



For the health of correctional agencies, staff and families

## ONLINE TRAINING CURRICULUM OUTLINE

### A. COURSE TITLE

**“The Supportive Correctional Supervisor™” (TSCS)**

### B. GOALS

The *Supportive Correctional Supervisor™ (TSCS)* is a highly interactive 46-hour\* course designed to equip supervisors with research-based skills and knowledge to support and mentor subordinates constructively, while also addressing their own needs.

Given the influential and formative role of mid-level supervisors in the correctional workplace, the purpose of the course is to support and train supervisors so they can contribute to the creation and maintenance of sound, wellness-promoting workforce cultures, thus benefitting the entire agency.

*\*Comprised of 25 hours of DWCO Instructor-led training and facilitation, 15 hours of independent implementation/practice, and 6 hours of independent study.*

### C. OBJECTIVES

1. Identify values and behaviors of supportive supervisors
2. Present research-based evidence on the impact of supervisors on subordinates’ health and functioning
3. Emphasize the importance of self-regulation and self-care
4. Present information about mental health conditions correctional staff may be experiencing, including suicidal thinking, and ways supervisors can respond constructively
5. Describe skill-based behaviors for supervisors to interact with subordinates to create healthy workforce cultures

### D. TARGET AUDIENCE

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

### E. CONTENT OUTLINE

Module 1: Reasons & Values

Module 2: The Need – Research Findings

Module 3: Understanding Your Staff & Yourself

Module 4: Dealing with Your Distress

Module 5: Behavioral Health Conditions



Module 6: Staff Suicide Concerns

Module 7: Skillful Interacting with Staff

Module 8: Dealing with Escalation & Other High-stress Situations

Module 9: Supervisor Functions & Role Modeling

Module 10: Promoting a Positive Workplace Culture

## **F. ONLINE CONTENT DELIVERY OPTIONS & TIME FRAMES**

To help optimize absorption and deep processing of principles of this training and its application in the work setting, the following spaced delivery options are suggested:

1. Online delivery of one module per month for 10 months, including small and large group interaction, and participant feedback regarding the application\* of course principles in between training sessions; 2.5 hours per training session (*recommended option*)
2. Online delivery of one module twice monthly for 5 months, including small and large group interaction, and participant feedback regarding the application of course principles in between training sessions; 2.5 hours per training session
3. Online delivery of two modules once monthly for 5 months, including small and large group interaction, and participant feedback regarding the application of course principles in between training sessions; 5.0 hours per training session

*\*As an integral part of the learning experience, participants will be asked to apply a key principle of each module taught. This will take place independently between sessions, and, in the following session, participants will provide feedback to the whole group on their implementation experience and outcomes.*

A short email briefly recapping the teaching of the prior module and reminding participants of the activity to be practiced will be sent to participants a week after completion of each module.

Online training time: 25 hours

Implementation/practice time: 15 hours

Independent reading time: 6 hours

Total training time: 46 hours

## **G. FORMAT**

- Online PowerPoint lecture
- Small group discussions and feedback
- Scenario-based discussions and response
- Individual self-reflection worksheets
- Large group discussion
- Activities to engage in between training sessions to practice aspects of the module trained, and report on experiences and outcomes at the next training session
- Independent reading assignment – DWCO booklets *Staying Well: Strategies for Corrections Staff*, *More on Staying Well: More Strategies for Corrections Staff*, and *When Home Becomes a Housing Unit*

- TSCS is delivered by DWCO instructors who are utilizing a visually inspiring PowerPoint presentation, and a comprehensive, interactive Participant Manual. The learner is fully engaged throughout this training program.

#### **H. NUMBER OF PARTICIPANTS**

**Online:** Up to 20 supervisors

#### **H. ABOUT THE TSCS 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™*, *Improving the Well-being of Corrections Professionals: Understanding, Acknowledging, and Overcoming Traumatic Stress™*, and *Correctional Family Wellness™* for corrections family members and also a second version for staff. 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*, and *More on Staying Well: More Strategies for Corrections Staff*.

For additional information, please contact us at [admin@desertwaters.com](mailto:admin@desertwaters.com) or call us at 719-784-4727.

#### **DWCO MISSION**

“Advancing the well-being of correctional staff and their families,  
and the health of correctional agencies, through data-driven, skill-based training.”