

Subject	Syllabus Revision Process Report
Venue	JM Hall
Date & Time	23 -26 September 2017; 1:45 pm

Introduction

The entire syllabus revision was undertaken in three specific phases – first, brainstorming with alumni given the fact that they had been on campus and now know of the demands from the field and employers; the second was a feedback from phase 1 to the teachers and research scholars; finally, Phase 3 was a workshop with people from practice and academia. The broad exercise, enriched the content of the syllabus.

Phase 1. -Alumni Feedback- 16-23 August

The following were the expectations of what MSW as a program should offer, generated over whatsapp and email:

1. Aleema Asif (MSW2011 - Program Manager ASAP/NSDC)- conviction, decisiveness, confidence, delightfulness (pleasing the stakeholders)
2. Lakshmi Mohan (MSW2012; Program Manager ASAP/NSDC) - confidence, being able to lead take charge (leadership), respect, universal citizen
3. Anand Murugesan (MSW2006; Administrator & Education Consultant, Kuwait)- effective communication and english fluency (through spoken and report writing: conceptual clarity and ability to design training programs
4. Kannan G.S. (Student, MSW 2017) - volunteerism, quiet power
5. Elz Matthew (Housewife, MSW2008) - Language, finesse in work and reporting, refinement in behaviour (delight) that comes through self-reflective grooming
6. Fr. Lenin Raj (MSW2012; Director, TSSS)- assertive ...firm but warm
7. Neethu Unnikrishnan (Student, MSW 2017) - accountability demonstrated through the willingness to take charge...
8. Vijayalekshmi VA (MSW 2013, Research Scholar) - perseverance and resourcefulness
9. Adil Hakkim & Shine Augustine (Student, MSW 2017) - clarity and comprehension of the problem and doers

The contents were abstracted to provide content to the experts and teachers in the form of Hallmarking.

Phase 2. -Employer Feedback- 16-23 August

Feedback in the form of telephonic interviews and whatsapp surveys were organised with employers and experts:

1. Ajith Sankar (CEO, CoX & Eram Soft)
2. Babu Abraham (Head-Social Work), Pallium India
3. Baby Prabhakar, CEO, Blue Point
4. Shiny Joseph, Amritha Institute of Medical Sciences
5. Soney Thomas, CEO, Maxminds
6. Fr.Lenin Raj, Director, T.S.S.S.

All of them were happy about the hallmarking of Loyolites engaged in fieldwork as well as employed at various points in time. The highlight was attitude- their disposition and readiness to engage. They were ready for the field and willingness to engage in community based activities and generate creative programs. There was a need to look into possibilities in CSR as well as areas such as environment (Ecological Social Work). Similarly, there needs to be thrust on areas such as groupwork and micro-skills – their skills such as expressive arts and counselling as well as therapies count. There was a suggestion to integrate therapies and allow the students to specialize in at least one of those. Another area of engagement was evaluation research given the fact that the CSR funding was gathering momentum.

Phase-3 :Session 1. Preliminary Meeting of Syllabus Revision Workshop - 23 August

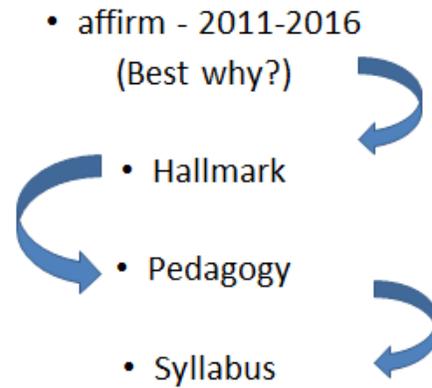
An internal evaluation was undertaken on the ideals of what would constitute the hallmark of a Loyolite. A brainstorming session was undertaken with an internal team consisting of:

1. Ms. Febna Reheem
2. Praveen VT
3. Fr.Saji J
4. Ms.Francina PX
5. Dr.Sabu P. Thomas
6. Dr.Sonny Jose

The preliminary meeting **convened at JM Hall converge on the following points:**

