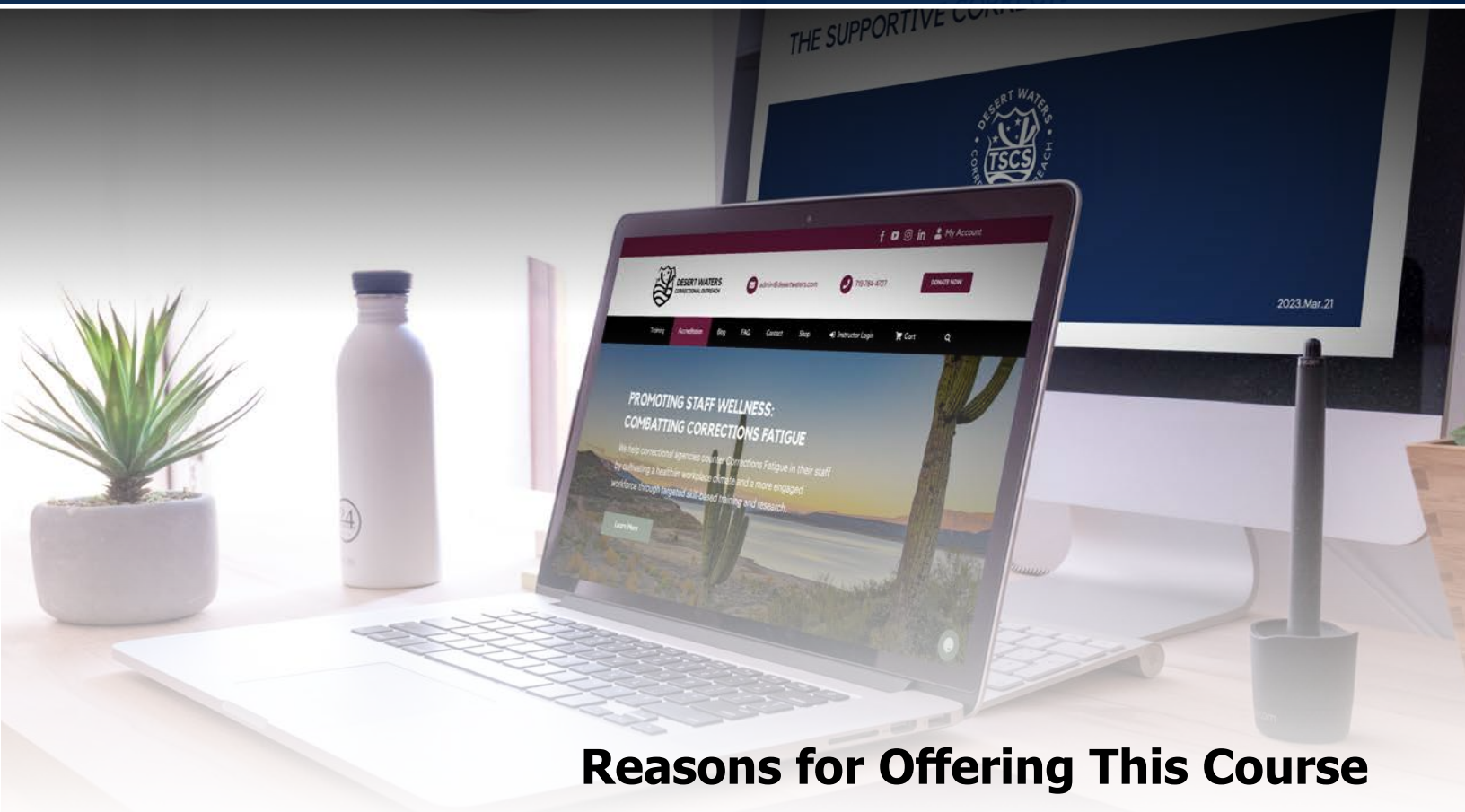




The Supportive Correctional Supervisor™

DIRECT DELIVERY

40-HOUR IN-PERSON OR ONLINE TRAINING



Reasons for Offering This Course

\$1,695 per Supervisor

Research suggests that the quality of corrections staff's professional relationship with their supervisors affects staff's morale, job satisfaction, energy level (physical and emotional), and also their mental health, physical health, and family health, and workforce culture^{1,4}. Additionally, a supportive supervisory style can reduce staff's use of work-related sick days^{2,3}.

For times and dates
(scan or click):



Course Goal

Equip supervisors with **data-driven skills and knowledge** to support subordinates both **proactively** through **PREVENTION**, and **during crises** through **INTERVENTION**, and by doing so **foster healthy workforce** cultures that **promote wellness, retention, and rehabilitation**.

Target Audience

Federal, state, county and city supervisors who work in correctional or detention institutions or probation or parole offices.



OBJECTIVES

1. Identify behaviors, impact, and values of supportive correctional supervisors.
2. Review data demonstrating the need for supportive supervisory styles in corrections.
3. Describe skill-based supportive behaviors rooted in moral integrity, compassionate interest, and emotional intelligence to build healthy cultures.
4. Discuss and apply supportive skills.
5. Address common individual and organizational challenges that present barriers to supportive leadership practices, and ways to overcome them.

APPROACH

- Present **information**
- Followed by **application**
- To eventually lead to **transformation**
- Through **repeated practice and feedback**

ABOUT THE AUTHOR

Caterina Spinaris, PhD, LPC, is DWCO's founder and Executive Director, and a Licensed Professional Counselor in the State of Colorado. Dr. Spinaris has been listening to and training correctional employees of all job roles and their families since the year 2000. She develops wellness-related educational materials for correctional employees, and conducts research on correctional employee wellness. Dr. Spinaris authored the books *Staying Well: Strategies for Corrections Staff*, and *More on Staying Well: More Strategies for Corrections Staff*.

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.

DELIVERY MODES

- **In-person:** 40-hours over 5 consecutive days.
- **Live Online:** 40 hours delivered across 5 days, scheduled weekly or monthly.
- Delivery schedule can be **customized** to meet the needs of the agency.

MODULES

1. The Power of Supervisors
2. State of the Staff
3. Moral Integrity, Compassionate Interest, and Emotional Intelligence
4. Emotional Intelligence: Self-Awareness and Self-Regulation Skills
5. Emotional Intelligence: Other-Awareness and Relationship Management Skills
6. Staff Suicide Concerns
7. Promoting Healthy Cultures

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).

⁴Ferdik, F., Smith, H. P., & Cochran Tanner, J. (2025). Testing the Effects of a Servant Leadership Intervention Using a Cluster Randomized Experiment. *Justice Quarterly*, 42(5), 834–857. <https://doi.org/10.1080/07418825.2025.2451316>