



Supervisor Learning Circles

Supporting supervisors and a culture of learning in Child Welfare agencies.

Supervisor Learning Circles support SOP implementation in the Southern Region

Three counties are at various stages of implementation. Supervisors and leaders alike have identified a number of benefits from the circles!

Supervisor Learning Circles are rooted in the philosophy that a learning culture is the most effective context in which a public child welfare agency can thrive. A learning culture relies on line workers, supervisors, managers and leaders focusing on continuous learning, seeking and providing regular feedback, and sharing stories about successes related to new learning. Building this culture requires transparency at the highest levels of leadership. Learning circles offer a forum for Supervisors to try on Appreciative Inquiry, coaching techniques, group supervision and facilitative supervision to enhance learning and support the creation of a learning culture.

Purpose of Learning Circles:

- Forum for supervisors to learn from one another
- Dialogue with colleagues from different offices and programs
- Venue for relationship building that will support self care
- Disseminate innovative practices throughout the County
- Support implementation and transfer of learning regarding new practices such as SOP

Let's talk logistics:

- Circles are co-facilitated by two supervisors who receive 2 days of training and ongoing coaching
- A Kick-Off Event is held that includes time for supervisors to select a circle
- Circles meet for 2 hours every 6 wks
- Each Circle sets their agenda and selects their topics
- 12 supervisors per circle