1. A need to infuse an element of **Structural social work** into the syllabi in order to transcend the inherited clinical model (client-centrism) ingrained throughout, There was a need to infuse the political model (CD) by introducing the Systems Theory approach perhaps in two subjects - Sociology and Psychology. The same could be done by bringing in a slight more emphasis on Social Development Paradigm. Political Economy and Development (in Sociology); e.g. how NGO Funding can bear on Communication and Health Sector ; bringing in readings on Bob Mullary; initiating discussions on Sanskritisation, Commercial Sex Work, etc.
2. There was a proposal regarding integrating the **Competency Based Framework (CBA)** in which the three components - Knowledge>Value> Skills /Competencies paradigm - could be integrated into the Pedagogy. There is a possibility of looking at the various settings of social work practice and work on what would be the knowledge, value & skills (10 core skill areas) to be included.
3. Another area where emphasis must be made are **social work values**. Values require a separate treatment as a component because it essentially influences the attitudes of the trainees. There is a possibility of a module in History in Philosophy or a separate paper all together having made space by combining two topics of similar nature; e.g. “Social Case Work” and “Theories and Practice of Counselling.”
4. Research needs an emphasis given the fact that our students are very weak on research and low on rigour. Therefore **Evaluation Research & Documentation** needs to be emphasised.
5. Given the fact that we have been institutionalizing various **workshops**, explore the possibility of integrating each of these into the curriculum and **assigning credits** based on their documentation and reflection. Incorporate the conscious **orientation** of the students regarding Seminars/Workshops to be transacted and **integrate** it with the subjects taught (Pondicherry Model).
6. **Structural adjustment** of the entire **syllabus** may be considered; e.g.
 - a. **Rearrangement** of topics
 - a. “Social Case Work” and “Theories and Practice of Counselling” may be combined on the basis of logic

- b. consider a separate paper on Social Work Research
 - c. HSO and Project Management be combined
 - d. Social Group Work & Community Organisation may be shifted into Sem.I
- b. Social Policy may be considered as a module in social legislations by cutting down on a few legislations not relevant



- c. including an **analysis component** as a final element of the pedagogy to allow integration on each subject
- d. Attempt **Flip approach** (in line with the Moodle Teaching Platform) teaching where the entire module including tutorial videos are uploaded

Based on the inputs the following outputs were generated for the presentation:

hallmark

What is the 'best' in "Our Best"?

- Valour (fearlessness)
- Confidence
- "human-business skills" – Case Work , Group Work CO
- "organising skills" – events, camps, programs
- Resourcefulness – being RPs, designing modules, engaging sessions
- Voluntarism
- "feedback"
- Communication
- Analytics
- Delightfulness
- Tenacity/Perseverance



Phase-4: Session 2. Meeting of Syllabus Revision Workshop - 23-26 September 2017

The workshop began with an eminent team of experts in social work and sociology and practitioners:

1. Dr.Geetha Balakrishnan (Former Principal & Head, Nirmala Niketan Mumbai)

2. Prof. Magnus Karlsson (Former Dean and Associate Professor, Ersta Sköndal Bräcke University, Stockholm, Sweden)
3. Dr. Anwar Sadath (Psychiatric Social Worker, DHS- General Hospital Kollam)
4. Pushpam M (Head, Department of Sociology, University of Kerala)
5. Fr.Saji J
6. Dr. Jasmine S.A.
7. Ms.Francina PX
8. Dr.Sabu P. Thomas
9. Dr.Sonny Jose

The group was first put on a presentation on the milestones from 2000 with the onset of the semester system and the subsequent work and change in syllabus basically from 2011- 2016 so far. The group was briefed on the story behind its vision:

