



**DEPARTMENT OF COUNSELING & STUDENT AFFAIRS
Old Main A Wing 4th Floor**

**Practicum in Student Affairs in Higher Education
Evaluation**

Practicum Student: _____

The following are the core competency areas that serve as the foundation for student affairs professional practice. The practicum is the pre-internship experience in student affairs. At minimum, students engaged in the practicum/pre-internship phase should display a basic awareness and knowledge of the significance of each of these core competency areas to the professional practice of student affairs. On a scale of 1 to 5 (1 = high level of awareness and knowledge; 4 = low level of awareness and knowledge; 5 = no awareness and knowledge) rate the student's level of awareness and knowledge of the significance of each competency area to professional practice in student affairs. Use the comment section to share your observations regarding the student's potential in each competency area.

NOTE: Attached at the end of this evaluation document are the Basic Level skills associated with each competency area for your review and consideration through this process.

ADVISING/HELPING

Description: Addresses the knowledge, skills, and attitudes related to providing advising and helping support, direction, feedback, critique, and guidance to individuals and groups.

Awareness/Knowledge Rating: _____

Comment:

ASSESSMENT, EVALUATION, RESEARCH (AER)

Description: Focuses on the ability to use, design, conduct, and critique qualitative and quantitative AER analyses; to manage organizations using AER processes and the results obtained from them; and to shape the political and ethical climate surrounding AER processes and uses on campus. **Awareness/Knowledge Rating:** _____

Comment:

EQUITY, DIVERSITY, AND INCLUSION (EDI)

Description: Includes the knowledge, skills, and attitudes needed to create learning environments that are enriched with diverse views and people. It is also designed to create an institutional ethos that accepts and celebrates differences among people, helping to free them of any misconceptions and prejudices. **Awareness/Knowledge Rating:** _____

Comment:

ETHICAL PROFESSIONAL PRACTICE

Description: Pertains to the knowledge, skills, and attitudes needed to understanding and apply ethical standards to one's work. While ethics is an integral component of all the competency areas, this competency area focuses specifically on the integration of ethic into all aspects of self and professional practice. **Awareness/Knowledge Rating:** _____

Comment:

HISTORY, PHILOSOPHY, AND VALUES

Description: Involves knowledge, skills, and attitudes that connect the history, philosophy, and values of the profession to one's current professional practice. This competency area embodies the foundations of the profession from which current and future research and practice will grow. The commitment to demonstrating this competency ensures that our present and future practices are informed by an understanding of our history, philosophy, and values.

Awareness/Knowledge Rating: _____

Comment:

HUMAN AND ORGANIZATIONAL RESOURCES

Description: Includes knowledge, skills, and attitudes used in the selection, supervision, motivation, and formal evaluation of staff; conflict resolution; management of the politics of organizational discourse; and the effective application of strategies and techniques associated with financial resources, facilities management, fundraising, technology use, crisis management, risk management, and sustainable resources. **Awareness/Knowledge Rating:** _____

Comment:

LAW, POLICY, AND GOVERNANCE

Description: Includes the knowledge, skills, and attitudes relating to policy development processes used in various contexts, the application of legal constructs, and the understanding of

governance structures and their effect on one's professional practice. **Awareness/Knowledge Rating:** _____
Comment:

LEADERSHIP

Description: Addresses the knowledge, skills, and attitudes required of a leader, whether it be a positional leader or a member of the staff, in both an individual capacity and within a process of how individuals work together effectively to envision, plan, effect change in organizations, and respond to internal and external constituencies and issues. **Awareness/Knowledge Rating:** _____
Comment:

PERSONAL FOUNDATIONS

Description: Involves the knowledge, skills, and attitudes to maintain emotional, physical, social, environmental, relational, spiritual, and intellectual wellness; be self-directed and self-reflective; maintain excellence and integrity in work; be comfortable with ambiguity; be aware of one's own areas of strength and growth; have a passion for work; and remain curious. **Awareness/Knowledge Rating:** _____
Comment:

STUDENT LEARNING AND DEVELOPMENT

Description: Addresses the concepts and principles of student development and learning theory. It includes the ability to apply theory to improve and inform student affairs practice, as well as understanding teaching and training theory and practice. **Awareness/Knowledge Rating:** _____
Comment:

Signature of Practicum Site Supervisor _____ **Date** _____

Signature of Practicum Student _____ **Date** _____