Dental Hygiene Program
Portfolio Guide

March 2019
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Dental Hygiene Applicant Selection Process

I. Introduction and Overview of the Selection Process

During phase 1 of the selection process, your application for the Dental Hygiene program is received and if it meets the admission requirements, it will be academically ranked according to overall average. A given number of the top ranked applicants will then enter into phase 2 of the selection process. These applicants with the highest academic averages will be asked to submit a portfolio and will be assessed on their previous post-secondary education. The portfolio and relevant post-secondary education will be evaluated by a selection committee comprised of program staff and may include representation from the dental hygiene profession.

In the phase 2 selection process, all applicants will be ranked according to the following criteria:

1. Admission requirements course average 70%
2. Relevant/related post-secondary education * 10%
3. Applicant’s portfolio 20%

* Relevant post-secondary education would include courses, certificates, diplomas or degrees in the health field, biological/human sciences, sociology, psychology or communications. Relevant post-secondary education demonstrates your ability to achieve success in a post-secondary program. All transcripts submitted in support of your application must be sent directly from the institution to Registration Services prior to the phase 1, February 28 or 29, deadline date.

A portfolio is a unique collection of materials with reflections that provide evidence of your knowledge, skills and competencies gained from education, work and life experiences. It exhibits evidence of your efforts, achievements and progress over a period of time. Portfolio evidence tells the Dental Hygiene Program Selection Committee who you are (attitudes and behaviours), demonstrates what you know (knowledge) and reveals what you can do (skills).

Once you have completed your application portfolio, the selection committee will have a better understanding of you and you will also have a better grasp of your strengths and talents.

This guide is designed to offer a practical, step-by-step process to portfolio development for applicants to the Dental Hygiene program at Saskatchewan Polytechnic. It will demonstrate that you have the skills, attitudes and motivation to be successful both in the Saskatchewan Polytechnic Dental Hygiene program and the profession of dental hygiene. It should provide critical information about you that a résumé alone will not.

II. Specific Information for Creating your Dental Hygiene Portfolio

Note: Portfolio must be received by April 15. Email or send your flash drive to:

Margo Rosinski
Dental Hygiene Program
Saskatchewan Polytechnic
Regina Campus
PO Box 556
Regina, SK S4P 3A3
Margo.Rosinski@saskpolytech.ca
A. Materials Required

You will need:
- Access to Microsoft PowerPoint software.
- A flash drive.

Important Note:
- Do not submit any original certificates, documents or awards.
- The E-portfolios are kept on a secure flash drive, and only those on the selection committee are able to view them.
- If you would like your flash drive portfolio mailed back to you, please include a stamped, self-addressed envelope. Please advise us (306-775-7557) if you will be picking up your flash drive in person.
- Unclaimed flash drives will be destroyed 6 months after the selection process is completed.

B. Contents of the E-Portfolio

1. An opening slide: Please refer to Appendix A for a sample.

2. A table of contents: A table of contents will allow the committee to easily peruse your portfolio. Please paginate contents of the portfolio.

3. Employment history: This consists of your detailed résumé, including both paid and unpaid (volunteer) work experience. You should include: where you worked; a position title and description; and the dates of employment for each position. All work experiences completed within the past five years should be validated by a letter from the employer, agency, etc. A form letter for the validation has been included in Appendix B. The program may contact employers to verify information submitted on the validation form. All validation forms/letters should be arranged in the same order as the work experiences appear in the resume. Resume and validation letters should be a separate word document on the flash drive.

4. A reflective autobiographical essay: Please explain why you think you will be an excellent dental hygienist. What attributes do you possess and how might they relate to a career in dental hygiene? Reflect on your life and school experiences. What makes you unique? The reflective autobiographical essay should be a separate word document on the flash drive.

The essay should be typed using Times New Roman or Calibri size 12 font, double spaced and approximately 500 words. Use 1 inch (2.5 cm) margins throughout.

