



**MSW Generalist Student  
Field Practicum Placement Assessment Instrument (FPPAI)**

**Placement Information**

| Student Name | Agency Name | Field Instructor Name | Field Liaison Name |
|--------------|-------------|-----------------------|--------------------|
|              |             |                       |                    |

Fort Hays State University Social Work Program uses the Field Practicum Placement Assessment Instrument (FPPAI) for Field Instructors to assess how well students are doing in their practicum by rating the competence of students in their ability to carry out the practice behaviors associated with each of the 9 competencies listed below. The FPPAI is completed in Sonia at the mid-term mark, which provides a baseline rating for students toward gaining competence in each of the practice behaviors. A final FPPAI is completed by accessing an electronic link that is emailed to Field Instructors typically around the third week of April. Having a baseline allows Field Instructors and students to identify practice behaviors that a student needs to focus on for the remainder of the practicum. Identifying areas where students are not as proficient provides opportunity to identify and create learning activities for students to help them gain competence in those practice behaviors over the remainder of the semester.

Below are Likert scales for each practice behavior and the Field Instructor is to complete this mid-term student assessment in collaboration with the student. This collaboration allows for a realtime learning opportunity were the Field Instructor and student can have an in-depth conversation about why practice behaviors are rated at a particular level. This also gives the student an opportunity to have introspection on where their skills, knowledge, and behavior are realistically and to understand their weak areas along with their current strengths.

Please rate every practice behavior for each competency and provide comments supporting the ratings assigned to the student in the comment box below each competency and list of practice behaviors. The Field Instructor can save their work at anytime by scrolling down to the bottom of the form to the purple heading "FPPAI Student Assessment Save & Submit Buttons" and clicking "save draft." Once all practice behaviors have been rated the Field Instructor needs to click "FPPAI Student Assessment

Submit" button under the purple heading in order for the student and Field Liaison to see the completed FPPAI.

This form also has space for the Field Instructor, Student, and Field Liaison to make both mid-term and final comments about the practicum in general and overall. For the mid-term please provide comments about how things are going from your perspective and what you hope and expect for the remainder of the practicum. For final comments, please include anything you believe is relevant for how the practicum went, what met expectations and what is lacking, etc.

|  |
|--|
| <b>Evaluation Instructions</b>   |
| <p><b>Field Instructor:</b> Rate your intern in comparison to a beginning-level generalist social worker.</p> <p><b>Mid-term Rating:</b> Record your rating in the <b>blue</b> column in each table. Please also provide comments in the <b>blue</b> comment box below each competency rating table, especially for those where the student has yet to rate as competent. The comments should include potential activities to implement moving forward for the student to gain competence in those various practice behaviors.</p> <p>Click the <b><u>Save Draft</u></b> button at the bottom of the form under the <b>purple heading</b> "FPPAI Student Assessment Submit" periodically to save your work.</p> <p>Click the <b><u>Field Instructor Submit</u></b> button at the bottom of the form to forward the form to your student.</p> |
| <p><b>Student:</b> Review your evaluation, and click the <b><u>Student Mid-term Submit</u></b> button at the bottom of the form.</p>   |
|  |

Rating Scale





























































| Scale | Rating Description            |   |   |
|-------|-------------------------------|---|---|
| 5     | <b>Mastered Performance</b>   | The intern/student shows effective and innovative application of the knowledge, values, and skills related to the performance of the practice behavior. | <b>Mastered:</b> "somebody highly skilled at something." Mastered performance is demonstration of knowledge, values, and skills of the practice behavior at high levels.  |
| 4     | <b>Superior Performance</b>   | The intern/student shows superior application of the knowledge, values, and skills related to the performance of the practice behavior.                 | <b>Superior:</b> "surpasses competent in one or more ways." Superior performance is demonstration of knowledge, values, and skills where all components of the practice behavior are included.  |
| 3     | <b>Competent Performance</b>  | The intern/student shows competent application of the knowledge, values, and skills related to the performance of the practice behavior.                | <b>Competent:</b> "having enough skill or ability to do something well." Competent performance is demonstration of knowledge, values, and skills where all components of the practice behavior are included, but at the beginning or rudimentary level. |
| 2     | <b>Inadequate Performance</b> | The intern/student shows beginning application of the knowledge, skills, or dispositions related to the performance of the practice behavior.           | <b>Inadequate:</b> "failing to reach an expected or required level or standard." Inadequate performance is demonstration of knowledge, values, and skills where one or more of the components of the practice behavior are missing.                     |
| 1     | <b>Lacking Performance</b>    | The intern/student has not demonstrated application of the knowledge, values and skills related to the performance of the practice behavior.            | <b>Lacking:</b> "missing, not present or available." Lacking performance is the inability to demonstrate any of the components of the knowledge, values, or skills related to the practice behavior.  |

