

SUPERVISOR'S EVALUATION OF INTERN PERFORMANCE
UNIVERSITY OF KENTUCKY INTERNSHIP CONSORTIUM PROGRAM

Intern _____ Supervisor _____

Period of Evaluation _____ Date _____

Internship Site _____

Briefly note activities you supervised (e.g., adult/child client, individual/group/family intervention, assessment, consultation, etc.):

Please be candid. Constructive criticism improves the quality of clinical training by allowing more helpful feedback. Please discuss this evaluation with the intern before returning it.

Intern Competency Rating Scale

Instructions

This scale is designed to produce estimates of intern competency in core domains. Each item corresponds to a specific skill or ability that is part of a larger competency domain. Ratings should be evaluated at the item level to determine the intern's level of competence for each specific skill.

- **Scores of 1 to 2** indicate a **Novice** level of competence. Novices have limited knowledge and understanding of how to analyze problems. They may also lack knowledge of the processes and techniques needed to implement an intervention.
- **Scores of 3 to 5** indicate an **Intermediate** level of competence. Intermediate interns have enough experience to select appropriate strategies but support and guidance is needed to guide performance.
- **Scores of 6 to 7** indicate an **Advanced** level of competence. Advanced interns have gained deeper and integrated knowledge of the domain in question. They are flexible and have a feeling of mastery or the ability to cope with problems as they arise.
- **Mark item N/A** if not applicable to tasks supervised or not enough information to rate.

Obtaining competence is a developmental process. As such, interns' experience level should be considered when evaluating each individual. Some competencies may develop slowly or later in professional development (e.g., administrative skills). However, more basic competencies may reach a professional level early in training (e.g., timeliness or ability to utilize supervision).

● **Competence Required Prior to Internship**

In keeping with the Association of Directors of Psychological Training Clinics' (ADPTC) recommendations, interns should have achieved an Advanced level of competence (scores of 6 or 7 on this rating scale) in several areas prior to internship. These areas correspond to critical items in this scale, which are marked with a **Ψ** on the rating sheet. The ADPTC also recommends that in all other skills, interns should have acquired at least an Intermediate level of competence prior to starting internship (scores of 3, 4, or 5).

● **Competence Required Upon Completion of Internship**

Upon completion of the internship, interns should have achieved an Advanced level of competence (scores of 6 or 7) in all areas assessed by this rating scale.

Please return form to:

Director of the University of Kentucky Internship Consortium Program
Department of Psychology
Kastle Hall
University of Kentucky
Lexington, KY 40506-0044

Limited Knowledge & Limited Skills	Knowledgeable, but limited skills	Experienced, but needs much more guidance or instruction	Experienced, but needs some guidance or instruction	Experienced, and needs little guidance or instruction	Deep Knowledge and Skills	Mastery, ability to cope/adapt
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1	2	3	4	5	6	7

Relationship/Interpersonal Skills

1. The intern is able to take a respectful, helpful, professional approach to clients. **Ψ**
1 2 3 4 5 6 7 N/A
2. The intern is able to form working alliances.
1 2 3 4 5 6 7 N/A
3. The intern is able to deal with conflict and negotiate differences.
1 2 3 4 5 6 7 N/A
4. The intern is able to understand and maintain appropriate boundaries.
1 2 3 4 5 6 7 N/A
5. The intern is able to work collegially with fellow professionals. **Ψ**
1 2 3 4 5 6 7 N/A
6. The intern supports others in their work and gains support for their own work.
1 2 3 4 5 6 7 N/A
7. The intern is able to provide helpful feedback to peers and receive such feedback non-defensively from peers.
1 2 3 4 5 6 7 N/A
8. The intern is respectful to support staff roles and persons. **Ψ**
1 2 3 4 5 6 7 N/A
9. The intern is able to communicate professionally and work collaboratively with community professionals.
1 2 3 4 5 6 7 N/A
10. The intern is able to observe agency operating procedures. **Ψ**
1 2 3 4 5 6 7 N/A
11. The intern is able to contribute in ways that will enrich the site experience of future interns. **Ψ**
1 2 3 4 5 6 7 N/A
12. The intern is knowledgeable of the unique patient care roles of other professionals.
1 2 3 4 5 6 7 N/A
13. The intern is able to effectively relate to other professionals in accordance with their unique patient care roles.
1 2 3 4 5 6 7 N/A
14. The intern has the capacity for dialogue with other professionals in a manner that avoids use of psychological jargon.
1 2 3 4 5 6 7 N/A

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15. The intern is able to self-reflect and self-evaluate regarding clinical skills and use of supervision.

1 2 3 4 5 6 7 N/A

16. The intern is able to prepare effectively for supervision. Ψ

1 2 3 4 5 6 7 N/A

17. The intern is able to work collaboratively with their supervisor. Ψ

1 2 3 4 5 6 7 N/A

18. The intern is able and willing to accept supervisory input. Ψ

1 2 3 4 5 6 7 N/A

19. The intern is able to follow through on supervisory directions and recommendations. Ψ

1 2 3 4 5 6 7 N/A

20. The intern is able to negotiate needs for autonomy from supervisors. Ψ

1 2 3 4 5 6 7 N/A

Assessment and Consultation Skills

1. The intern is able to select and implement multiple methods and means of evaluation in ways that are responsive to and respectful of diversity.

