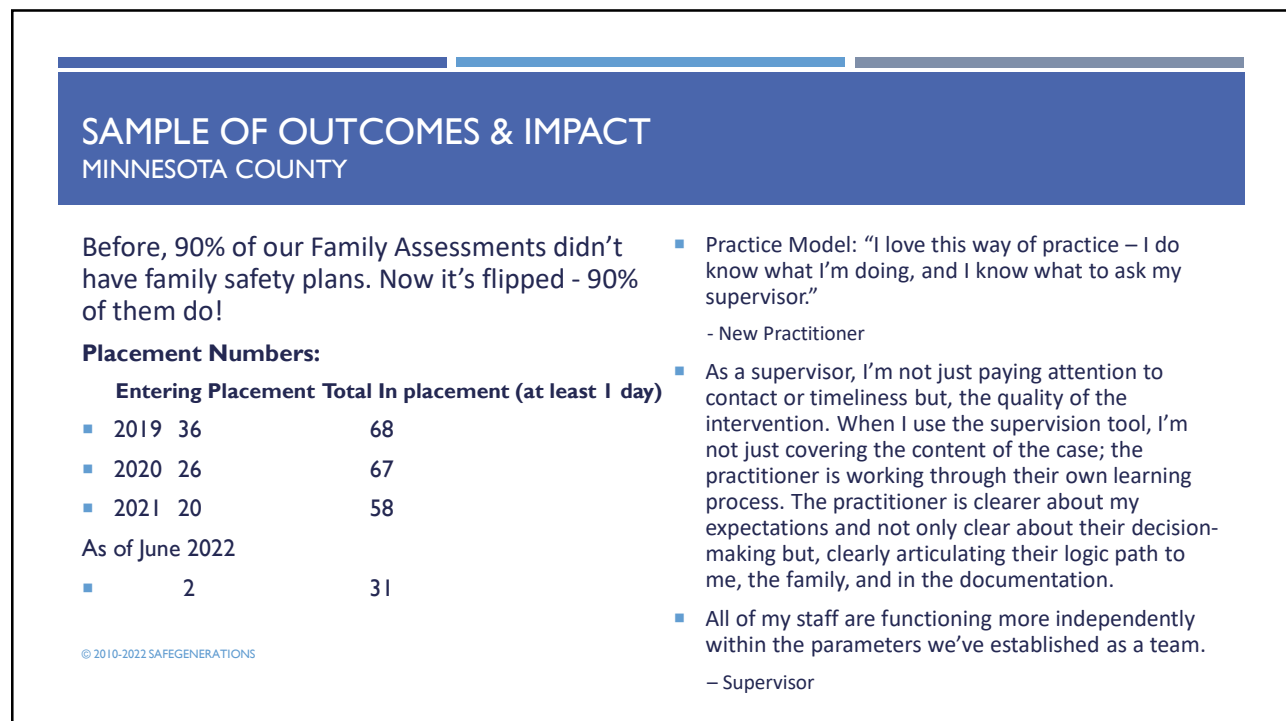
22



Dashboards & Insights to...

- Connect & organize the 'data dump'
- Understand the macro and micro details
- Uncover new insights

23



24

FREE STUFF

- [Safegenerations.org](https://www.safegenerations.org)
 - [Child Welfare Academy: Fun & Free FRIDAYS](#)
 - [FREE Family Engagement Tools](#)

© 2010-2022 SAFEGENERATIONS

25

REFLECTIONS

From our time together today, what are you hoping will help you in your work?

© 2010-2022 SafeGenerations

26



SafeGenerations
Restoring Safety • Renewing Hope

*Make Your Supervision Meaningful by
Mining the Meaning
Out of Your Data*


andrea.Robideau@safegenerations.org

bill.Schulenberg@safegenerations.org

© 2010-2022 SafeGenerations

27

**WE SUPPORT YOU TO REACH
THE SWEET SPOT**



© 2010-2022 SAFEGENERATIONS

28

29

LEAD: AN IMPLEMENTATION FRAMEWORK

30

VIRTUAL ONLINE LEARNING

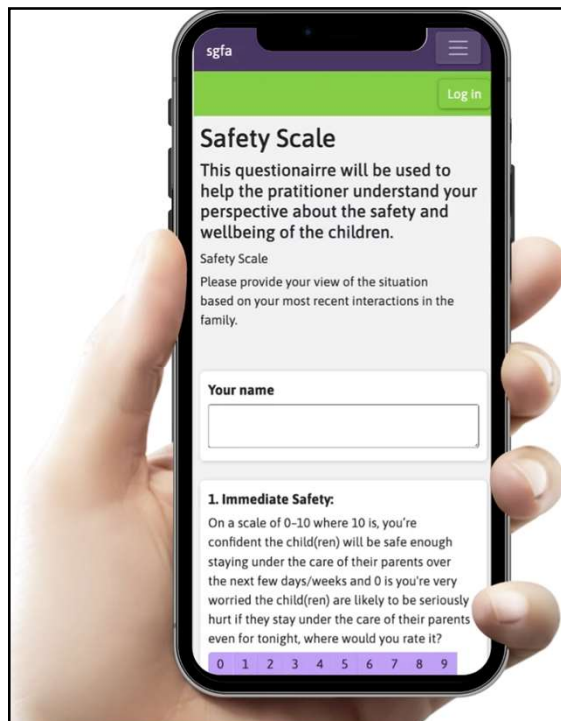


© 2010-2022 SAFEGENERATIONS

One of our best resources to help your agency ***promote a learning culture*** and ***build internal capacity***.

- Guided Learning for Teams and Individuals
- Free Resources
- 12+ Courses; 4,000 Users

31



© 2010-2022 SAFEGENERATIONS

Engagement Tools for...

- 'On demand' input
- Meaningful collaboration
- Feedback when, where, and from whom it matters most
- Multiplied capacity

32

- Build skills and promote critical thinking
- Integrate practice, learning & case recording
- Capture robust, relevant, and accurate details

