



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 30 hours of DWCO Instructor-led training and facilitation (ten 3-hour online sessions), 10 hours of independent implementation/practice, and 6 hours of independent study.*

C. OBJECTIVES

1. Identify values and behaviors/practices of supportive supervisors
2. Present research-based evidence on mental health needs of correctional staff, and 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 is implemented:

- Online 3-hour delivery of one TSCS module per training session per month for 10 months, including small and large group interaction, and participant feedback regarding the application* of course principles in between training sessions

**As an integral part of the learning experience, participants are asked to apply a key principle of each module taught. This takes place independently between sessions, and, in the following session, participants 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: 30 hours
- Implementation/practice time: 10 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 – 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*

- 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.

G. 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*, and co-author of the book *Building Bridges with Corrections Staff: Spiritually, Practically, Relationally*.

For additional information, please contact us at 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.”