

The core curriculum for supervisors consists of the Introductory Module (common to both middle managers and supervisors) and five subsequent modules. Learning activities will include some pre-learning in preparation for each of the five modules following the Introductory Module as well as follow up Peer-to-peer networking to each of the modules facilitated by a LAS team member.

## **Introductory Module**

This module provides a common foundation and covers core concepts covered in more depth in subsequent modules. It also provides an opportunity for people to self-screen and make a decision on whether they are willing or able to commit to participating in the Academy learning experience.

## **Foundations of Leadership**

Like good social work practice, effective leadership begins with self-knowledge. This module includes leadership principles, a model and competencies specific to child welfare. By becoming aware of how competencies can be developed, participants can start to chart their own leadership development journey.

## **Leading in Context: Building Collaboratives**

To improve outcomes for children, youth and families we need to build collaborative relationships. This module provides an opportunity to develop the leadership competencies needed to create partnerships with families and youth, develop cultural responsiveness and linguistic competence, build on community-based services and supports and collaborate throughout the system.

## **Leading People: Workforce Development**

Changes in the child welfare system are occurring in the context of a national workforce crisis. Knowledgeable and supportive supervisors are critical to workforce development and retention. In this module, we will explore workforce issues and present promising approaches to recruitment, selection, development and retention of staff.

## **Leading for Results: Accountability**

In an era of increasing emphasis on accountability in child welfare, information management skills are becoming critical to sound child welfare practice. At the same time, supervisors need to know how to achieve a balance between data and people. In this module we will explore the role of the supervisor in creating a knowledge culture, promoting accountability and using data to improve practice.

## **Leading Systems Change: Goal-Setting**

The ability to lead and model commitment to change is an invaluable supervisory competency. In this module we will explore concepts related to change management, technical/adaptive problems and leading staff through stages of changes. This module also provides an opportunity to synthesize learning from earlier modules and participate in action planning.