

DESERT WATERS
IN-DEPTH SUPERVISOR
TRAINING

THE SUPPORTIVE CORRECTIONAL SUPERVISOR™

Online Training &
Independent Study

Program Format

- > **Times Online:** Two 5-day sessions 4 weeks apart (4 hours per day)/40 hours
- > **Independent Reading Assignment:** Booklets *Passing It Along: Wisdom from Corrections Staff*, Volumes 1 & 2; and *When Home Becomes a Housing Unit*
- > **Class size range:** 9-12 supervisors

Online Training Dates & Times

- > **Training 1:** 10-14 May & 07-11 Jun 2021
- > **Training 2:** 30 Aug-03 Sep & 27 Sep-01 Oct 2021
- > **Times:** 8 am-12 pm MT (7-11 PT, 9-1 CT, 10-2 ET)

Register early!
SPACE IS LIMITED!



Goal

This highly interactive course is designed to **EQUIP** supervisors with **research-based skills** and **knowledge** to manage subordinates constructively, thus **benefitting the entire agency.**

Reason

Research suggests that the quality of corrections staff's professional relationship with their supervisors affects staff's morale, job satisfaction, energy level (physically and emotionally), and also their mental health, physical health, and family health¹. Additionally, a supportive supervisory style can reduce staff's use of work-related sick days^{2,3}.

Target Audience

Federal, state, county and city correctional supervisors who work in institutions, probation, or parole, and who supervise staff who manage justice-involved adults or juveniles. Participants can be from the same correctional agency or from different agencies.

Fee: \$1,990.00 per supervisor, which includes the Participant Manual and three booklets for independent study.



TSCS

Course Author: Caterina Spinaris, PhD, LPC, is DWCO's founding Director and a Licensed Professional Counselor in the State of Colorado. Dr. Spinaris has been treating and training correctional employees and their families since the year 2000. She also develops wellness-related educational materials, and conducts research on correctional employee wellness. In addition to this course, Dr. Spinaris has also authored DWCO's signature course, From Corrections Fatigue to Fulfillment™ (CF2F), True Grit: Building Resilience in Corrections Professionals™, Towards Corrections Fulfillment: For New Staff™, and Correctional Family Wellness™. The CF2F course received the 2016 Commercial Product of the Year Award of Excellence by the International Association of Correctional Training Personnel. Dr. Spinaris is the 2014 recipient of the Colorado Criminal Justice Association's Harry Tinsley award, and the author of the books Staying Well: Strategies for Corrections Staff, now in its third edition, and More on Staying Well: More Strategies for Corrections Staff.

Objectives

- Identify values and behaviors of supportive supervisors
- Present research-based evidence on the impact of supervisors on subordinates' health and functioning
- Emphasize the importance of self-management and self-care
- Present information about mental health conditions correctional staff may be experiencing, including suicidal thinking
- Describe skill-based behaviors for supervisors to interact with subordinates to create healthy workforce cultures

Content - Modules

- Reasons and Values
- The Need - Research Findings
- Understanding Your Staff and Yourself
- Dealing with Your Distress
- Behavioral Health Conditions
- Staff Suicide Concerns
- Skillful Acting When Concerned about Staff's Mental Health
- Skillful Interacting with Staff
- Dealing with Escalation and Other High-stress Situations
- Supervisor Functions and Role Modeling
- Promoting a Positive Workplace Culture



Desert Waters Correctional Outreach is a 501(c)(3) tax-exempt corporation (EIN 30-0151345) with the mission to advance the well-being of correctional staff and their families, and the health of correctional agencies, through data-driven, skill-based training.

REGISTRATION FORM

Dates: Training 1: May/June 2021 Training 2: Aug/Sep/Oct 2021

Supervisor Name(s): _____

Corrections Agency Name: _____

Address: _____ City/State/Zip: _____

Phone: _____ Email: _____

Method of Payment: Check. Mail to DWCO, P.O. Box 355, Florence CO 81226.

Credit Card. To pay by Credit Card, call us at 719-784-4727.

Purchase Order. Email Purchase Order to desertwaters@desertwaters.com.

Cancellation Policy: No refunds less than three weeks prior to the training. Registration is transferable to another supervisor of the same agency.



¹Spinaris, C.G., and Brocato, N. (2019). Descriptive study of Michigan Department of Corrections Staff Well-being: Contributing factors, outcomes, and actionable solutions. https://www.michigan.gov/documents/corrections/MDOC_Staff_Well-being_Report_660565_7.pdf

²Duchaine, C.S., Aubé, K., Gilbert-Ouimet, M., et al. (2020). Psychosocial Stressors at Work and the Risk of Sickness Absence Due to a Diagnosed Mental Disorder: A Systematic Review and Meta-analysis. *JAMA Psychiatry*, 77(8): 842-851. doi:10.1001/jamapsychiatry.2020.0322.

³Milligan-Saville, J.S., Tan, L., Gayed, A., et al. (2017). Workplace mental health training for managers and its effect on sick leave in employees: a cluster randomised controlled trial. *Lancet Psychiatry*. [http://dx.doi.org/10.1016/S2215-0366\(17\)30372-3](http://dx.doi.org/10.1016/S2215-0366(17)30372-3).