

High Fidelity Wraparound Supervisor

A High Fidelity Wraparound (HFW) Supervisor ensures adherence to agency mandates, defines the roles and duties of each staff person, monitors job performance, and conducts case reviews. The HFW Supervisor helps to ensure that service plans developed by the children/youth and family are consistent with the principles of HFW. The HFW Supervisor also ensures service plans are individualized, strength-based, culturally competent, and include steps for implementing crisis management.

Roles and Responsibilities

The HFW Supervisor provides performance-based, individualized supervision for each HFW staff member at least one hour weekly and group supervision on a monthly basis to provide direction to achieve and sustain HFW. Supervision includes service plan reviews to determine the progress for each youth and family served. The HFW Supervisor is responsible for modeling and problem-solving with HFW teams to develop strategies to provide culturally competent services, supports and resources for youth and their families.

Qualifications

- A master's degree in a Human Services related field and three years of experience, one of which should be providing TCM to children/youth with SED and their families

OR

- A bachelor's degree and 3 years of experience providing TCM to children/youth with SED and their families
- The ability to provide performance-based supervision and support the professional development of others
- Experience working with children/youth who have complex behavioral health needs
- Willingness and ability to complete HFW Facilitator training
- An understanding of and experience with different child-serving systems, including education, mental health, child welfare, juvenile justice, health and others
- An extensive knowledge of community resources
- Must be available during regular work hours as well as some evenings and weekends

Characteristics of Effective HFW Supervisors

- The ability to work closely with HFW staff, youth and family members to promote a strengths-based, individualized, culturally competent system of care through the practice of strengths-based supervision and monitoring
- A comfort and competence to network and work with supervisors and managers from other systems, with different societal and service mandates
- A positive approach to promoting growth and development of others
- An ability to seek coaching, supervision, and clinical consultation and accept constructive feedback from others when needed
- A collaborative personality that leads to trust and the engagement with others
- Strong interpersonal skills and the ability to work effectively with a diverse community
- The ability to manage details and to follow-through until goals are completed
- Self-awareness and the ability to critique oneself honestly

- A culturally competent acceptance of diverse individuals and their families
- A willingness to be part of a team or ability to work effectively in a team environment
- Ability to analyze complex information and to define and solve problems
- Strong verbal and written communication skills

9/9/2015

GUIDANCE ONLY