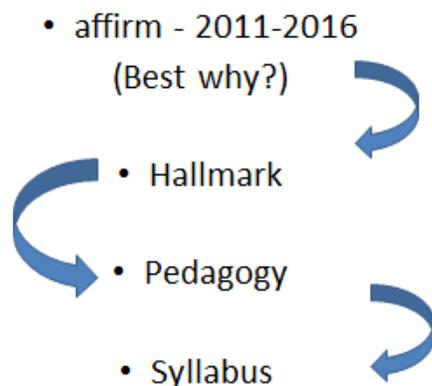
DEPARTMENT OF SOCIAL WORK

Vision
Learning to Serve and Serving to Learn

Mission

1. To mould professionals with conviction, capable of upholding human dignity, and in interpreting reality
2. To work towards the holistic development of the individual and the community
3. To evolve into a knowledge centre capable of transforming knowledge into action

The expectations from the industry and alumni were conveyed and the need for a Competency-based Approach was stressed. That gave the eminent panel on the need for activity based learning and perhaps if confident to venture into Outcome-based education (OBE). The discussion was around competency based- approach and OBE did not take for the lack of confidence in acceptance by the group.



The group over the next few days revised the syllabus going into each of the courses, carefully examining the learning outcomes (LOs) with reference to Bloom's Taxonomy. Each modules were examined back and forth

and the titles and content were also looked into and revised. The following were the major changes recommended:

1. Political sciences was cleaved out from Sociology and economics was emphasized;
2. Casework was renamed as working with individuals with a clear emphasis on the stages for easy understanding; given that the Sem1 & 2 provided limited scope to Casework practice, it was shifted to Semester 2
3. Human behaviour in social environment (HSBE) was integrated as Psychology for Social work with an emphasis on life stages; general psychology was pushed out; social psychology was integrated into community organisation
4. Community Organisation (Working with Communities was shifted to Sem1 to aid community fieldwork practice; Social Action and Social Movements were brought in.
5. Research was combine with statistics to be called Social work research and statistics; problem solving was given up given the freedom available through SPSS given data sets
6. Counselling was culled down to focus on relevant research based therapies
7. HSO and History and philosophy remained largely the same during presentation; there was a pressure to modify it to include Professional Values and Ethics
8. Medical social work information and psychiatric social work information were combined with medical and psychiatric social work practice respectives to make it more competency-based; instead two new papers were introduced in Semester-4 - Therapeutic Interventions for social Work and Social Work Practice for Health. Along the same lines, rural sociology and panchayathi raj were combined besides urban sociology and municipal administration; two new papers - social analysis for social change and development economics were introduced. In CD, CSR was given some emphasis
9. Project planning was also fine tune to incorporate the Project Cycle approach
10. Given the experience with the International Conclave on Social Entrepreneurship the themes Ecological Social Work and Social Entrepreneurship was introduced as an additional paper with Development Communication.





The Workshop once again broke up into groups based on specialization - Dr.Karlsson looking at generic papers during Sem1&2; Dr.Geetha looked into Community Development and Dr. Anwar Sadath looked at Medical and Psychiatric Social Work and fine-tuned the courses. The workshop was adjourned over lunch at Park Rajadhani.