In the essay you should include:
- the skills, attitudes, knowledge and strengths you feel you possess
- a description of where, when and how you developed these attributes
- reflection on how your attributes are meaningful and related to the role of a dental hygienist
- explanation of the evidence that confirms you possess each of the attributes you have cited. Please refer to the subsequent section for detailed information on submission of evidence.
The skills, knowledge and attitudes required to be a successful dental hygienist are documented in many places. Please refer to Appendix C for a list of essential work skills that you could use to determine your strengths. Another source of information is the Canadian Dental Hygienists Association web site www.cdha.ca.

The following questions may help you with this section:
- What are your strongest skills?
- What are your major accomplishments?
- What are your greatest strengths and challenges?
- How do your skills and strengths relate to dental hygiene?
- What are three words that best describe you?
- What sparked your interest in dental hygiene?

III. Detailed Information for Collection of Evidence

You must include evidence in your portfolio to validate the statements you make in the autobiographical essay. This evidence will allow the selection committee to gain a clear picture of your strengths and to form an accurate assessment of your potential as a student in the Dental Hygiene program. By using the portfolio method you have an opportunity to demonstrate why you are right for this profession. Remember, quantity of evidence is not as important as quality of evidence. Be discriminating and only submit evidence that clearly demonstrates skills, knowledge or attitudes. Be succinct!

A. Types of Evidence

There are a variety of types of evidence that you might submit in your portfolio.
- Work and school products such as reports, memos, proposals and activity plans.
- Papers, projects, reports, presentations and assignments tests/examinations that you completed personally or completed as a team member for work/learning purposes.
- Photographs of relevant hobbies and interests, i.e., evidence of manual dexterity.
- Certificates of education/training programs.
- Letters and expressions of appreciation.
- Certificates of attendance from workshops and training sessions.
- Employment reports and evaluations.
- Notification letters of scholarships, awards, etc.
- Descriptions of work-based learning.
- Documentation of volunteer activities.
- Reflection on evidence

B. Reflection on Evidence

- Identify what the evidence is. For example, explain that the certificate is an award for demonstrating leadership in an activity.
- Describe how this evidence has helped you prepare for a career in dental hygiene.
- Provide the date you received the award and the time frame in which you demonstrated these leadership abilities.
- Identify yourself in a group photograph.

C. Organization of Evidence

- Arrange all the validation letters/forms in the same order as the experiences appear in the resume and essay.
D. Labeling Evidence

- Reference each article of evidence within the essay.
- Use a method of referencing that is clear enough so the reader can easily locate the evidence.

E. Final Checklist of Evidence

Important: Once you have organized and compiled your evidence file, you may want to have a knowledgeable friend check it and provide objective feedback.

☐ Have I included a stamped self-addressed envelope for the flash drive to be returned?

☐ Have I included the best samples of my skills and knowledge?

☐ Have I included any confidential material or included any names? If I have, have I received written permission and taken precautions to protect identities?

☐ Have I checked my grammar and spelling or had another person edit for mistakes?

☐ Have I made sure that each piece of evidence is necessary, labelled and referenced?

☐ Have I included validation of work and volunteer experiences?

☐ Have I arranged all the validation forms/letters in the same order as the experiences appear in the resume?

IV. Portfolio Assessment

The selection committee will evaluate your evidence using the rubrics included in Appendix D. Using the criteria included in each of the rubrics as a guide will help you to create a portfolio that will meet the expected standards.
Application Portfolio for the Saskatchewan Polytechnic Dental Hygiene Program

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North Battleford, SK S4N 5B5
Phone: (306) 251-7878
Fax: (306) 251-8113
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Purpose of this Portfolio:
Program Application Requirement for The Dental Hygiene Program
Saskatchewan Polytechnic, Regina Campus
September 20, 2017
Table of Contents

• Special Projects  Slides 3-4
• Photographical Evidence  Slides 5-7
• Certificates of Achievement  Slides 8-13
• Volunteer Activities  Slides 14-16
Sample of Opening Slide for each new collection of evidence

Special Projects
APPENDIX B

Validation of Work/Volunteer Experiences

To: Saskatchewan Polytechnic Dental Hygiene Program

Re (applicant’s name): ___________________________________________

This is to verify that ___________________________________________ was

employed/volunteered from (start date) ___________________ until (end date)

____________________ in the position of ________________________________.

While employed she/he worked an average of _____________ hours per week.

