

NWI Workforce/Practice Work Group
Nashville, July 16, 2008

Discussion: We intend to carry forward the focus on supervision that was decided on earlier this year and reaffirmed at the work group meeting. Some things that we would really like to know...

- Are we training and supervising in a manner that is consistent with the principles of wraparound?
- How do we keep moving people toward a deeper level of understanding and greater skill, while avoiding slippage/backsliding?
- What is the difference between skills or techniques (that can be taught) and talents (which maybe can't be)? What is the "talent set" for wraparound, how do we assess talent, and do we need to place more emphasis on having the right talents when we hire staff for wraparound?
- Is the training and coaching that we currently offer effective (leading to staff retention and/or good outcomes for children and families) and efficient (getting people proficient rapidly)?
- What can we do to retain staff?

Other points:

- There is no real consistency from place to place in terms of expectations for supervision/coaching/training; but possibly there are some underlying shared ideas or practices, such as
 - using direct observation as part of the supervision/coaching process
 - setting clear practice expectations and using data to determine if the expectations are being met, etc.
 - having the supervisory/coaching process adhere to wraparound principles

Work plan: Prioritizes learning from what people are already doing and how this meets the basic requirement of supervising in a way that reflects the principles of wraparound. First steps

- People will share their materials related to training and supervision (i.e., training curricula and supervisory training materials and tools for supervision), and also staff selection (eg some people mentioned having some information about talents with regard to wraparound). These will be posted on the web but not linked to other pages since not everyone's materials are ready to be shared with the whole world. **Please send your materials to Vicky Mazzone: mazzonv@pdx.edu before the end of August.**
- We will collectively start a grid that lists supervisory/coaching practices by wraparound principle. **Janet will get this going before the end of August.**

Later steps:

- Workgroup/NWI consensus on best practices for supervision
- Supervisory adherence measure?