Dr. Sonny Jose
Head, Department of Social Work
30 Sept 2017



Dr. Pushpam M
Chairman, BoS – Social Work
University of Kerala

List of Participants in Syllabus Revision Activities Phase-1-4

1. Aleema Asif (Alumni MSW2011 - Program Manager ASAP/NSDC)
2. Lakshmi Mohan (Alumni MSW2012; Program Manager ASAP/NSDC)
3. Anand Murugesan (Alumni MSW2006; Administrator & Education Consultant, Kuwait)
4. Kannan G.S. (Student, MSW 2017)
5. Elz Matthew (Alumni Housewife, MSW2008)
6. Fr. Lenin Raj (Alumni MSW2012; Director, TSSS)
7. Neethu Unnikrishnan (Student, MSW 2017; Communication Expert, UNICEF)
8. Vijayalekshmi VA (Alumni MSW 2013, Research Scholar)
9. Adil Hakkim (Alumni MSW 2017, Research Scholar, NIMHANS)
10. Shine Augustine (Alumni MSW 2017, Consultant Social Worker, Maxminds)
11. Ajith Sankar (CEO, CoX & Eram Soft)
12. Babu Abraham (Head-Social Work), Pallium India
13. Baby Prabhakar (CEO, Blue Point)
14. Shiny Joseph (Head – Social Work; Amritha Institute of Medical Sciences)
15. Soney Thomas (CEO, Maxminds- Kannur)
16. Fr.Lenin Raj (Alumni 2012; Director, T.S.S.S.)
17. Ms. Febna Reheem (UN Scholar)
18. Praveen VT (Research Scholar; Youth Trainer)
19. Dr.Geetha Balakrishnan (Former Principal & Head, Nirmala Niketan Mumbai)
20. Prof. Magnus karlsson (Former Dean and Associate Professor, Ersta Skondal Bracke University, Stockholm,, Sweden)
21. Dr. Anwar Sadath (Psychiatric Social Worker, DHS- General Hospital Kollam)
22. Pushpam M (Head, Department of Sociology, University of Kerala)
23. Fr.Saji J
24. Dr. Jasmine S.A.
25. Ms.Francina PX
26. Dr.Sabu P. Thomas
27. Dr.Sonny Jose



Dr. Sonny Jose
Head, Department of Social Work
30 Sept 2017



Dr. Pushpam M
Chairman, BoS – Social Work
University of Kerala



**UNIVERSITY OF KERALA &
LOYOLA COLLEGE OF SOCIAL SCIENCES
THIRUVANANTHAPURAM**



CERTIFICATE

This is to certify that

Saji Joseph

**has been a resource person and participant in the Workshop for the MSW
Syllabus Revision, organised by the Board of Studies in Social Work, under the
University of Kerala from 23-26 September 2017.**

**Dr. Saji P. Jacob
Principal
Loyola College of Social Sciences**



**Dr. Pushpam M.
Chairman
BoS - Social Work
University of Kerala**



**UNIVERSITY OF KERALA &
LOYOLA COLLEGE OF SOCIAL SCIENCES
THIRUVANANTHAPURAM**



CERTIFICATE

This is to certify that

Dr. Sonny Jose

has been a resource person and participant in the Workshop for the MSW Syllabus Revision, organised by the Board of Studies in Social Work, under the University of Kerala from 23-26 September 2017.

Dr. Saji P. Jacob
Principal
Loyola College of Social Sciences



Dr. Pushpam M.
Chairman
BoS - Social Work
University of Kerala



**UNIVERSITY OF KERALA &
LOYOLA COLLEGE OF SOCIAL SCIENCES
THIRUVANANTHAPURAM**



CERTIFICATE

This is to certify that

Dr. Francina P. X.

**has been a resource person and participant in the Workshop for the MSW
Syllabus Revision, organised by the Board of Studies in Social Work, under the
University of Kerala from 23-26 September 2017.**

**Dr. Saji P. Jacob
Principal
Loyola College of Social Sciences**



**Dr. Pushpam M.
Chairman
BoS - Social Work
University of Kerala**



**UNIVERSITY OF KERALA &
LOYOLA COLLEGE OF SOCIAL SCIENCES
THIRUVANANTHAPURAM**



CERTIFICATE

This is to certify that

Dr. Jasmine Sarah Alexander

has been a resource person and participant in the Workshop for the MSW
Syllabus Revision, organised by the Board of Studies in Social Work, under the
University of Kerala from 23-26 September 2017.

Dr. Saji P. Jacob
Principal
Loyola College of Social Sciences



Dr. Pushpam M.
Chairman
BoS - Social Work
University of Kerala



**UNIVERSITY OF KERALA &
LOYOLA COLLEGE OF SOCIAL SCIENCES
THIRUVANANTHAPURAM**



CERTIFICATE

This is to certify that

Dr. Sabu P. Thomas

**has been a resource person and participant in the Workshop for the MSW
Syllabus Revision, organised by the Board of Studies in Social Work, under the
University of Kerala from 23-26 September 2017.**

**Dr. Saji P. Jacob
Principal
Loyola College of Social Sciences**



**Dr. Pushpam M.
Chairman
BoS - Social Work
University of Kerala**