## Competency #1: Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice with individuals, families, groups, organizations, and communities. Social workers understand that ethics are informed by

principles of human rights and apply them toward realizing social, racial, economic, and environmental justice in their practice. Social workers understand frameworks of ethical decision-making and apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. Social workers understand how their evolving worldview, personal experience, and affective reactions influence their professional judgment and behavior. Social workers take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. Social workers use rights-based, anti-racist, and anti-oppressive lenses to understand and critique the profession's history, mission, roles, and responsibilities and recognize historical and current contexts of oppression in shaping institutions and social work. Social workers understand the role of other professionals when engaged in interprofessional practice. Social workers recognize the importance of lifelong learning and are committed to continually updating their skills to ensure relevant and effective practice. Social workers understand digital technology and the ethical use of technology in social work practice.

**Evaluation:** Rate the student on the practice behaviors for this competency and provide comments to support your rating.

| Professional Behaviors  | Fall Mid-Term Evaluation   | Fall Final Evaluation   | Spring Mid-Term Evaluation  |
|---|--|---|---|
| Social worker makes ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context. |  5  4<br> 3  2<br> 1 |  5  4<br> 3  2<br> 1 |  5  4<br> 3  2<br> 1 |
| Social worker demonstrates professional behavior; appearance; and oral, written, and electronic communication.  |  5  4<br> 3  2<br> 1 |  5  4<br> 3  2<br> 1 |  5  4<br> 3  2<br> 1 |
| Social worker uses technology ethically and appropriately to facilitate practice outcomes.  |  5  4<br> 3  2<br> 1 |  5  4<br> 3  2<br> 1 |  5  4<br> 3  2<br> 1 |
| Social worker uses supervision and consultation to guide professional judgment and behavior.  |  5  4<br> 3  2<br> 1 |  5  4<br> 3  2<br> 1 |  5  4<br> 3  2<br> 1 |

## Mid-term Comments Competency #1

Please add additional comments as to why the student scored a 2 or below.

If the score is 3 or above, write n/a in the textbox.

## Competency #2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Social workers understand that every person regardless of position in society has fundamental human rights. Social workers are knowledgeable about the global intersecting and ongoing injustices throughout history that result in oppression and racism, including social work's role and response. Social workers critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice by reducing inequities and ensuring dignity and respect for all. Social workers advocate for and engage in strategies to eliminate oppressive structural barriers to ensure that social resources, rights, and responsibilities are distributed equitably and that civil, political, economic, social, and cultural human rights are protected.

**Evaluation:** Rate the student on the practice behaviors for this competency and provide comments to support your rating.

| Professional Behaviors   | Fall Mid-Term Evaluation   | Fall Final Evaluation  | Spring Mid-Term Evaluation   |
|--|--|--|--|
| Social worker advocates for human rights at the individual, family, group, organizational, and community system levels.      | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> |
| Social worker engages in practices that advance human rights to promote social, racial, economic, and environmental justice. | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> |

## Mid-term Comments Competency #2

Please add additional comments as to why the student scored a 2 or below.

If the score is 3 or above, write n/a in the textbox.

