Graduate Studies

OFFICIAL COURSE OUTLINE INFORMATION

FACULTY/DEPARTMENT: SCHOOL OF SOCIAL WORK
SOWK 711 N/A 3
COURSE NAME/NUMBER FORMER COURSE NUMBER UFV CREDITS

Leadership and Supervision in Social Work

CALENDAR DESCRIPTION:
This course will explore the theories and practice skills of effective social work leadership and supervision as required in the operation of human service organizations and service delivery systems. Students will explore both classic and contemporary theories and models of social work leadership and supervision. Topics include characteristics and styles of leadership, organizational leadership and board relations, leadership ethics, leadership and crisis management, leadership in an Indigenous context, and women and leadership. The connections between social work leadership and supervision will be explored, focusing on the historical development of social work supervision, theories, and models of supervision. Practice experiences of supervision will be discussed from the perspective of supervisors, frontline practitioners, and students.

PREREQUISITES: Admission to the MSW program.
COREQUISITES: None.

TOTAL HOURS PER TERM: 45
* STRUCTURE OF HOURS
Lectures: 2
Seminar: 2
Laboratory: 2
Field Experience: 2
Student Directed Learning: 2
Other (Specify): 2

EXPECTED FREQUENCY OF COURSE OFFERINGS: 2-year Co-ort model
MAXIMUM ENROLLMENT: 24

AUTHORIZED SIGNATURES:
Course Designer(s): GPC Chair:
Darrell Fox, PhD Candidate, MSW John Hogg, MSW, RSW
Dean: GSC Chair:
Rosetta Khalideen Adrienne S. Chan, MSW, RSW, PhD
GSC Approval in Principle Date: GSC Final Approval Date: January 23, 2014

COURSE IMPLEMENTATION DATE: September 1, 2011
COURSE REVISED IMPLEMENTATION DATE: January 2015
COURSE TO BE REVIEWED (4 years after approval): January 2018
COURSE OBJECTIVE - The overall purpose / rationale for this course is:
This course will explore concepts of leadership, strategic planning, management information systems, total quality management, governance structures, management styles, staff motivation and conflict management.

LEARNING OUTCOMES – Upon successful completion of this course, students will be able to:

- Critically analyze, role, and functions of Social Work leadership; and supervision in the human service context;
- Compare and contrast classic and contemporary theories and styles of leadership; and the various theoretical models of supervision and how these relate to their work environments;
- Develop and assess the strengths and counterproductive tendencies of leadership theories, individual leadership styles and supervisory approaches regarding the use of power and authority in relation to cultural groups, gender, age, physical ability, socio-economic status, religion, and sexual orientation;
- Demonstrate the application of the CASWE Code of Ethics and Guidelines for ethical practice in relation to the ethical community and organizational Social Work leadership and ethical decision-making in the supervisory process;

METHODS:
This course will be taught on-line using a combination of student-led sessions, lectures, class discussions, small group exercises, and multi-media resources such as videos and DVDs.

COURSE CONTENT:

- Introductions and overview of the course Leadership and Supervision in the Human Services
- Theories of leadership
- Leadership styles: skills, traits and leadership competencies: power and authority
- Charismatic and transformational leadership: visioning
- Diversity and leadership with overview of contemporary issues
- Ethical leadership
- Review
- Supervision in the context of social work; supervision in the context of leadership; historical overview, definitions and significance of supervision
- Theoretical models of supervision; clinical supervision – features, influence and use of the parallel process
- Power, authority, conflict, gender and diversity issues
- Educational functions of supervision; performance appraisal and evaluation; supervisory transitions and endings
- Ethical decision-making in the supervisory process; ethical and legal obligations of social work supervision
- Review and closing

STUDENT EVALUATION:
Weekly Postings & Responses: Ten weekly questions posted on the discussion boardBlackBoard Learn (Total Value: 35%)
Assignment #1 - Portfolio: exploration and development of personal styles of supervision and leadership in relation to the Social Work Profession (Value: 40%)
Assignment #2 - Final Paper analysis and critique of social work leadership and supervisory theories, models and processes and their application to practice (Value: 25%)
TEXTBOOKS, REFERENCES, MATERIALS:
Reading Package: Selected leadership and supervision articles.

SUPPORT MATERIALS:
Readings in Leadership:


Readings in Supervision:


Tsui, M-S., & Ho, W-S. (1997). In search of a comprehensive model of social work supervision. The Clinical Supervisor, 16(2), 181-205.


PRIOR LEARNING ASSESSMENT RECOGNITION (PLAR):
Credit can be awarded for this course through PLAR (Please check:)  ☐ YES ☑ NO
* If YES specify how:

* These sections are subject to change at the discretion of the department and the content will vary.