

SUPERVISORS' ATTENDANCE AT TDM MEETINGS SUGGESTIONS

In many, if not most, F2F sites supervisors are finding it very difficult to attend 100% of their staff's TDM meetings. Many supervisors are supervising more social workers than is optimal, and in many sites the workers are carrying larger-than-desirable caseloads. For these and other reasons, the number of TDM meetings a supervisor needs to attend may be more than is feasible.

While most would agree that it is best practice for a supervisor to be present for every TDM meeting convened by his/her staff, when that is not possible it may be helpful to create a set of priorities to guide supervisors in determining which TDM meetings to attend. The following are suggestions a site might consider in developing guidelines for supervisory participation:

Possible Highest Priority/Mandated Attendance TDM Meetings:

- Social worker is new/still on probation
- Social worker is having performance problems/is under a corrective action plan
- Facilitator (or other colleague) requests supervisor to attend due to complexity of issues, challenging participants, or anticipated performance problems with social worker
- Agency designates a certain type of TDM as being of highest priority based on concerns for current practice or poor outcomes (e.g. meetings involving youth without an identified permanent family, initial removals, reunification, permanency TDM where termination of parental rights is being recommended, etc.)

For other types of TDM meetings, supervisory participation would be expected but not mandated.

- Suggestion: If the supervisor is unable to attend, s/he could be required to phone the facilitator before the meeting to provide input. This might strengthen the message that supervisors are expected to prepare their workers for TDM meetings.

It is highly recommended that sites routinely ask managers to track supervisory attendance at TDM meetings, in order to obtain information that may be useful in assessing the impact of supervisors' involvement (or lack thereof) in meetings. While most TDM databases provide general percentages of meetings attended by supervisors, they typically do not sort those data by worker or unit, so specific tracking by managers is usually a necessity.