

EVALUATION OF INTERN
Student Counseling Service
Texas A&M University

Supervisor Role(s): Primary, Group, Training Option, Supervisor of Supervision

Supervisor Name: _____

Intern: _____

Supervision Dates: From _____ To _____

Date of Evaluation: _____

Please use the following scale to rate the intern on the items below:

1 = Not Acceptable - the intern is deficient in the competency or skill

2 = Needs Improvement - the intern has shown some evidence of the competency or skill, but performance is inconsistent or there may be examples of poor motivation or minor irresponsibility.

3 = Successful - the intern has shown basic mastery of the competency or skill.

NB = No basis for judgment

I. Relationship/Interpersonal Issues

A. Relationships with clients:	Rating
1. Demonstrates ability to take a respectful helpful professional approach to clients.	
2. Demonstrates ability to form a working alliance.	Rating
3. Demonstrates ability to deal with conflict and negotiate differences.	Rating
4. Demonstrates ability to understand and maintain appropriate professional boundaries.	Rating
B. Relationships with colleagues:	Rating
1. Demonstrates ability to work collegially with fellow professionals.	
2. Demonstrates ability to support other's work and to gain support for one's own work.	Rating
3. Demonstrates ability to provide helpful feedback to peers and receive such feedback non-defensively from peers.	Rating
C. Relationships with support staff:	Rating
1. Demonstrates ability to be respectful of support staff roles and persons.	
D. Relationships with agency itself:	Rating
1. Demonstrates ability to follow agency's operating procedures.	
E. Demonstrates ability to work collaboratively with the supervisor.	Rating
F. Demonstrates ability to prepare for supervision.	Rating
G. Demonstrates ability/willingness to accept supervisory input, including direction and demonstrates ability to follow through on recommendations.	Rating
H. Demonstrates ability to self-reflect and self-evaluate regarding clinical skills and use of supervision; including using good judgment as to when supervisory input is necessary.	Rating

Comments:

II. Clinical/Counseling Skills - Skills in Application of Scholarly Activity

A. Ability to select and implement multiple methods and means of evaluation in ways that are responsive to and respectful of diverse individuals, couples, families and groups.	Rating
B. Ability to utilize systematic approaches to gathering data to inform clinical decision making.	Rating
C. Knowledge of psychometric issues and bases of assessment methods.	Rating
D. Knowledge of issues related to integration of different data sources.	Rating
E. Ability to integrate assessment data from different sources for diagnostic purposes.	Rating
F. Ability to formulate and apply diagnoses; to understand the strengths and limitations of current diagnostic approaches.	Rating
G. Ability to formulate and conceptualize cases.	Rating
H. Ability to plan treatments.	Rating
I. Ability to implement intervention skills, covering a wide range of developmental, preventive and "remedial" interventions, including:	Rating
1. psychotherapy.	Rating
2. psychoeducational interventions.	Rating
3. crisis management.	Rating
J. Assessment of treatment progress and outcome.	Rating
K. Linking concepts of therapeutic process and change to intervention strategies and tactics.	Rating
L. Knowledge of the unique roles of other professionals with client.	Rating
M. Capacity for dialoguing with other professionals and members of client support network, which avoids use of psychological jargon.	Rating

Comments:

III. Diversity – Individual and Cultural Differences

A. Knowledge of self in the context of diversity (one's own beliefs, values, attitudes, and related strengths/limitations).	Rating
B. Knowledge about the nature and impact of diversity in different clinical situations (e.g., clinical work with specific racial/ethnic populations).	Rating
C. Ability to work effectively with diverse people in assessment, treatment and consultation.	Rating

Comments:

IV. Development of Professional Identity/Ethics

A. Recognition of one's role in creating policy, participation in system change.	Rating
B. Understand the relationship between roles of supervisor, training director, associate director and director.	Rating
C. Demonstrates awareness of one's role as a representative of the center.	Rating
D. Knowledge of ethical/professional codes, standards and guidelines; knowledge of statutes, rules, regulations and case law relevant to the practice of psychology. 1. Recognize and analyze ethical and legal issues across the range of professional activities in the clinical setting.	Rating
2. Understands the impact of his/her own values on clinical practice.	Rating
3. Seek appropriate information and consultation when faced with ethical issues.	Rating
4. Be assertive in implementing and supporting ethical issues (e.g., by raising issues when they become apparent to the intern).	Rating

Comments:

V. Supervisory Skills

A. Scholarly knowledge of clinical supervision (e.g., models, theories and research).	Rating
B. Knowledge concerning how trainees develop into professional clinicians.	Rating
C. Understanding the significance and impact of the evaluation process.	Rating
D. Ability to formulate and carry out evaluations.	Rating
E. Knowledge of limits of one's supervisory skills.	Rating
F. Ability of intern to respond appropriately to individual and cultural differences of trainee.	Rating

Comments:

VI. Professional Development

A. Practical skills to maintain effective clinical practice – the intern will develop practical professional skills such as: 1. Timeliness/time management: completing professional tasks in allotted/appropriate time (e.g., evaluations, notes, and reports); arriving promptly at meetings and appointments.	Rating
2. Developing an organized, disciplined approach to writing and maintaining notes and records.	Rating

3. Organizing and presenting case material.	Rating
4. Preparing professional documents (e.g., letters to outside entities).	Rating
5. How to self-identify personal distress, particularly as it relates to clinical work.	Rating
6. How to seek and use resources that support healthy functioning when experiencing personal distress.	Rating
B. Commitment to professional growth - The training program should help interns begin on the path of reflective understanding and knowledge about their own knowledge and competencies.	Rating
1. Knowing the extent and the limits of one's own skills; learning the habit of and skills for self-evaluation of clinical skills.	
2. The ability to use supervision, consultation and other resources to improve and extend skills.	Rating
3. Knowledge of the process for extending current skills into new areas.	Rating
4. Knowledge of the underlying various aspects of clinical practice (e.g., assessment, diagnosis, treatment).	Rating
5. Commitment to life-long learning and quality improvement.	Rating
6. Awareness of one's identity as a psychologist (knowing what one knows and can do (and should do) as a psychologist).	Rating

Comments:

Intern Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____