

Supervisor Forum December 13-14, 2022
Looking Back, Looking Ahead

PCANY team: Ellen Butowsky, Caroline Chant, Samantha Fields, Carmen Rosario, James Porter

Participants: Dutchess-2, Steuben/Livingston-1, Broome-2, Brookdale-2, Chemung-2, Jefferson-1, Schenectady-1, Madison-2, Ulster-1, Buffalo-1, Ontario/Yates-1, Morris Heights-2, Ulster-1, Otsego-1, Rensselaer-1, Niagara-2, Rockland- 1, Delaware-2, Corona- 1

Totals: 27 participants, 19 programs

As a way to wrap up a year of great discussions, we hosted a forum with a more open structure. Supervisors shared what this past year has been like for them as supervisors as well as their hopes and goals for the coming year.

From chat, the feelings that came up for them to describe how they feel when thinking back on this year in your role as a supervisor.

Thankful

Tired :)

pumped,

Rundown

Excitable

Rested

few germs

Relaxed

STABILITY. Back to as normal as things can be right now.

Emotional rollercoaster

Flying through...

Lots of changes

Being pushed and pulled in many diff roles can't focus on my main role

Pride in my staff and the way they have adapted in the last 2 years.

trying to cover too many things at once

running non stop

Frustration about trying to hire!

energetic

Pulled in lots of directions, but happy to see the sunshine

enjoying the sunshine

Feeling peaceful

I am feeling optimistic and cozy

Scattered

Feeling - Blessed, grateful, cheerful in the Christmas spirit

Ready for the holidays :)

optimistic and busy

I feel grateful

Hopeful, brighter days ahead

Overwhelmed

Rollercoaster of emotions
New journey
busy
Challenging but I was able to learn from these challenges
Frustrated and annoyed
busy-continuous changes
Exciting, overwhelming, stretching, growing
Feeling busier
Reflective journeys
Lots of changes
Overwhelmed and burned out at times.
I feel there has been a learning curve but more to internalize.

Large group

We discussed in the large group what supervisors see as their areas of strength and growth (glows) and areas of challenge (grows) this year.

General themes for strengths included: self-care, balancing staff needs, developing good boundaries, on the job learning and feeling more confident.

General themes for challenges included: “no one is taking anything off our plate and that makes it really hard to keep motivating staff,” The changes handed down from above feel “willy nilly,” and service plans.

Break out groups

We discussed in small groups (no facilitators) hopes and goals for the year ahead as supervisors. Supervisors were asked to:

- Think about up to THREE hopes/goals.
- You might think about the following areas: self-care, supporting staff in their work with families, changes in practice/policy, host agency relationships, performance targets and indicators, enhancing reflective approaches, etc.
- For the goal that feels most challenging, we’d like for you to identify a potential obstacle and a person you’ll reach out to if you need support.

General themes for goals:

More focus on service plans, move it up on the priority list

Separating the heaviness from the work, self-preservation, self-care for self and staff- “these two things shouldn’t feel like they are in conflict.”

Clarifying roles for self and staff, professional roles

Focus on documentation and motivating staff

Improve capacity

Staff retention and its impacts on all aspects of the program including families and supervisors

Performance targets and indicators- keeping staff happy/motivated while still holding them accountable.

“Taking off my superhero cape.”

Establishing a work from home policy to help retention- this came as a result of talking to staff who didn’t leave to figure out what worked for them.

Wrap up

Groups shared that these forums help them “not feel so alone.”

In the chat: What’s something you heard today that stood out for you/their experience in this forum today?

we are not alone on this journey

We are ALL in this together...the struggles are real

That I’m not alone

that we all have similar struggles and voicing them are important

The importance of support. We are in this together.

It is always valuable to remember we are part of a bigger team :-)

Yes I needed this comraderie more than I realized until this moment.

Thank you great forum!

This experience so very helpful!!!

It was fun and encouraging

nice to talk to other supervisors

informative!

My experience was joyful and informative enjoy the holidays everyone , thank you for all of your great ideas it was great speaking with you all.

We need to have more conversations like this, thanks

I feel more connected. Thank you!

Peaceful and valuable things to take back with me. Thank you all!

Resource sharing:

- Plug Self Care retreat: Wednesday, January, 25th, 2023 from 10-noon
- Next forums - March 2023
- Reminder about the supervisor's e-mail list through a google group. If you want to be added to the list drop Heather VanCleeef an e-mail at hvancleef@ofoinc.org