## Competency #3: Engage Anti-Racism, Diversity, Equity, and Inclusion

## (ADEI) in Practice

Social workers understand how racism and oppression shape human experiences and how these two constructs influence practice at the individual, family, group, organizational, and community levels and in policy and research. Social workers understand the pervasive impact of White supremacy and privilege and use their knowledge, awareness, and skills to engage in anti-racist practice. Social workers understand how diversity and intersectionality shape human experiences and identity development and affect equity and inclusion. The dimensions of diversity are understood as the intersectionality of factors including but not limited to age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion and spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that this intersectionality means that a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege and power. Social workers understand the societal and historical roots of social and racial injustices and the forms and mechanisms of oppression and discrimination. Social workers understand cultural humility and recognize the extent to which a culture's structures and values, including social, economic, political, racial, technological, and cultural exclusions, may create privilege and power resulting in systemic oppression .

**Evaluation:** Rate the student on the practice behaviors for this competency and provide comments to support your rating.

| Professional Behaviors  | Fall Mid-Term Evaluation   | Fall Final Evaluation  | Spring Mid-Term Evaluation   |
|---|--|--|--|
| Social worker demonstrates anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels.   | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> |
| Social worker demonstrates cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences. | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> |

### Mid-term Comments Competency #3

**Please add additional comments as to why the student scored a 2 or below.  
If the score is 3 or above, write n/a in the textbox.**

# Competency #4: Engage in Practice-Informed Research and Research-informed Practice

Social workers use ethical, culturally informed, anti-racist, and anti-oppressive approaches in conducting research and building knowledge. Social workers use research to inform their practice decision making and articulate how their practice experience informs research and evaluation decisions. Social workers critically evaluate and critique current, empirically sound research to inform decisions pertaining to practice, policy, and programs. Social workers understand the inherent bias in research and evaluate design, analysis, and interpretation using an anti-racist and anti-oppressive perspective. Social workers know how to access, critique, and synthesize the current literature to develop appropriate research questions and hypotheses. Social workers demonstrate knowledge and skills regarding qualitative and quantitative research methods and analysis, and they interpret data derived from these methods. Social workers demonstrate knowledge about methods to assess reliability and validity in social work research. Social workers can articulate and share research findings in ways that are usable to a variety of clients and constituencies. Social workers understand the value of evidence derived from interprofessional and diverse research methods, approaches, and sources.

**Evaluation:** Rate the student on the practice behaviors for this competency and provide comments to support your rating.

| Professional Behaviors  | Fall Mid-Term Evaluation  | Fall Final Evaluation   | Spring Mid-Term Evaluation  |
|---|---|---|---|
| Social worker applies research findings to inform and improve practice, policy, and programs.   | <div><div></div>5<div></div>4<div></div>3<div></div>2<div></div>1</div> | <div><div></div>5<div></div>4<div></div>3<div></div>2<div></div>1</div> | <div><div></div>5<div></div>4<div></div>3<div></div>2<div></div>1</div> |
| Social worker identifies ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purpose of social work. | <div><div></div>5<div></div>4<div></div>3<div></div>2<div></div>1</div> | <div><div></div>5<div></div>4<div></div>3<div></div>2<div></div>1</div> | <div><div></div>5<div></div>4<div></div>3<div></div>2<div></div>1</div> |

Mid-term Comments Competency #4

Please add additional comments as to why the student scored a 2 or below.  
If the score is 3 or above, write n/a in the textbox.

## Competency #5: Engage in Policy Practice

Social workers identify social policy at the local, state, federal, and global level that affects well-being, human rights and justice, service delivery, and access to social services. Social workers recognize the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. Social workers understand and critique the history and current structures of social policies and services and the role of policy in service delivery through rights-based, anti-oppressive, and anti-racist lenses. Social workers influence policy formulation, analysis, implementation, and evaluation within their practice settings with individuals, families, groups, organizations, and communities. Social workers actively engage in and advocate for anti-racist and anti-oppressive policy practice to effect change in those settings.

