Obstacles and Supports to Accomplishing Supervisory Responsibilities in My Agency

Selected Job Responsibilities	OBSTACLES in My Agency	SUPPORTS in My Agency
1.Recruit, select, train or arrange for training and retain staff	×	
2. Identify, manage and evaluate frontline practitioners' performance		
3. Facilitate communication and collaboration		
4. Provide regular case reviews and staffing		
5. Address ethics in caseworker practice and model professional ethics		
6. Address ethics in supervision		
7. Prevent and address stress, secondary traumatic stress, and burnout for supervisor		
8. Anticipate issues related to safety and manage risk		
9. Prevent and address stress, secondary traumatic stress, and burnout for frontline practitioners		

Adapted from Peg Hess, Susan Kanak, & Julie Atkins. (2009). Building a Model and Framework for Child Welfare Supervision. Published by the National Resource Center for Family-Centered Practice & Permanency Planning and the National Child Welfare Resource Center for Organizational Improvement. A service of the Children's Bureau, U.S. Department of Health and Human Services.