

Clinical Practicum Assessment and Competency Evaluation

The Fort Hays State University Social Work Program uses the FHSU Clinical Practicum Assessment and Competency Evaluation (C-PACE) to support and document student learning throughout the advanced practicum experience. The C-PACE provides a structured framework for evaluating the practice behaviors associated with the nine Council on Social Work Education (CSWE) competencies, with particular attention to the application of advanced clinical knowledge, skills, values, and cognitive and affective processes within the practicum setting.

The C-PACE remains active throughout the semester and is submitted at two designated points: midterm and final. Because professional growth occurs over time, ratings may be revised as students gain experience and demonstrate increased competence. Each submission serves as a checkpoint in the student's development and provides an opportunity to reflect on progress achieved to that point.

The C-PACE is intended to be completed collaboratively by the student and Field Instructor. Feedback provided through ratings and comments should reflect the student's current level of performance and encourage meaningful discussion regarding strengths, areas for continued growth, and goals for the remainder of the practicum experience. Comments recorded at the midterm checkpoint provide guidance for continued learning and may be revisited as the student progresses.

The C-PACE is designed to promote ongoing communication among the student, Field Instructor, and Field Liaison while documenting the student's progression toward advanced clinical social work practice.

RATING SCALE

Mastered	Superior	Competent	Inadequate	Lacking
Consistently demonstrates the practice behavior with a high degree of proficiency and exceeds expected performance levels.	Consistently demonstrates the practice behavior at a level above expectations and applies professional skills effectively.	Demonstrates the practice behavior at the level expected for the student's stage in the practicum experience.	Demonstrates the practice behavior inconsistently or only with significant guidance. Continued development is needed to meet expectations.	Has not yet demonstrated the practice behavior or has had insufficient opportunity to do so.

1. Demonstrate Ethical and Professional Behavior

Clinical social workers analyze and integrate the profession's value base and ethical standards, as well as relevant laws and regulations at the local, state, and national levels, into their clinical practice. Through self-awareness and critical reflection, clinical social workers can delineate the differences between their personal and professional values. Clinical social workers apply principles of critical thinking to analyze their personal experiences and affective reactions and utilize this self-knowledge to inform, and if necessary, moderate their professional judgment and behaviors. Clinical social workers understand the profession's history, mission, roles, and responsibilities, and can verbalize how these provide a foundation for clinical practice. Clinical social workers act with ethical integrity by operating within the social work discipline's roles and responsibilities, as well as understanding and honoring the roles and responsibilities of other disciplines within inter-professional teams. Clinical social workers understand that the progression of technology profoundly influences society. Clinical social workers demonstrate the effective utilization of existing and emerging forms of technology, and their ability to navigate the ethical issues surrounding the use of technology in clinical social work practice. Clinical social workers understand that to be relevant and effective, they must continuously update knowledge and skills throughout their careers, as well as employ the effective use of supervision and consultation.

1.1 Make ethical decisions by critically applying the standards of the NASW Code of Ethics, agency policies, relevant laws and regulations, and participate in the processes by which these are written and revised.

Not Rated

1.2 In conjunction with social work values, pertinent policies, regulations, and statutes, model professional use of self in behavior; appearance; and oral, written,

and electronic communication.

Not Rated

1.3 Develop and sustain professional relationships with colleagues and identify appropriate individuals to provide supervision and consultation to guide professional judgment and behavior.

Not Rated

1.4 Understand and identify personal and professional strengths, limitations, and challenges.

Not Rated

1.5 Develop technological best practices and employ strategies of ethical reasoning to address the use of technology in clinical practice and its impact on client rights and wellbeing.

Not Rated

2. Advance Human Rights and Social, Economic, and Environmental Fairness

Clinical social workers understand and advocate for the idea that every person has fundamental human rights. Clinical social workers are knowledgeable about theories of human need and social justice. Clinical social workers help clients understand and develop strategies to eliminate oppressive structural and systemic barriers in their environment. Clinical social workers interpret personal and historical injustices related to human rights, social, economic, and environmental justice, and assist clients through their own personal exploration. Clinical social workers analyze and implement strategies that demand equitable distribution of all resources, including social services, food, housing, employment, and all other resources required to meet the needs of all humans. Clinical social workers strive to empower clients to advocate for their rights and to mandate that social, economic, and environmental fairness are guaranteed and protected.

2.1 Analyze and understand social, economic, and environmental injustices to guide the development and implementation of strategies to advocate for human rights with individuals, families, groups, and organizations.

