

Executive summary

Course Title: SDM for Supervisor: Review and Update

Course Description: This class is designed for supervisors who would like a refresher in SDM. The class will review and teach each tool in SDM. The emphasis will be on understanding the decision each tool guides and the policy for each tool. The class will also focus on how to use SDM in supervision.

Target Audience: The class is designed for Supervisors who have not had the two-day SDM class or who have not used SDM in a while and are not supervising units using SDM.

Course Objectives:

Participants will:

Understand the overall SDM system and how it impacts practice

Know what decision each tool guides

Know policy and procedure for each tool

Know how to use SDM tools in supervision

Know what to look for when reviewing SDM tools

Ways Supervisors and/or Managers can support the transfer of learning from the classroom to the job:

Before the training

Review the county policy on SDM.

Look at Safe Measures data and discuss what tools are being completed and where workers are struggling.

Review a completed tool in a case. See if it fits the narrative.

Think about what has worked in SDM and what the barriers have been.

Talk to with the manager about how SDM is working in your county. Ask for the last report. Talk about agency strategies to improve use of SDM.

After the training:

Go over a case and complete the tools.

Think back to the class and write down what you want to put into your practice. Put it in your calendar to remind you.

Meet with workers and ask what their challenges have been in using SDM. Brainstorm solutions to their challenges.

Ask workers to talk about a time SDM worked well. Use their ideas to help other workers.

When reviewing SDM tools look for definitions were there is inconsistency between workers. Make a list of those definitions and discuss them at unit meetings.

At unit meetings reinforce the workers who are using the tool well.

In supervision use the tools when talking about decisions that are guided by the tools.

Go to Safe Measures and check the data. Reinforce what workers are doing well.

Brief outline of the class

The class will begin by reviewing what supervisors know about SDM and their experience. This discussion will focus a brief

overview of the research and philosophy behind SDM and decision making. The class will then go through each decision making tool in SDM starting with the hotline and ending with reunification. Using a case, Supervisors will either complete the tools or evaluate completed tools. As each tool is taught there will be a brief lecture on the purpose of the tool, policy of the tool and what to focus on in supervision.