__________________________________________ ________________

Signature of Validator Date

Contact Information

Name of Validator: ________________________________

Job Title: ________________________________

Employer/Organization/Agency name:

__________________________________________

Telephone: ________________________________

Fax: ________________________________

E-Mail: ________________________________
APPENDIX C  Employability Skills 2000+

The employability skills list below was developed by the Conference Board of Canada after surveying hundreds of employers across Canada. These are the skills the employers identified as those needed to enter, stay in and progress in the world of work – whether you work on your own or as a part of a team.

<table>
<thead>
<tr>
<th>Fundamental Skills – The skills needed as a base for further development.</th>
<th>Personal Management Skills – The personal skills, attitudes and behaviours that drive one’s potential for growth.</th>
<th>Teamwork Skills – The skills and attributes needed to contribute productively.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>You will be better prepared to progress in the world of work when you can:</strong></td>
<td><strong>You will be able to offer yourself greater possibilities for achievement when you can:</strong></td>
<td><strong>You will be better prepared to add value to the outcomes of a task, project or team when you can:</strong></td>
</tr>
<tr>
<td>Communicate</td>
<td>Demonstrate Positive Attitudes and Behaviours</td>
<td>Work with Others</td>
</tr>
<tr>
<td>• read and understand information presented in a variety of forms (e.g. words, graphs, charts, diagrams)</td>
<td>• feel good about yourself and be confident</td>
<td>• understand and work within the dynamics of a group</td>
</tr>
<tr>
<td>• write and speak so others pay attention and understand</td>
<td>• deal with people, problems and situations with honesty, integrity and personal ethics</td>
<td>• ensure that a team’s purpose and objectives are clear</td>
</tr>
<tr>
<td>• listen and ask questions to understand and appreciate the points of view of others</td>
<td>• recognize your own and other people’s good efforts</td>
<td>• be flexible</td>
</tr>
<tr>
<td>• share information using a range of information and communications technologies (e.g. voice/e-mail, computers)</td>
<td>• take care of your personal health</td>
<td>• respect, be open to and supportive of the thoughts, opinions and contributions of others in a group</td>
</tr>
<tr>
<td>• use relevant scientific, technological and mathematical knowledge and skills to explain or clarify ideas</td>
<td>• show interest, initiative and effort</td>
<td>• recognize and respect people’s diversity, individual differences and perspectives</td>
</tr>
<tr>
<td><strong>Manage Information</strong></td>
<td><strong>Be Responsible</strong></td>
<td><strong>Accept and provide feedback in a constructive and considerate manner</strong></td>
</tr>
<tr>
<td>• locate, gather and organize information using appropriate technology and information systems</td>
<td>• set goals and priorities balancing work and personal life</td>
<td>• contribute to a team by sharing information and expertise</td>
</tr>
<tr>
<td>• access, analyze and apply knowledge and skills from various disciplines (i.e. the arts, languages, science, technology, mathematics, social sciences and the humanities)</td>
<td>• plan and manage time, money and other resources to achieve goals</td>
<td>• lead or support when appropriate, motivating a group for high performance</td>
</tr>
<tr>
<td><strong>Use Numbers</strong></td>
<td>• assess, weigh and manage risk</td>
<td>• understand the role of conflict in a group to reach solutions</td>
</tr>
<tr>
<td>• decide what needs to be measured or calculated</td>
<td>• be accountable for your actions and the actions of your group</td>
<td>• manage and resolve conflict when appropriate</td>
</tr>
<tr>
<td>• observe and record data using appropriate methods, tools and technology</td>
<td>• be socially responsible and contribute to your community</td>
<td><strong>Participate in Projects and Tasks</strong></td>
</tr>
<tr>
<td>• make estimates and verify calculations</td>
<td><strong>Be Adaptable</strong></td>
<td>• plan, design or carry out a project or task from start to finish with well-defined objectives and outcomes</td>
</tr>
<tr>
<td><strong>Think &amp; Solve Problems</strong></td>
<td>• work independently or as a part of a team</td>
<td>• develop a plan, seek feedback, test, revise and implement</td>
</tr>
<tr>
<td>• assess situations and identify problems</td>
<td>• carry out multiple tasks or projects</td>
<td>• work to agreed quality standards and specifications</td>
</tr>
<tr>
<td>• seek different points of view and evaluate them based on facts</td>
<td>• be innovative and resourceful</td>
<td>• select and use appropriate tools and technology for a task or project</td>
</tr>
<tr>
<td>• recognize the human, interpersonal, technical, scientific and mathematical dimensions of a problem</td>
<td>• identify and suggest alternative ways to achieve goals and get the job done</td>
<td>• adapt to changing requirements and information</td>
</tr>
<tr>
<td>• identify the root cause of a problem</td>
<td>• be open and respond constructively to change</td>
<td>• continuously monitor the success of a project or task and identify ways to improve.</td>
</tr>
<tr>
<td>• be creative and innovative in exploring possible solutions</td>
<td>• learn from your mistakes and accept feedback</td>
<td><strong>Learn Continuously</strong></td>
</tr>
<tr>
<td>• readily use science, technology and mathematics as ways to think, gain and share knowledge, solve problems and make decisions</td>
<td>• cope with uncertainty</td>
<td>• be willing to continuously learn and grow</td>
</tr>
<tr>
<td>• evaluate solutions to make recommendations or decisions</td>
<td><strong>Work Safely</strong></td>
<td>• assess personal strengths and areas for development</td>
</tr>
<tr>
<td>• implement solutions</td>
<td>• be aware of personal and group health and safety practices and procedures, and act in accordance with these</td>
<td>• set your own learning goals</td>
</tr>
<tr>
<td>• check to see if a solution works, and act on opportunities for improvement</td>
<td></td>
<td>• identify and access learning sources and opportunities</td>
</tr>
</tbody>
</table>

