**DOC Supervisory Program FAQ’S:**

**Historical Perspective**

The DOC Supervisory Program was developed in 2009 to meet the needs of the Indiana Department of Correction’s supervisory workforce. Initially, the program was designed to be a tier program consisting of 3 courses; Developing Professional Employees, Optimizing Heightened Effectiveness, and Conquering Maximum Efficiency. While each course was capable of being a standalone course, the program was designed to be a building block course with each course building from the previous. A few of the topics discussed during this training Managing a Multi-Generational Workforce, Dynamics of a Good Supervisor, Team Organization, Coaching Subordinates, Delegation, Motivation, Discipline, Fact Files, Performance Management, Building Trust and Organizational Change.

In 2017, the Indiana Department of Correction established the program as a mandatory training for all supervisory classifications and revised the course material to be a single 5-day Program.

In 2021, the Department of Corrections updated the curriculum again, so this program would be conducted over a period of 3 days. A few additional topics added to the curriculum include Diversity, Bias, and Inclusion; Interpersonal Skills/Self-Awareness in Leadership; and Interviewing Skills.

**Is the DOC Supervisory Program Specific to DOC Policy?**

No, the program is competency based! The DOC Supervisory program focuses on fundamental competencies of supervision, such as, Coaching, Performance Management, etc. All areas that are related to personnel performance are developed in collaboration with the State Personnel Department.

**Who facilitates the training?**

The DOC Supervisory Program is managed by Mr. Dan Patton. Dan is a Regional Training Manager for Staff Development and Training. Dan works closely with the Divisions Regional Training Managers and Regional Training Specialists to coordinate this program throughout the State at Regional Training Sites. Program instructors are experienced supervisors of all levels.

**Who is an ideal candidate?**

This program is designed for supervisors for are new to their role. Ideally, participants would have between 3-9 months experience in classification before attending this program. However, this program is applicable to any persons in a supervisory classification.

**How much outside time is required in addition to the in-person sessions?**

This program is designed to take place inside the classroom.

**What happens if my staff can’t make the full week?**

Ideally, participants would be available to attend the program in one session. However, we do realize that there is much work to be done and that there will be occasions when a participant is not available for a portion of the training. In these rare cases we would work with the participant to schedule a makeup session.

**How do you measure success of the training?**

The Department of Correction has a couple of internal metrics in place to measure the effectiveness of this program. The expectation is that we would see increased performance from the participant and their direct reports (Level 4). This return on investment (RIO) should be see in how the participant performs his/her duties.

**If one of my staff attends, is there any time commitment from me?**

Not directly related to the training. However, we do encourage that there is follow up from the participants supervisors to discuss with them what they learned during the program and how they will utilize the new information (coaching).

**Program Contacts**

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