



For the health of correctional agencies, staff and families

## IN PERSON 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 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.

### 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. FORMAT**

- Online PowerPoint lecture
- Comprehensive, interactive Participant Manual
- Small group and large group discussions and feedback
- Scenario-based discussions and response
- Individual self-reflection worksheets
- Independent reading assignment – three DWCO booklets (a) *Staying Well: Strategies for Corrections Staff*, (b) *More on Staying Well: More Strategies for Corrections Staff*, and (c) *When Home Becomes a Housing Unit*

## **G. NUMBER OF PARTICIPANTS**

Up to thirty (30) 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*, and co-author of the book *Building Bridges with Corrections Staff: Spiritually, Practically, Relationally*.

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.”