

Justice Institute of British Columbia COURSE OUTLINE

Course Code: COUNS 172

Course Title: Best Practices for Aboriginal Supervisors

Prerequisite Courses:

Sponsoring Division: Community and Social Justice Division, Centre for Counselling and Community Safety

Previous Course Code & Title:

# of Credits:	1.0
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Course Description:

In this original two-day course we will clarify our own definition of 'best practices' from an Aboriginal perspective. Together we will explore the necessity and importance of providing and receiving healthy, affirmative supervision. In a respectful, supportive environment we will engage in thought provoking dialogue about what to expect from supervisors and employees, what it's like to be on 'either side of the fence', where you are experiencing gaps and how to fill them. Experiential exercises will help to teach you different models of supervision that could be used on your own, in dyads or in groups. You will come away with a new perspective on your work and with skills to support you in your workplace.

Course Goal(s):

Participants will be able to clarify a healthy supervisor/employee relationship within an Aboriginal context. They will develop skills to be able to monitor your own work as well as learn different models of supervision.

Course Learning Objectives:

Upon successful completion of this course, the learner will be able to:

1. Define what healthy supervision is
2. Practice a supportive model of supervision from an Aboriginal perspective
3. Learn how to give/receive difficult feedback
4. Assess communication style

Course Topics/Content:

- Definition of healthy supervision
- Examine the purpose of supervision
- Look at some of your experiences as an Aboriginal person giving or receiving supervision
- Clarify what 'best practices' from a 'business' perspective are

- Examine how your teachings as an Aboriginal person influences or could influence your work as a supervisor and/or your relationship with your manager
- Learn about symbolism and how that could be used individually, in dyads or groups to provide insight into cases
- Exercises and discussion using art expression exercises
- Identify ways through the Medicine Wheel model that you can be supported in the workplace
- Creative exercises to improve your relationships with your employees
- Define a competency/strength based/solution focused perspective in the workplace Explain the importance of receiving and giving difficult feedback
- Clarify your vision and the steps that will take you there and how you can be supported on the way
- Examine different forms of communication styles and identify yours

Text and Resource Materials: Use APA style; specify chapters where applicable. ([APA Style Guidelines](#))

Required:

Recommended:

Course Level:

	First Year		Second Year		Third Year		Fourth Year
x	Other (describe):						

Equivalent Course(s) within the JIBC:

Class Delivery Methods:

Some courses are delivered using a range of methods within one class (course section) or alternative methods in different classes. Please outline the most common delivery options used for this course. The total class hours should be the same for each option.

Delivery Methods	Class Option A (Hours)	Class Option B (Hours)	Class Option C (Hours)	Class Option D (Hours)
Classroom/Lecture/Discussion	14.0			
Simulation/Lab	N/A			
Practicum/Fieldwork	N/A			
Online	N/A			
Correspondence	N/A			
Total Class Hours	14.0			

Comments on Delivery Methods:

This is an experiential workshop and we will alternate between individual written exercises, dyads, small groups, large group discussion and exercises.

Related Program(s): (where applicable)

Credit Transfer exists at: (List Institutions with official transfer agreements and name equivalent courses)

Course Grading System:

Check the system that applies to this course:

<input type="checkbox"/>	Letter Grades	<input type="checkbox"/>	Percentage	<input checked="" type="checkbox"/>	Pass/Fail	<input type="checkbox"/>	Credit/No Credit
<input type="checkbox"/>	Complete/Incomplete	<input type="checkbox"/>	Attendance Only	<input type="checkbox"/>	Not Applicable		

Passing Grade:	Pass
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JIBC Standard Grading Scale for Letter, Grade Point and % Grades:

Letter Grade	Grade Points	% Range
A+	4.33	90-100
A	4.00	85-89
A-	3.67	80-84
B+	3.33	76-79
B	3.00	72-75
B-	2.67	68-71

Letter Grade	Grade Points	% Range
C+	2.33	64-67
C	2.00	60-63
C-	1.67	56-59
D	1.00	50-55
F	0.00	0-49

Evaluation Activities and Weighing: (complete the %'s which apply – total must equal 100%)

Final Exam	%	Assignments	%	Project	%	Capstone Project	%
Midterm Exam	%	Portfolio	%	Participation	%	Other	%
Quizzes/Test	%	Simulations	%	Practicum	%	TOTAL	100%

Comments on Evaluation:

100% attendance in the class

Other Course Guidelines, Procedures and Comments:

View the Justice Institute of BC Policies listed below at:

<http://www.jibc.bc.ca/studentServices/main/AcademicServices/policies.htm>

Access Policy

Academic Appeals Policy



Harassment Policy
Prior Learning Assessment Policy
Student Code of Conduct

Intellectual Property Rights Policy
Research on Human Subjects: Ethics
Student Records