

Practicum Assessment and Competency Evaluation

The Fort Hays State University Social Work Program uses the FHSU Practicum Assessment and Competency Evaluation (PACE) to support and document student learning throughout the practicum experience. The PACE provides a structured method for evaluating the practice behaviors associated with the nine Council on Social Work Education (CSWE) competencies and encourages ongoing discussion of professional growth within the field setting.

The PACE remains active throughout the semester and is submitted at two designated points: midterm and final. Because student learning and skill development occur over time, ratings may be adjusted as new competencies are demonstrated and additional experiences are gained. Each submission represents a checkpoint in the student's professional development and provides an opportunity to reflect on progress achieved to that point.

The 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 thoughtful discussion regarding strengths, areas for continued growth, and goals for the remainder of the practicum experience. Comments recorded at the midterm checkpoint serve as a reference point for continued learning and may be revisited as the student progresses.

The PACE is designed to foster ongoing communication among the student, Field Instructor, and Field Liaison while documenting the student's progression toward entry-level 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

Social workers understand the profession's value base and ethical standards, as well as relevant policies, laws, and regulations that may affect 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 and manage personal values and the distinction between personal and professional values. Social workers understand how their evolving worldview, personal experiences, and affective reactions influence their professional judgment and behavior. Social workers take measures to care for themselves, both professionally and personally, recognizing that self-care is paramount to competent and ethical social work practice. Social workers understand and critique the profession's history, mission, roles, and responsibilities, and to recognize the historical and current contexts that shape 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 its ethical use in social work practice.

1.1 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.

Not Rated

1.2 Social worker demonstrates professional behavior; appearance; and oral, written, and electronic communication.

Not Rated

1.3 Social worker uses technology ethically and appropriately to facilitate practice outcomes.

Not Rated

1.4 Social worker uses supervision and consultation to guide professional judgment and behavior.

Not Rated

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

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 differences that result in partiality within our society. Social workers critically evaluate the distribution of resources in order to promote fairness by reducing inequality and ensuring dignity and respect for all. Social workers advocate for and implement strategies to eliminate barriers, ensuring that social resources, rights, and responsibilities are distributed equally and that civil, political, economic, social, and cultural human rights are protected.

2.1 Social worker advocates for human rights at the individual, family, group, organizational, and community system levels.

Not Rated

2.2 Social worker engages in practices that advance human rights to promote social, racial, economic, and environmental fairness.

Not Rated

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

Social workers understand how partiality shapes human experiences and influence social work practice at the individual, family, group, organizational, and community levels, as well as in policy and research. Social workers understand how difference

and intersectionality shape human experiences and identity development. Social workers understand the societal and historical roots that led to partiality and difference. Social workers recognize the extent to which a group's structures and values may create imbalances in society.

3.1 Social worker demonstrates fair, ethical, and impartial social work practice at the individual, family, group, organizational, community, research, and policy levels.

Not Rated

3.2 Social worker demonstrates cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, difference, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.

Not Rated

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

Social workers use fair, ethical, and impartial approaches when 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 biases in research and evaluate the design, analysis, and interpretation from a fair, ethical, and impartial 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 of methods for assessing 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.

4.1 Social worker applies research findings to inform and improve practice, policy, and programs.

Not Rated

4.2 Social worker identifies fair, ethical, and impartial strategies that address inherent biases in quantitative and qualitative research methods to advance the purposes of social work.

Not Rated

5. Engage in Policy Practice

Social workers identify social policy at the local, state, federal, and global level that affects wellbeing, human rights, service delivery, and access to social services. Social workers recognize the historical, social, racial, cultural, economic, organizational, environmental, and global influences that affect social policy. Social workers understand and critique the historical and current social policies and services and the role of policy in service delivery. 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 fair and equal policies for all clients.

5.1 Social worker advocates for the implementation of fair and equal policies that affect the delivery of and access to social services.

Not Rated

5.2 Social worker applies critical thinking when analyzing, formulating, and advocating for policies for clients from all backgrounds.

Not Rated

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

Social workers understand that engagement is an ongoing component of the dynamic, interactive process of social work practice with and on behalf of all individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage all clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

6.1 Social worker applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage clients and constituencies.

Not Rated

6.2 Social worker uses empathy, reflection, and interpersonal skills to effectively engage clients and constituencies.

Not Rated

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 the 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.

7.1 Social worker applies theories of human behavior and person-in-environment, and other culturally responsive and interprofessional frameworks, when assessing clients and constituencies.

Not Rated

7.2 Social worker demonstrates respect for client self-determination during the assessment process by collaborating with clients and constituencies to develop a mutually agreed-upon plan.

Not Rated

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 to select culturally responsive interventions for 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.

8.1 Social worker engages with clients and constituencies to critically choose and implement context-aware, evidence-informed interventions to achieve client and constituency goals.

Not Rated

8.2 Social worker incorporates context-aware methods of negotiating, mediating, and advocating with and on behalf of clients and constituencies.

Not Rated

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 all individuals, families, groups, organizations, and communities. Social workers evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness. 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.

9.1 Social worker selects and uses responsive methods for evaluation of outcomes.

Not Rated

9.2 Social worker critically analyzes outcomes and applies evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.

Not Rated



No Unsaved Changes