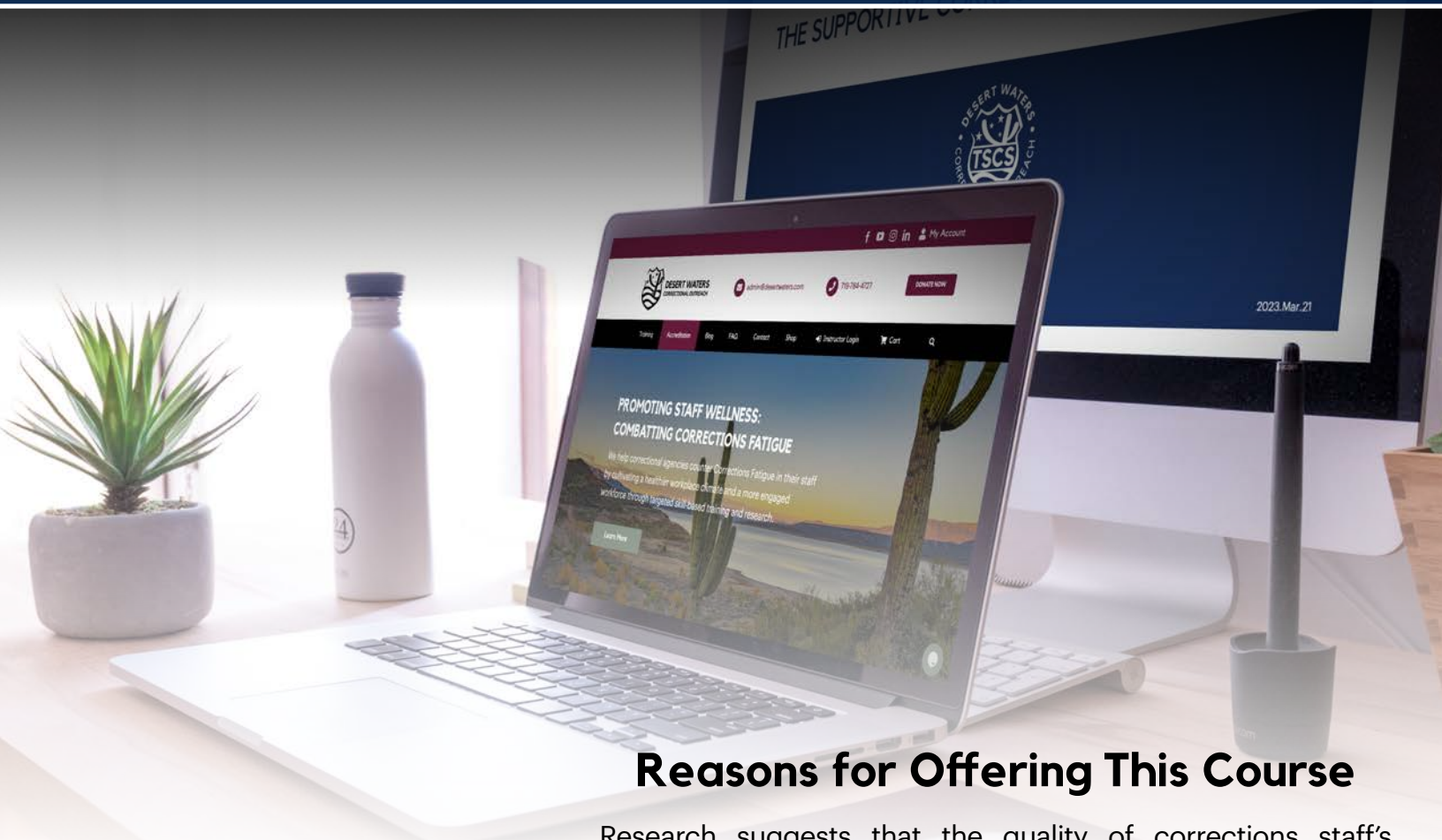




The Supportive Correctional Supervisor™

DIRECT DELIVERY

46-HOUR ONLINE OR IN-PERSON TRAINING & INDEPENDENT PRACTICE



\$1,695 per Supervisor

Reasons for Offering This Course

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}.

For times and dates
(scan or click):



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 including other public safety agencies.



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™*, *Improving the Well-being of Corrections Professionals: Understanding, Acknowledging, and Overcoming Traumatic Stress™*, 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*, and *More on Staying Well: More Strategies for Corrections Staff*.

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 supervisors' 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

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 employees and other public safety employees and their families, and the health of their public safety agencies, through data-driven, skill-based training.

CONTENT DELIVERY

Online delivery of one module per month for 10 months, including small and large group interaction, and participant feedback regarding application of course principles in between training sessions - 3.0 hours per session. The full 46-hour course includes 30 hours of DWCO instructor-led training and facilitation; 10 hours of independent implementation; and 6 hours of independent study.

MODULES

1. Reasons & Values
2. The Need – Research Findings
3. Understanding Your Staff & Yourself
4. Dealing with Your Distress
5. Behavioral Health Conditions
6. Staff Suicide Concerns
7. Skillful Interacting with Staff
8. Dealing with Escalation & Other High-stress Situations
9. Supervisor Functions & Role Modeling
10. Promoting a Positive Workplace Culture

To register (scan or click):



admin@desertwaters.com

719-784-4727

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/correc6ons/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).