Conference Board of Canada  
255 Smyth Road, Ottawa ON K1H 8M7  
Tel. (613) 526-3280 Fax (613) 526-4857  
www.conferenceboard.ca/education
APPENDIX D

Selection Criteria Evaluation

1. Average in required high school courses .......................................................... 70%
2. Relevant post-secondary education ..................................................................... 10%
3. Portfolio Evaluation ............................................................................................ 20%
   - Overall Quality – 5%
   - Employment History with validation – 5%
   - Reflective autobiographical essay with evidence – 10%

Relevant Post-secondary Education

Post-secondary education demonstrates your experience and ability to ready, think, study and achieve success in studies beyond the high-school level. Relevant post-secondary education would include courses, certificates, diplomas or degrees in the health field, biological/human sciences, sociology, psychology or communications. Applicants will receive points for each complete year of post-secondary education to a maximum of five points.

<table>
<thead>
<tr>
<th>Points</th>
<th>Level of post-secondary education</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>A 5 year post-graduate degree.</td>
</tr>
<tr>
<td>8</td>
<td>4 years post secondary from a university, college, polytechnic institute or other post-secondary institution.</td>
</tr>
<tr>
<td>6</td>
<td>3 years post secondary from a university, college, polytechnic institute or other post-secondary institution.</td>
</tr>
<tr>
<td>4</td>
<td>2 years post-secondary program from a university, college, polytechnic institute or other post-secondary institution.</td>
</tr>
<tr>
<td>2</td>
<td>1 year post-secondary program from a university, college, polytechnic institute or other post-secondary institution. (Points are awarded for complete years (30 cu) only)</td>
</tr>
</tbody>
</table>
Evaluation of the Elements of the E-Portfolio

