Coaching for Staff Retention for Supervisors

June 16, 2016
10:00 a.m.—12:00 p.m.

Attendance is available in person or webex

In person (limited seating):
PA Child Welfare Resource Center
403 East Winding Hill Road
Mechanicsburg, PA 17055

Via Webex:
Webex information will be
received with confirmation
of registration

Presented By: Deborah Melee Reed

Deborah Reed received her MSW from the University of Washington School of Social Work and her BA in Sociology from the University of Washington. She is the Project Manager for the Leadership Academy for Middle Managers, a national leadership development academy for middle managers in public, tribal and privatized child welfare systems. Its goal is to enhance the ability of middle managers to apply leadership skills for implementation of sustainable systems change to improve outcomes for children, youth and families. Prior to working at PSU, Deborah worked for Washington States’ Department of Social and Health Services, Children’s Administration, Division of Management and Accountability as Statewide Program Manager. At the Children’s Administration, Deborah served as statewide Supervisor of Placement and Permanency Planning (included foster care, adoption, guardianship programs and private agency contracts), Project Manager for the CFSR, Program Manager for Field Operations–Risk Management, Case Manager (CPS and CWS) and Social Work Supervisor. As a manager in private not for profit organizations, her work included oversight of foster care programs in multiple states and included the Pine Ridge and Rosebud Reservations in South Dakota. Deborah began her career working as a child care specialist in residential treatment facilities in Oregon and Washington and has over 30 years of experience in both public and private child welfare agencies as a clinician and a manager.
Coaching for Staff
Retention for Supervisors

A committed, competent workforce is key to partnering with children, youth, and families to achieve positive outcomes. However, child welfare agencies across the nation are struggling to recruit, hire, train, support, and retain committed and high-performing staff.

After caseworkers complete foundational training, it can take up to three years before they master basic casework knowledge and skills. Ongoing organizational support from all levels is required to support professional workforce development. Coaching has been identified as one of the best strategies to foster professional competency, increase staff satisfaction, and improve staff retention. This workshop will focus on identifying strategies of quality coaching in the child welfare profession. In addition to its impact on retention rates, participants will explore other organizational benefits of coaching. Tools and resources to assist coaches in implementation will be introduced. Finally, various approaches to coaching along with specific coaching skills will be explored through application exercises.

This workshop is eligible for 2 Continuing Education credit hours.

Participants will be able to:
- Define coaching;
- Identify the value of coaching for all levels of the organization;
- Describe approaches to coaching; and
- Apply coaching skills specific to role & situation

Registration

Registration information needs to be completed on or before June 2, 2016

Please register using the following methods:

**Toll free registration line:** 1-877-297-7488

**Email registration to:** cwtpreg@pitt.edu

**Fax registration to:** 717-795-8013

Attn: Rachael Ickes

Name: ________________________________

Agency: _______________________________

______________________________

Address: _______________________________

______________________________

______________________________

Telephone: ________________________

Email: __________________________

I will be attending: (please check)

In Person: __________

Via WebEx: __________

If you plan on participating via WebEx as an agency, we encourage you to only utilize one WebEx line, by having one person log in and a room set up to accommodate numerous staff.

The Pennsylvania Child Welfare Resource Center is made possible through grant funds from the Department of Human Services to the University of Pittsburgh.