

Learning Opportunities for Supervisors & Managers

OACAS provides a variety of courses to support the work that supervisors and managers in Ontario's child welfare system are doing to encourage progressive, evidence informed practice. Although not an exhaustive list, these courses provide a comprehensive starting point for those seeking to further their professional development. All courses (except where indicated) are accessible **here** via myOACAS Learning.

Clinical Supervision

- Supervisor's Place – Reimagined Child Welfare Pathway to Authorization Series
- Supervising Child Welfare Professionals: Clinical and Educational Supervision
- Supervising Forensic Interviewing
- Structured Analysis Family Evaluation (SAFE) for Supervisors

Leadership

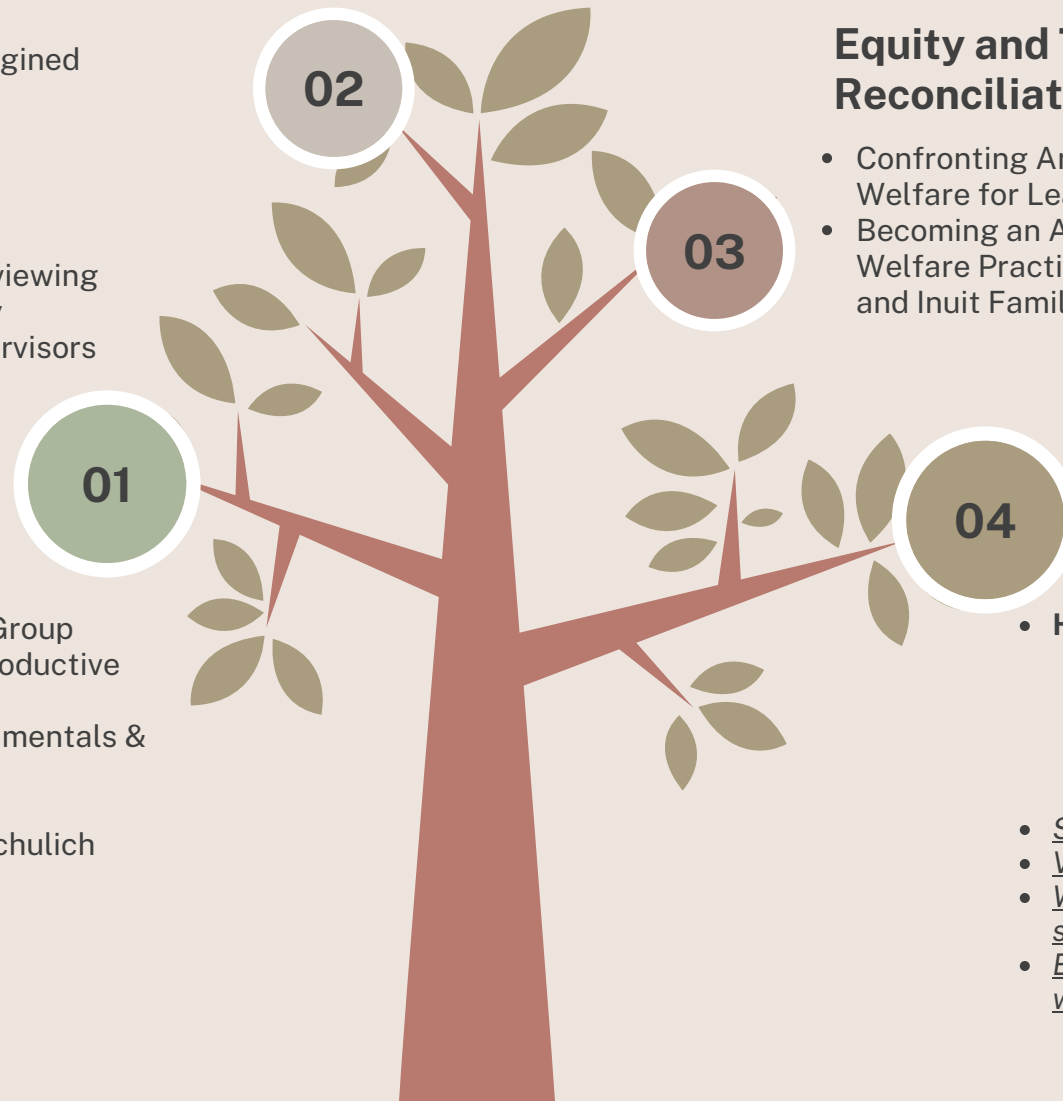
- Supervising and Managing Group Performance: Developing Productive Work Teams
- Project Management: Fundamentals & Applied Learning
- Leading for Impact for Managers/Supervisors by Schulich Executive Education Centre