**Evaluation:** Rate the student on the practice behaviors for this competency and provide comments to support your rating.

| Professional Behaviors   | Fall Mid-Term Evaluation   | Fall Final Evaluation  | Spring Mid-Term Evaluation   |
|--|--|--|--|
| Social worker uses social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services.     | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> |
| Social worker applies critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> | <div><div></div> 5 <div></div> 4<br/><div></div> 3 <div></div> 2<br/><div></div> 1</div> |

**Mid-term Comments Competency #5**

Please add additional comments as to why the student scored a 2 or below.  
If the score is 3 or above, write n/a in the textbox.

## Competency #6: Engage with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and person-in-environment, and



critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers are self-reflective and understand how bias power, and privilege as well as their personal values and personal experiences may affect their ability to engage effectively with diverse clients and constituencies. Social workers use the principles of interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

**Evaluation:** Rate the student on the practice behaviors for this competency and provide comments to support your rating.

| Professional Behaviors  | Fall Mid-Term Evaluation   | Fall Final Evaluation  | Spring Mid-Term Evaluation   |
|---|--|--|--|
| Social worker applies knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies. | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> |
| Social worker uses empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.                               | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> |

Mid-term Comments Competency #6

Please add additional comments as to why the student scored a 2 or below.  
If the score is 3 or above, write n/a in the textbox.

## Competency #7: Assess Individuals, Families, Groups, Organizations, and Communities

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior and person-in-environment as well as interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in culturally responsive assessment with clients and constituencies, including individuals, families, groups, organizations, and communities. Assessment involves a collaborative process of defining presenting challenges and identifying strengths with individuals, families, groups, organizations, and communities to develop a mutually agreed-upon plan. Social workers recognize the implications of the larger practice context in the assessment process and use interprofessional collaboration in this process. Social workers are self-reflective and understand how bias, power, privilege, and their

personal values and experiences may affect their assessment and decision making.

**Evaluation:** Rate the student on the practice behaviors for this competency and provide comments to support your rating.

| Professional Behaviors   | Fall Mid-Term Evaluation   | Fall Final Evaluation  | Spring Mid-Term Evaluation   |
|--|--|--|--|
| Social worker applies theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies. | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> |
| Social worker demonstrates respect for clients self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.                | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> | <div><div></div> 5 <div></div> 4</div> <div><div></div> 3 <div></div> 2</div> <div><div></div> 1</div> |

**Mid-term Comments Competency #7**  
**Please add additional comments as to why the student scored a 2 or below.**  
**If the score is 3 or above, write n/a in the textbox.**

**Competency #8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior, person-in-environment, and other interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in selecting culturally responsive interventions with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions and participate in interprofessional collaboration to achieve client and constituency goals. Social workers facilitate effective transitions and endings.

**Evaluation:** Rate the student on the practice behaviors for this competency and provide comments to support your rating.

| Professional Behaviors  | Fall Mid-Term Evaluation                             | Fall Final Evaluation                                | Spring Mid-Term Evaluation                           |
|---|--|--|--|
| Social worker engages with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals. | <div>● 5 ● 4</div> <div>● 3 ● 2</div> <div>● 1</div> | <div>● 5 ● 4</div> <div>● 3 ● 2</div> <div>● 1</div> | <div>● 5 ● 4</div> <div>● 3 ● 2</div> <div>● 1</div> |
| Social worker incorporates culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.  | <div>● 5 ● 4</div> <div>● 3 ● 2</div> <div>● 1</div> | <div>● 5 ● 4</div> <div>● 3 ● 2</div> <div>● 1</div> | <div>● 5 ● 4</div> <div>● 3 ● 2</div> <div>● 1</div> |

### Mid-term Comments Competency #8

**Please add additional comments as to why the student scored a 2 or below.  
If the score is 3 or above, write n/a in the textbox.**

## Competency #9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to increase practice, policy, and service delivery effectiveness. Social workers apply anti-racist and anti-oppressive perspectives in evaluating outcomes. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers use qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

**Evaluation:** Rate the student on the practice behaviors for this competency and provide comments to support your rating.

