## What is this resource?

- Supervision Advisory Committee (SAC) addresses supervisor recruitment, training and professional development; supervisor support; casework/clinical and administrative/management supervision; and the supervisory role in the agency and community.
- Purpose/Goals: support supervisors, enhance supervision, advise leadership on supervision needs.
- Participants: 2 supervisors from each sub-region; QA Manager; CFSR Lead; and Training Manager.
- Each member serves 2-year term; transfer learning to incoming members at annual two day meeting.
- Pre-Meeting (supported by central office): conference calls, set agenda, logistics, etc.
- Quarterly Meeting: review of strategic plan, progress recorded, recommendations sent to Director.
- Follow-up: written recommendations with Director’s response; minutes/agendas posted to agency intranet.

## What are the critical findings?

- Supervisor turnover causes constant review of purpose/history.
- Supervisors are key to moving practice forward and for strategic plan successes. Needs to begin with assessment by supervisors to identify issues.
- Will not be effective without the highest level of commitment from administrators.
- SAC improves communication within the division and field
- Need continuous development of clinical, administrative and data use skills in supervision.
- Annual two-day meeting for transitioning new members is needed for continuity of work and transfer of learning.
- Survey of Employee Engagement scores increased on “supervision effectiveness,” “team effectiveness” and “job satisfaction” for supervisors and workers.
- Leadership skills expressed by facilitators influence level of participation by members.
- Team should be comprised of the “best of the best” who keep meetings solution-focused.
- Need accountability at all levels (administration is accountable to the committee to move forward on identified issues and committee members are accountable for developing solutions).

## What are the implications for our work?

- Need commitment and buy-in from all levels of the organization for supervisory group to be effective.
- Administrators need to hear creative solutions from all supervisors and line staff.
- Must take steps to support supervisors’ educational advancement.
- Emphasize transparency – post agendas and progress on strategic plan for all agency staff
- Use Learning Labs to build capacity of supervisors to develop skills in using data.
- Creating a “safe” environment is significant factor in building a successful team.
- Use of Central Office assistance/logistics increases efficiency of committee.
- Direct access to agency administration is imperative: need Director/Designee for face-to-face discussions.
- Develop charter to create continuity when team and leadership changes.
- Committee can address internal issues (e.g. worker retention) and relationships with community partners.
- Supervisory committee should review and provide feedback on policies before they are implemented.