The core curriculum for supervisors consists of the Introductory Module (common to both middle managers and supervisors) and five subsequent on-line modules corresponding with the NCWWI Leadership Model. Learning activities include pre-learning in preparation for each of the five modules (following the Introductory Module) as well as instructor led real-time discussion sessions for graduates of each module.

**Introductory Module:** This module provides a common foundation and covers core concepts covered in more depth in subsequent modules including: child welfare in the 21st century, workforce issues, leadership and diversity, leadership for results, leadership in a changing environment and need for leadership at all levels. *(2 hours)*

**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. *(3 hours)*

**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, youth and communities. *(4 hours)*

**Leading People: Workforce Development:** Knowledgeable and supportive supervisors are critical to attracting, supporting and developing a committed workforce, the most important asset in a child welfare agency. In this module, we will present a framework for the complex issue of workforce development and provide strategies for recruitment, selection, development, support and performance management of staff. *(6 hours)*

**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. *(3 hours)*

**Leading Systems Change: Goal-Setting:** The ability to lead and model commitment to change is an invaluable supervisory competency. In this module we explore concepts related to change management, technical/adaptive problems and leading staff through the change process. This module also provides an opportunity to synthesize learning from earlier modules and participate in action planning. *(3 hours)*

*The online modules total 21 contact hours of training. Each module is followed by a ninety minute synchronous session for a total of nine hours. The total number of contact hours for the LAS core curriculum is 30 hours.*