SUMMARY OF STANDARDS AND REQUIREMENTS
CERTIFIED INDIGENOUS COMMUNITY SUPPORT SUPERVISOR (CICSS)

Education Qualifications	Undergraduate degree or higher in a related human or social service field with a focus on community support and supervision **AND** additional portfolio of training (formal or informal) that reflects the requirements of this certification.	**HOURS**
Experience	Five (5) years (10 000 hours) minimum of remunerated, direct community support experience. The prerequisite for this supervisory certification is to hold a certification as a Community Support Manager at level I (CICSM I). Please note that the **6000 hours** of experience already acquired as a CICSM **are included in the 10 000 hours** required for this Certified Indigenous Community Support Supervisor credential.	**10 000**
	Applicants who are not certified as a CICSM I, but have experience in supervision in areas similar to community support/management are encouraged to communicate with the ICBOC's Registrar to discuss their potential eligibility for this certification.	
Total Education or Training required* **1450 hours**	**IMPORTANT*** The total hours of training required for this supervisory certification **includes the 950 hours** acquired for the CICSM I certification. You need to acquire the 500 additional hours listed below to complete the 1450 hours required for this CICSS certification.	
	ADDITIONAL KNOWLEDGE AND SKILLS IN SUPPORT OF PROFESSIONAL PRACTICE	**HOURS**
	Knowledge and Skills in the Core Functions of a Community Support Supervisor (CICSS)	**380**
	Knowledge and Skills in Supervision/management-related topics	**120**
Supervisor's Evaluation **Minimum scores**	**Core functions competencies**	**70%**
	Cultural competencies • Knowledge, skills and attitudes of an Indigenous community support worker **Professionalism Integrity** • Professional conduct • Life skills	**80%**

Knowledge in the core functions of a CICSS	380 hrs
Supervisory Styles	20
Recruitment and Hiring	30
Team Building	30
Work Planning and organizing	30
Staff Training and Guidance	30
Performance Management and Evaluation	30
Supervisory Relationship	30
Mentoring and Coaching	40
Delegation	20
Budget management	20
Workplace Health and Safety	20
Culture and Supervision	30
Legal and Ethical Issues in Supervision	30
Supervisory Reporting and Documentation	20

Continuing Education Topics related to Supervision Please note that this list of examples is not exhaustive And Please contact ICBOC if you have training in other topics and wish to confirm their relevance/acceptability.		120 Hrs
Models of Supervision	Management Theories	Assessment & Evaluation/Methods & Standards
Team Building Skills	Challenges in Clinical Supervision	Tools for Effective Clinical Supervision
Time Management	Mentoring	Qualities of Effective Supervisors
Employee Relations	Liability Issues in Supervision	Professional Development Issues
Impact of Supervisory Styles	Conducting Staff Meeting	Supervisor-Supervisee contracts

CICSS - Cultural Competency

Cultural competency is an essential required component of all ICBOC certifications

▪ Ability to respect, implement and incorporate First Nations culture, beliefs, values and traditions in treatment, including separate and combined Sweat Ceremonies, Coming of Age Ceremonies and all other cultural/spiritual ceremonies. Cultural competency, like professionalism, is verified through the Supervisor's Evaluation and the References