



SUPERVISING FOR PARTNERSHIP & ACCURATE ICWA IMPLEMENTATION

SUPERVISOR QUICK GUIDE:

Supporting Work with the Tribe(s) & ICWA Family Preservationist (IFP)

Your leadership strengthens practice, partnerships, and outcomes for children and families.

1 SUPERVISOR'S ROLE AT A GLANCE



Supervisors create the conditions for accurate ICWA implementation, strong Tribal relationships, and meaningful family engagement.

You set the tone by:

- Modeling respect for Tribal sovereignty
- Expecting timely and accurate actions
- Normalizing collaboration with Tribe(s)/IFPs
- Championing active efforts and cultural connection
- Advocating for the child and family

2 SUPERVISOR PRIORITIES



Ensure early and timely ICWA action



Promote open, respectful communication



Support child safety while preserving family and culture



Strengthen relationships with Tribe(s)/IFPs



Uphold Tribal sovereignty and policy requirements

3 SUPERVISOR ACTIONS THAT MATTER

- ✓ Review ICWA inquiries promptly and for completeness
- ✓ Ensure referrals are made within 2 calendar days
- ✓ Confirm ongoing communication with Tribe(s)/IFPs
- ✓ Ensure Tribe(s)/IFPs are invited to meetings and decision-making
- ✓ Support documentation of active efforts and cultural connection
- ✓ Address barriers and problem-solve with your team
- ✓ Provide coaching and feedback focused on partnership and outcomes

4 SUPERVISOR CHECKPOINTS (ASK • REVIEW • ENSURE)



- ✓ Was an ICWA Inquiry submitted when appropriate?
- ✓ Was the referral made within 2 calendar days?
- ✓ Is communication with the Tribe(s)/IFP ongoing?
- ✓ Were the Tribe(s)/IFPs invited to meetings?
- ✓ Are active efforts documented and individualized?
- ✓ Is cultural guidance being considered and applied?
- ✓ Are relatives and preferred placements explored?
- ✓ Are case decisions reflecting ICWA requirements?

5 COACHING & SUPPORT



Coaching is most effective when it is consistent, curious, and solution-focused.



Ask reflective questions that build understanding and skills.



Review cases together regularly for ICWA practice.



Reinforce strengths and celebrate partnership wins.

6 TEAM DEVELOPMENT



Provide ongoing ICWA training and updates.



Create space for case consultation with Tribe(s)/IFPs.



Encourage team norms that value respect and collaboration.



Use data and quality reviews to drive continuous improvement.

7 ADDRESSING CHALLENGES



Identify and remove systemic and practice barriers.



Facilitate difficult conversations with empathy and clarity.



Hold staff accountable while providing the support to succeed.



Elevate concerns and resource needs to leadership.

8 PARTNERSHIP PRINCIPLES



- Relationships are built over time.
- Respect is shown in actions.
- Communication is two-way.
- Trust grows through consistency.
- We are stronger together.

9 POLICY REMINDERS



Eligible ICWA cases must be referred as soon as possible and no later than **2 calendar days**.



No Release of Information (ROI) is required when an ICWA Inquiry is submitted.



Tribal Nations have an independent interest in their Tribal children and families.

10 SUPERVISOR SELF-CARE



Sustainable leadership supports sustainable practice.



Take time to reflect, reset, and recharge.



Your well-being strengthens your team and the families you serve.



Your leadership helps ensure that ICWA is more than compliance—it is a commitment to children, families, Tribal Nations, and a future built on respect, partnership, and shared responsibility.