Not Rated

2.2 Employ clinical social work practice strategies to improve social, economic, and environmental fairness with individuals, families, groups, and organizations.

Not Rated

2.3 Facilitate clinical social work collaborative practice efforts to develop strategies of empowerment with individuals, families, groups, and organizations to stimulate advocacy for changes to reduce social, economic, and environmental barriers.

Not Rated

3. Engage in the Fair Treatment and Respect of all Clients in Social Work Practice

Clinical social workers embody fairness and respect for all clients. This includes the impartial and just treatment of all clients regardless of their age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, refugee status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Clinical social workers constantly scan the environment for evidence of difference, intolerance, and inequality of opportunity.

3.1 Actively participate in the analysis of pertinent organizational systems that impact the development of disproportionality and inequality in policies and services regarding childhood development, health, mental health, substance use disorders, trauma exposure, and aging.

Not Rated

3.2 Model for others a keen awareness of the negative impact on the availability of and access to services that enhance childhood development, health, mental health, sobriety, and aging, minimizing the impact of partiality against marginalized groups.

Not Rated

3.3 Are committed to lifelong learning about the norms, traditions, and rituals of different groups; specifically, how those differences may impact the delivery of services.

Not Rated

3.4 Utilize interventions that model respect for marginalized groups.

Not Rated

4. Engage in Practice-Informed Research and Research-Informed Practice

Clinical social workers understand how quantitative and qualitative research methods provide evidence that informs clinical practice. Clinical social workers comprehend that research evidence is derived from multi-disciplinary sources and multiple ways of knowing. Clinical social workers recognize the interplay of theory and research. Clinical social workers recognize their respective roles in advancing a science of social work and in evaluating their practice. Clinical social workers utilize the principles of logic, scientific inquiry, cultural humility, and ethical research approaches to acquire evidence-based knowledge. Clinical social workers understand the processes for rendering research findings into effective clinical practice.

4.1 Demonstrate the ability to engage in critical analysis of research findings, and to evaluate the benefits and limitations of evidence-based intervention models and practices.

Not Rated

4.2 Apply research findings to clinical practice and clearly communicate those research findings/implications of new knowledge to clients, colleagues, and the profession of social work.

Not Rated

5. Engage in Policy Practice

Clinical social workers understand that policies and their implementation at the federal, state, and local levels have a profound impact on client experiences. Clinical social workers demonstrate an understanding of the multiple factors that influence the policy-making process and how these factors relate to service delivery. Clinical social workers recognize that policy has social, cultural, economic, organizational, and environmental effects that often cause or exacerbate the marginalization of vulnerable populations. Clinical social workers recognize that empowering these populations to improve their life experiences requires engaging in policy formulation at the micro, mezzo, and macro levels. Clinical social workers understand the need for ethical policy and can formulate, analyze, implement, and evaluate policy within their clinical practice settings.

5.1 Identify social policies at the local, state, and federal level that impact clinical social work practice and develop strategies for monitoring changes in the aforementioned that can be employed throughout one's career.

Not Rated

5.2 Demonstrate understanding of the implications of policies and policy change in the lives of clients and show awareness of their contextual influences on clients' life experiences.

Not Rated

5.3 Differentiate the policy formation process at the organizational, local, state, and national levels and identify appropriate levels and strategies for advocacy.

Not Rated

6. Engage with Individuals, Families, Groups, and Organizations

Clinical social workers understand that skilled engagement in the therapeutic relationship is an essential and ongoing component of clinical social work practice. Clinical social workers recognize the value of difference in the development of human relationships. These social workers utilize a wide range of skills and strategies to engage all clients and their systems to advance clinical practice effectiveness with individuals, families, groups, and organizations. Clinical social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients and other stakeholders as appropriate. Clinical social workers understand how their personal experiences, values, and affective reactions may influence their ability to effectively engage with clients and demonstrate an ability to mitigate biases that may occur during engagement.

6.1 Involve and energize individuals, families, groups, and organizations to engage in human service delivery systems that are sensitive to the needs of all clients.

Not Rated

6.2 Engage individuals, families, groups, and organizations through the competent use of interpersonal skills while utilizing consultation with other disciplines as needed to promote involvement in effective services.

Not Rated

6.3 Develop and implement ongoing cooperation involving a wide range of disciplines to ensure the engagement of individuals, families, groups, and organizations in the continuous development and utilization of prevention and intervention services centered on promoting health, mental health, and healthy aging.