1. Overall Quality of E-Portfolio

<table>
<thead>
<tr>
<th>Points</th>
<th>Exceeds expectation</th>
<th>Meets expectations</th>
<th>Minimum success</th>
</tr>
</thead>
</table>
| Organization | - Title slide  
               - Table of Contents  
               - Opening slide for each section  
               - Contents clearly labelled  
               - Evidence is organized into appropriate areas | All standards of organization are present. | One of the standards of organization is missing or poorly done. | Two of the standards of organization are missing or poorly done. |
| Comprehensiveness | - All critical aspects of the portfolio are included  
                         - Selection of appropriate evidence  
                         - A variety of evidence used  
                         - Labelling of evidence included. | All standards of comprehensiveness are present. | All critical aspects are included.  
                                               Some evidence:  
                                               - is missing and/or  
                                               - lacks variety and/or  
                                               - is inappropriate.  
                                               Reflection on evidence is mediocre. | One or more of the critical aspects is not included.  
                                                                                   Labelling of the evidence is poorly done.  
                                                                                   Evidence is missing and/or is inappropriate and/or lacks variety. |
| Professional presentation | - Visually appealing  
                                - Neatness  
                                - Text is readable  
                                (font, size, colours) | All standards of a professional presentation are present. | One of the standards of a professional presentation is poorly done. | Two or more standards of a professional presentation are poorly done. |
| Grammar | - Grammar  
          - Spelling  
          - Punctuation | 0-2 errors | 3-5 errors | 6 or more errors |

2. Employment History

Note:
An applicant may be awarded points for both paid and unpaid (employment (volunteer experience) categories and may earn a bonus point for dental-related experience. Employment of 30 hours or more a week constitutes full-time employment; 29 hours or less a week will constitute part-time employment. A maximum of 5 points will be awarded. The program may contact employers to verify information submitted on the validation form.

<table>
<thead>
<tr>
<th>Points</th>
<th>Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>One year or less full-time employment</td>
</tr>
<tr>
<td>2</td>
<td>More than one-year full-time employment</td>
</tr>
<tr>
<td>1</td>
<td>One year or less part-time employment</td>
</tr>
<tr>
<td>2</td>
<td>More than one year part-time employment</td>
</tr>
<tr>
<td>1</td>
<td>Volunteer experience</td>
</tr>
<tr>
<td>1</td>
<td>Dental-related experience</td>
</tr>
</tbody>
</table>
### 3. Reflective review Autobiographical Essay

<table>
<thead>
<tr>
<th>Points</th>
<th>Above Expectations 4</th>
<th>Meets Expectations 3</th>
<th>Approaching Expectations 2</th>
<th>Below Expectations 1</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Content</strong></td>
<td>presents a clear relationship and supports it with well chosen reasons and/or examples</td>
<td>presents the relationship and supports it with reasons and/or examples through much of the essay</td>
<td>relationship is unclear or the support is weak</td>
<td>relationship or support is not presented</td>
</tr>
<tr>
<td>present personal/professional qualities and strengths and relates them to the role of dental hygienist</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Evidence</strong></td>
<td>evidence clearly demonstrates skills, knowledge or attitudes referenced within essay and clearly labelled</td>
<td>evidence demonstrates most skills, knowledge or attitudes missing some referencing or labelling</td>
<td>evidence lacking in several areas</td>
<td>evidence not provided</td>
</tr>
<tr>
<td>proof of skills, knowledge, attitudes or other attributes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Quality of Language and Expression</strong></td>
<td>exhibits sophisticated sentence structure and word choice</td>
<td>uses some variety in sentence structure and good word choice</td>
<td>sentence structure is generally simplistic and/or word choice is weak</td>
<td>sentences are poorly structured and/or word choice is incorrect</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Organization and Development</strong></td>
<td>well organized and focused so ideas flow smoothly</td>
<td>organization is adequate and ideas generally easy to follow</td>
<td>organization needs improvement</td>
<td>lack of organization makes ideas difficult to follow</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Conventions</strong> (grammar, punctuation, capitalization, and spelling)</td>
<td>very few if any errors</td>
<td>generally correct</td>
<td>errors appear throughout but do not affect the meaning</td>
<td>errors dominate and confuse the reader</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Formatting</strong></td>
<td>follows all guidelines</td>
<td>1 or 2 inconsistencies</td>
<td>inconsistent</td>
<td>guidelines ignored</td>
</tr>
</tbody>
</table>