

SDM for Supervisors, Module 1

The advanced supervisors series is designed to equip supervisors with the needed knowledge and skill to effectively coach and mentor their units toward quality implementation of the SDM model.

The curriculum is designed to be interactive and skills based. It gives supervisors concrete practical activities that will help them help their workers integrate the SDM system into daily practice. The focus is on doing required activities in a slightly different way, rather than adding activities to the supervisor's responsibilities. The class starts with a review of SDM assessments and covers the most common mistakes in each assessment. The class then builds on best practice supervisor skills to integrate SDM into daily practice. Supervisors will learn how to use SDM in case conference and when coaching staff. Attention is spent on SDM supervisor tasks such as approvals and overrides. Supervisors will be given tools to aid supervision of SDM as well as how integrate the use of SafeMeasures into supervision and monitoring. Case Reading will be fully explored and practiced as a way to improve quality and accuracy.

Module 1

Fundamentals Review

Definitions

How to Handle Common Mistakes

Care Conferencing

Supervisors Who Should Attend:

Newly promoted supervisors who have completed supervisor core, existing supervisors who have transferred to a unit they are less familiar with, existing supervisors who have not had SDM supervisor training or for whom training was more than five years ago.

Learning Objectives

- Increase knowledge of SDM policies, procedures, and definitions.
- Gain skills integrating SDM into supervisory activities including the following:
 - Case conferences (formal and informal)
 - Critical case review
 - Mentoring and coaching clinical skills
 - Supporting worker decision making
- Gain specific SDM-related skills
 - Approval decisions
 - Approving overrides
 - Using SafeMeasures® to track unit performance with SDM
- Learn ways to motivate staff to achieve quality implementation