

SAGRADO

Universidad del Sagrado Corazón

SCHOOL OF HEALTH AND SCIENCES

SYLLABUS

TITLE:	Social Work with Groups, Communities, and Organizations
CODE:	TSO 312
PREREQUISITE:	TSO 306
CREDITS:	3 credits 45 contact hours 15 hours active learning experience in a community-based organization 1 term

DESCRIPTION

This is a course that aims to train students in understanding and facilitating social collectives: groups, communities, and organizations. The course focuses on the introductory study of the theoretical and methodological foundations related to group dynamics and community organization processes. Students are exposed to the critical analysis of the socio-historical context in which the needs of citizenship arise and the role of organized social groups as protagonists of concerted responses in contemporaneity. Emphasis is placed on the role that Social Work professionals assume as facilitators of transformation processes in an innovative and critical intervention. Theoretical-practical integration is materialized through an active learning experience in a community-based organization. The course is aimed at students of Social Work and other related disciplines.

JUSTIFICATION

Contemporary vocational education requires the development of students' capacity to work and collaborate effectively with different groups and communities. Students of Social Work and other disciplines require effective accompaniment from groups, communities, and organizations as part of their professional practice, in tune with the defense and expansion of human rights. This intervention must also be alert to the historical, social, and economic changes that influence personal, group, organizational and community relationships in order to address the complexity of current social problems. The knowledge and experience of learning through immersion will empower them to participate and engage in the processes that lead to justice, transformation, and social well-being.

COMPETENCES

The course develops the following competences in students:

- **Communication**
- **Ethical sense and social justice**

OBJECTIVES

After completion of the course, students will be able to:

1. Explain the scope and importance of social work with groups, organizations, and communities in interprofessional contexts.
2. Understand the basic concepts, theories, and processes of social work in group, community, and organizational settings.
3. State the areas of group dynamics and the functions of social work with groups.
4. Distinguish models of community organization, development, and planning.
5. Understand the organizational structure and administrative functions of social work in the planning, coordination, and evaluation of social services.
6. Recognize examples of community projects and nonprofit ventures in Puerto Rico, Latin America, and other places of interest.
7. Recognize the facilitation of group, community, and organizational processes as a mechanism for engagement with diversity and difference in professional practice.
8. Facilitate group, community, and organizational processes that reflect ethical and professional behavior, sensitive to current power relations, oppression, and discrimination.
9. Demonstrate professional conduct in behavior and communication, applying their knowledge of human behavior and the social environment, and other multidisciplinary theoretical frameworks as tools for working with groups, communities, and organizations.
10. Innovate in the creation of facilitation strategies in group, organizational, and community dynamics that foster the promotion of human rights, social, economic, and environmental justice.
11. Define possibilities for action, decision-making and resolution of community conflicts, from a human rights perspective.
12. Design evaluation, research or systematization processes that demonstrate learning, integrate people as experts of their own experiences and inform and improve the practice of professional services and the promotion of human rights.

CONTENTS

- I. The Professional Practice of Social Work at the Meso and Macro Levels
 - A. History and relevance of social work with groups and communities in Puerto Rico
 - B. Social work at the meso level: working with small groups
 1. Generalist model
 2. Human rights perspectives
 - C. Social work at the macro level: community and organizational work
 1. Communities
 - a. Objectives and roles in community social work
 2. Organizations
 - a. Administration of social service organizations
 - b. Definition and functions of social work in government agencies and non-governmental organizations
- II. Social Work with Groups
 - A. Basic concepts
 - B. Group stages and processes
 - C. Group dynamics
 1. Group integration, inclusion, and human diversity
 - a. The defense and expansion of violated human rights
 2. Group cohesion and interaction
 3. Roles and power
 4. Group rules
 5. Levels of participation and leadership
 6. Forms of verbal and non-verbal communication
 - D. Facilitation of the groups
 1. Facilitation exercises and techniques
 2. Documentation of group work
- III. Social Work with Communities
 - A. Theoretical perspectives
 1. Social constructionism
 2. Conflict theory
 3. Strengths perspective

4. Empowerment
 5. Other
- B. Models of community work
1. Community development
 2. Self-management
 3. Participatory social planning
 4. Social action in the promotion and defense of human rights
 5. Other
- C. Types of communities
- D. Community processes
- E. Innovation in facilitation strategies for community engagement
1. Accompaniment
 2. The systematization of experiences
 3. The emerging strategy
 4. Design thinking
 5. Participatory cartography
 6. Other
- IV. Social Work with Organizations
- A. Theories
1. Human relations
 2. Cultural perspective
 3. Contingency
- B. Common problems in organizations
1. Ethical behavior in the organizational context
 - a. Social work values and organizational values
- C. Management and empowerment of workers
1. Oppression and culture of care
 2. Learning in the organization
 3. Teamwork
 4. Facilitation for the recognition of human diversity
 5. Achieving social, economic, and environmental justice
 6. Promotion and defense of human rights
- D. Ventures of governmental and non-governmental organizations in P. Rico

METHODOLOGY

The following strategies from the active learning methodology are recommended:

- Design thinking
- Immersive experiences
- Role playing
- Conferences
- Participatory exercises and techniques
- Representation schemes or graphic organizers
- Discussion groups
- Cooperative groups
- Panel discussions
- Case discussions
- Field visits
- Expert consultations
- Literature review
- Visits to community and professional organizations
- Conducting interviews

EVALUATION

Participation	10%
Partial assignments	30%
Final project	25%
Immersion experience	20%
Compositions	15%
Total	100%

LEARNING ASSESSMENT

The institutional assessment rubric is applied to the course's core activity.

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For more information resources related to the course's topics, access the library's webpage <http://biblioteca.sagrado.edu/>

REASONABLE ACCOMMODATION

For detailed information on the process and required documentation you should visit the corresponding office. To ensure equal conditions, in compliance with the ADA Act (1990) and the Rehabilitation Act (1973), as amended, any student in need of reasonable accommodation or special assistance must complete the process established by the Vice Presidency for Academic Affairs.

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This policy applies to all students enrolled at Universidad del Sagrado Corazón to take courses with or without academic credit. A lack of academic integrity is any act or omission that does not demonstrate the honesty, transparency, and responsibility that should characterize all academic activity. Any student who fails to comply with the Honesty, Fraud, and Plagiarism Policy is exposed to the following sanctions: receive a grade of zero in the evaluation and / or repetition of the assignment in the seminar, a grade of F (*) in the seminar, suspension, or expulsion as established in the Academic Integrity Policy effective in November 2022.

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