

A close-up photograph of an adult's hand gently holding a child's arm. The child is wearing a green and yellow patterned garment. The background is softly blurred, showing more of the child's clothing and a hint of an outdoor setting.

Caring for Child Survivors Of Sexual Abuse (CCS) Training (Second Edition)



Supervision and Staff-Care

Module 8B

Objectives

- To understand the importance and functions of supervision and be able to adjust to support staff working with child survivors of sexual abuse.
- To become familiar with the supervision tools that are part of the CCS approach.
- To understand the importance of self-care and collective care for their team, and ways to support caseworkers.

What does Good Supervision look like for working with Child Survivors?

- Encourages and explores boundaries
- Ensures caseworkers understand the purpose of case consultation and case coordination
- Creates learning opportunities
- Maintains the child's best interests as the centre of the supervision process.
- Normalizes and expresses empathy for the feelings caseworkers may experience doing this work.
- Promotes self and collective care for the caseworkers as individuals and the case management team as a whole.

Recommendations for Approaches to Supervision

Caseworkers newly trained in CCS

- Smaller case load when initially working with child survivors – 10 to 12 rather than 16.
- Individual supervision – 1 hour per week, no less than 30 minutes per week.
- Group supervision and/or case management meetings weekly to monthly.
- Capacity strengthening assessment.
- Cross learning opportunities with other agencies who work with child survivors (when possible).

Caseworkers with more CCS experience

- Individual supervision 1 hour per week, no less than 1 hour every two weeks.
- Group supervision and/or case management meetings weekly to monthly (depending on workload and availability of the team) – no less than monthly.
- Capacity strengthening assessment.
- Cross learning opportunities with other agencies who work with child survivors (when possible).
- Refresher trainings, particularly on aspects of child protection or GBV if do not have experience in both case management programs.

Potential Supervision and Capacity Strengthening Topics

- Addressing multiple forms of violence.
- Working with family systems.
- Identifying others who need services.
- Recognizing risk to other children in the home.
- Suicidal ideation and self-harm.
- Maintaining boundaries.
- Staff well-being.
- Caseload.

CCS Supervision Tools

- CCS Knowledge Assessment – to assess readiness of caseworker.
- CCS Attitude Assessment – to assess readiness of caseworker.
- CCS Communication Assessment – to assess readiness of caseworker.
- CCS Case Management Assessment Tool – assesses caseworker's knowledge and skills on tasks and processes of CCS case management. Can be used for readiness and for period assessment.
- CCS Case Review tool – used for ongoing supervision. Reviews key actions caseworker took on an individual case.

CCS Supervision Tools – Reflection

- Review each supervision tool.
- Do you need to use the whole assessment with your teams?
- If not, what content would you prioritize?

Key Messages

- Caseworkers will always need supervision regardless of skill level.
- Continued learning as part of the supervision process is an important part of professional growth and promoting staff well-being, not just providing safe and effective services.
- Supervision facilitates quality care to children and adolescent survivors by ensuring caseworkers have the experience, care, and professional boundaries necessary to provide appropriate care.
- Supervision helps to address, learn from, and rectify mistakes when they happen.
- Supervision for CCS does not have to be an additional burden – integrate into existing practice.

Questions?