

Episode 30 - RTI Series – Supervisor Orientation Part 1

This podcast aims to guide residential staff taking on the role of supervising a shift, emphasizing the complexities involved in managing a group of kids and supporting a team of direct care staff. The role of a Residential Supervisor involves overseeing shifts, and in some agencies includes providing one-on-one office-based supervision, which includes conducting performance appraisals, managing personnel issues, and facilitating communication between staff and management.

To organize this wide-ranging topic, the 7-Directions Meta-Compass Model, inspired by Native American concepts, is used as a framework to explore different aspects of the supervisor's role.

The East represents emotions, focusing on the importance of emotional support, resilience, and passion for leadership. Values associated with the East are Respect and Caring. The Supervisor provides the staff team with executive functions, including Reaction Inhibition and Stress Tolerance. This sets the tone for their using those same executive skills with the kids. The importance of debriefing after intense experiences and fostering Stress Tolerance is highlighted.

Moving to the South, which represents cognitions, the podcast emphasizes the role of the supervisor in imparting knowledge about program structures, schedules, behavior management, and treatment components. The Values associated with the South are Truth and Honesty.

This episode delves into team-building, emphasizing the role of communication, feedback, appreciation, and celebration in developing a high-performing team. The Values associated with the South are Truth and Honesty.

The Supervisor is responsible for providing the team with cognitive executive functions like Planning, Prioritizing, Organizing, Sustained Attention, Working Memory, Time Management, Task Initiation, and Flexibility. These functions are crucial for effective shift supervision.

Upcoming episodes will explore the West, North, Upward, Downward, and Inward directions, covering behaviors, physiology, setting goals, relationships, tasks, and self-care. This mini-series provides guidance for Residential Supervisors, acknowledging the challenges and growth opportunities associated with the role.