

What can a supervisor do to take the lead in implementing screening strategies?

Developing entry level competencies:

- Reach out to the human resource office and offer to help in developing competencies specific to child welfare staff.
- Review the current listing of competencies used in the screening and selection process and compare with best practice information.
- Talk to other supervisors and brainstorm the competencies that from their experience predict retention and high performance.
- Bring together a small group of interested supervisors and together with the human resource office develop a listing of competencies consistent with your agency's job requirements and practice model.

Designing a screening and selection system:

- Review the methods currently used in your agency.
- Get examples of best practice approaches from other child welfare agencies in your state or nationally.
- Review these with other supervisors and the human resources office.

Implementing strategies for rating and selecting candidates:

- Have a Brown Bag lunch and ask other supervisors to bring their favorite screening questions. Use the Creating Interview Questions Scoring Guide to develop scoring guides for each question.
- Work with the HR office to put on a workshop on effective strategies for rating and selecting candidates.
- Identify the unit with the lowest turnover in the first few months. Ask the unit supervisor to talk about what s/he does in the screening process to select the right candidates.