Not Rated

6.4 Utilize professional judgment in engaging and sustaining relationships that encourage the participation of individuals, families, groups, and organizations in treatment planning and implementation.

Not Rated

7. Assess Individuals, Families, Groups, and Organizations

Clinical social workers understand that assessment is an essential, dynamic, and ongoing element of clinical social work practice across all client system levels, including individuals, families, groups, and organizations. Clinical social workers scrutinize and understand theories of human behavior and ecological systems when assessing diverse clients and their resources to improve the efficacy of clinical practice with individuals, families, groups, and organizations. Clinical social workers recognize the significance of and implications for the overall clinical practice context in the assessment process. Clinical social workers value principles of interprofessional collaboration to facilitate comprehensive assessments with clients and other stakeholders as appropriate. Clinical social workers understand how their personal experiences and affective reactions may impact their ability to effectively assess individuals, families, groups, and organizations, and demonstrate an ability to mitigate biases that may occur while assessing.

7.1 Recognize the continual and dynamic elements of the assessment process to comprehensively and accurately assess individuals, families, groups, and organizations.

Not Rated

7.2 Assess, identify, and understand strengths, aspirations, and capacity for change within individuals, families, groups, and organizations from the position of cultural humility and cultural competence.

Not Rated

7.3 Scrutinize and understand human behavior and ecological systems to recognize the overall influences of clinical practice on diverse individuals, families, groups, and organizations.

Not Rated

7.4 Value and include interprofessional collaboration to comprehensively assess individuals, families, groups, and organizations.

Not Rated

7.5 Effectively mitigate the impact of their own personal experiences and potential biases to when assessing individuals, families, groups, and organizations.

Not Rated

8. Intervene with Individuals, Families, Groups, and Organizations

Clinical social workers understand that intervention with individuals, families of all sizes/types, groups, and organizations is an integral and ongoing element of clinical social work practice. Clinical social workers recognize the value of the therapeutic relationship in developing intervention strategies in collaboration with clients and their systems to advance clinical practice effectiveness. Clinical social workers are knowledgeable about and skilled in utilizing evidence-informed interventions to achieve client goals. Clinical social workers understand how their personal experiences, values, and affective reactions may influence their ability to effectively intervene with clients and demonstrate an ability to mitigate biases that may occur during interventions. Clinical social workers utilize theories of lifespan development, models of disease, and mental disorders to critically evaluate and apply effective intervention strategies with clients. Clinical social workers acknowledge that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration and value the importance of teamwork and communication in interventions.

8.1 Demonstrate the ability to partner with individuals, families, groups, organizations, and colleagues from a wide range of disciplines to create targeted intervention plans that reflect cultural specificity, incorporate strengths of the client and their systems, and utilize evidence-informed clinical social work practices.

Not Rated

8.2 Apply clinical skills when implementing intervention plans with individuals, families, groups, and organizations.

Not Rated

8.3 Demonstrate critical evaluation of evidence-based interventions to guide and inform the planned change process with individuals, families, groups, and organizations.

Not Rated

8.4 Plan interventions to incorporate thoughtful transitions and assist individuals, families, groups, and organizations to take charge of their recovery process and utilize their support networks as professional intervention concludes.

Not Rated

9. Evaluate Clinical Practice with Individuals, Families, Groups, and Organizations

Clinical social workers understand that evaluation is an essential and ongoing component of clinical social work practice, both as a metric to monitor and improve services with individuals, families, groups, and organizations. This tool serves as a means of professional growth and advances the profession. Clinical social workers critically evaluate and apply knowledge of human behavior within the environmental context of clients and their systems to select appropriate outcome measures and evaluate them adequately. Clinical social workers understand how their personal experiences and affective reactions may impact their ability to effectively evaluate clinical practice and demonstrate an ability to mitigate biases that may occur. Clinical social workers understand qualitative and quantitative methods and develop effective strategies to evaluate processes and outcomes to improve clinical effectiveness. Clinical social workers understand the impact of evaluation on client systems and consider these consequences in the evaluation process.

9.1 Partner with clients to develop and utilize appropriate methods for evaluation of clinical social work practice interventions individually.

Not Rated

9.2 Accurately record and track clinical social work intervention outcomes and ongoing client needs and utilize these findings in partnership with the client to further advance healthy functioning and wellbeing.

Not Rated

9.3 Analyze evaluation findings to further improve clinical practice effectiveness and incorporate practices to share this knowledge across multidisciplinary teams.

Not Rated

 No Unsavd Changes