

2024 International IPS Learning Community Annual Meeting

Breakout Group: IPS Supervisors

Facilitators: Ana Sack and Sandy Reese

Challenges:

- Reducing turnover. Strategies: model care, reflective support, exploring barriers/burnout, training and listening to staff. Model support—genuine value of relationships, encouraging creativity, sustainability, experience as an employment specialist, dependability. Provide permission, establish peer to peer excellence, awards, celebrate, share success stories, “Feel-good Fridays,” feedback from varied stakeholders.

Training.

- Respect, information, connection, hope
- How to manage difficult conversations
- Language matters
- Model accountability
- Mentorship programs
- Utilize human resources (HR)
- Self-inventory of role,
- Provide access in real time, via calendar, for support
- Validate staff
- Have an equal relationship
- Buddy system
- Team building
- Valuing each other’s super powers

Create a path for growth

- Use the fidelity scale to implement path into supervisory role
- Practice problem-solving
- Create a safe space to share and practice
- Facilitate space for peer supervision
- Supervisor go back to mission, team/program goals to set expectations