

# Child and Youth Care Supervision

An examination of the  
growth and  
development of workers



# Level 1 – The Capable Care Giver

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- Safety
- External Control
- Adult Presence

# Level 1 Supervisory Strategies

- Be Seen As Trustworthy
- Minimize Power Struggles
- Don't Second Guess Situations
- Focus On How To Be Safe

## **Level 2 – The Treatment Planner and Change Agent**

- Relax External Control
- Support Choice and Experimentation
- Individualized Approaches
- Relationships

## Level 2 Supervisory Strategies

- Encourage Fewer Rules and Punishments
- Focus On Worker Strengths
- Support Risks With Trusting Youths

## **Level 3 – The Creative, Free-Thinking Professional**

- Strategic Use of The Life Space
- Program Development and Innovation
- Creates New Points of View
- Evaluates Current Practice

## Level 3 Supervisory Strategies

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- Colleagues, Not the Boss
- Assign Mentor Roles
- Evaluation Ideas on Program
- Encourage Writing and Training