Equity and Truth & Reconciliation

- Confronting Anti-Black Racism in Child Welfare for Leaders
- Becoming an Ally: Culturally Safe Child Welfare Practice with First Nations, Métis and Inuit Families

Professional Resources & Library Guides

- **HR Toolkit**
 - *The HR Toolkit contains the full Leadership Competency Framework and the practical tools to support implementation.*
- Supervision in child welfare
- Volunteer management
- Worker well-being, resilience, and self-care
- Equity and anti-oppression in child welfare



01

Supervising and Managing Group Performance: Developing Productive Work Teams – Self Study, eLearning

- *Focuses on how the various aspects of supervising group performance, different approaches to supervising staff, how the actions of a supervisor can affect supervisee performance, how power impacts the supervisor/supervisee relationship, and the elements of effective performance management.*

Project Management: Fundamentals & Applied Learning – In-Class

- *Introduces Project Managers to project management theory and practice while applying that information directly to participants' own projects*

Leading for Impact for Supervisors/Managers by Schulich School of Business – Hybrid, In-Class + eLearning

- *Program objectives target the supervisor's role in aligning with and communicating vision and strategy, supervising their team using modern people management strategies and improving their self-awareness and personal effectiveness.*

02

Reimagined Child Welfare Pathway to Authorization: Overview for Supervisors – Self Study, eLearning

- *Provides Supervisors with information on the new Reimagined Child Welfare Pathway to Authorization Training Series, Supervisor roles and responsibilities, and what can be expected beyond Authorization.*

Supervising Child Welfare Professionals: Clinical and Educational Supervision – Hybrid, In-Class + eLearning

- *Provides child welfare supervisors with a sound framework for the provision of clinical supervision from a strengths-based, solution-focused perspective.*

Supervising Forensic Interviewing – Hybrid, In-Class + eLearning

- *Focuses on the supervision of forensic interviewing as it is applied to investigations of child maltreatment in a strengths-based family engagement context.*

Structured Analysis Family Evaluation (SAFE) for Supervisors - In-Class

- *Participants enhance their skills at evaluating family strengths and issues in terms of behaviourally specific indicators listed in SAFE Desk Guide to the Psychosocial Inventory.*

03

Confronting Anti-Black Racism in Child Welfare for Leaders – Hybrid, In-Class + eLearning

- *Designed to deepen awareness and develop strategies to address the interpersonal, systemic, and structural forces leading to the overrepresentation of Black children, youth, and families in child welfare.*

Becoming an Ally: Culturally Safe Child Welfare Practice with First Nations, Métis and Inuit Families - In Class, delivered by ANCFSAO

- *Participants will learn what cultural safety means in practice, about historical and ongoing colonial practices, and what creating a culturally-safe space would look like at a worker and an agency level. Contact ANCFSAOTrainingDepartment@ancfsao.ca to register.*

Equity in Child Welfare for Leaders – Hybrid, In-Class + eLearning

- *The foundation of the course is the same as the Equity in Child Welfare course however the classroom portion of this course is adapted to include leadership-focused scenarios, participant reflections, equity leadership resources and facilitation that is guided through a leadership lens.*