1 2 3 4 5 6 7 N/A

2. The intern is able to select assessment tools with appropriate empirical basis, reliability, and validity.

1 2 3 4 5 6 7 N/A

3. The intern is able to select assessment tools with characteristics appropriate to the intended use (e.g., sensitivity, specificity, and positive and negative predictive powers).

1 2 3 4 5 6 7 N/A

4. The intern understands the strengths and limitations of diagnostic approaches and interpretation of results from multiple measures for diagnosis and treatment planning.

1 2 3 4 5 6 7 N/A

5. The intern is able to use systematic approaches to gathering data to inform clinical decision making.

1 2 3 4 5 6 7 N/A

6. The intern is able to choose appropriate means of assessment to answer referral questions.

1 2 3 4 5 6 7 N/A

7. The intern is able to implement a systematic approach to data collection in a consultation role.

1 2 3 4 5 6 7 N/A

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8. The intern is able to interpret assessment results accurately, while taking into account limitations of the evaluation method(s).

1 2 3 4 5 6 7 N/A

9. The intern produces consultative reports that are well organized, succinct, and provide useful and relevant recommendations.

1 2 3 4 5 6 7 N/A

10. The intern provides effective feedback to clients and consultees (e.g., presents assessment results in a clear manner, uses lay language, answers clients'/consultees' questions appropriately).

1 2 3 4 5 6 7 N/A

11. When repeated assessment occurs, the intern is able to systematically and effectively integrate prior and current knowledge of the client.

1 2 3 4 5 6 7 N/A

12. The intern demonstrates knowledge of DSM.

1 2 3 4 5 6 7 N/A

13. The intern is able to integrate assessment data from different sources for diagnostic purposes.

1 2 3 4 5 6 7 N/A

14. When repeated assessment occurs, the intern is able to revise diagnostic impressions when applicable.

1 2 3 4 5 6 7 N/A

15. The intern has an understanding of the consultant's role as an information provider to another professional who will ultimately be the patient care decision maker.

1 2 3 4 5 6 7 N/A

16. The intern is able to effectively use supervision to enhance assessment skills. Ψ

1 2 3 4 5 6 7 N/A

17. The intern is able to learn effectively from supervisor's role modeling of assessment procedures.

1 2 3 4 5 6 7 N/A

Intervention Skills

1. The intern is able to formulate and conceptualize cases.

1 2 3 4 5 6 7 N/A

2. The intern is able to develop treatment plans based on empirical literature.

1 2 3 4 5 6 7 N/A

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3. The intern is able to implement treatment plans with fidelity to empirical models and flexibility to adapt where appropriate.

1 2 3 4 5 6 7 N/A

4. The intern is able to apply specific empirically supported treatment methods. **Ψ**

1 2 3 4 5 6 7 N/A

5. The intern is able to manage cases effectively.

1 2 3 4 5 6 7 N/A

6. The intern is able to manage crises effectively.

1 2 3 4 5 6 7 N/A

7. The intern writes clear intervention progress notes. **Ψ**

1 2 3 4 5 6 7 N/A

8. The intern is able to discontinue treatment in an ethical and effective manner.

1 2 3 4 5 6 7 N/A

9. The intern is able to assess treatment progress and outcome.

1 2 3 4 5 6 7 N/A

10. The intern is able to effectively use client outcome measures.

1 2 3 4 5 6 7 N/A

11. The intern is able to link concepts of therapeutic process and change to intervention strategies.

1 2 3 4 5 6 7 N/A

12. The intern is able to self-appraise his/her own performance.

1 2 3 4 5 6 7 N/A

13. The intern is able to use information gathered from self-appraisal to improve his/her effectiveness.

1 2 3 4 5 6 7 N/A

14. The intern is able to effectively use supervision to enhance intervention skills. **Ψ**

1 2 3 4 5 6 7 N/A

15. The intern is able to learn effectively from supervisor's role modeling of intervention procedures.

1 2 3 4 5 6 7 N/A

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Diversity

1. The intern has knowledge of self in the context of diversity, as he/she operates in the clinical setting with diverse others.

1 2 3 4 5 6 7 N/A

2. The intern is able to work effectively with diverse others in assessment, treatment, and consultation.

1 2 3 4 5 6 7 N/A

Ethics

1. The intern demonstrates knowledge of the APA Ethical Principles and Code of Conduct and other ethical, legal, and professional standards and guidelines relevant to the profession of psychology.

1 2 3 4 5 6 7 N/A

2. The intern is able to recognize ethical or legal issues.

1 2 3 4 5 6 7 N/A

3. The intern is able to analyze ethical or legal issues.

1 2 3 4 5 6 7 N/A

4. The intern is able to self-reflect on the possible ethical or legal implications of his/her actions.

1 2 3 4 5 6 7 N/A

5. The intern has honesty, integrity, and a sense of personal responsibility.

1 2 3 4 5 6 7 N/A

6. The intern is able to seek consultation or help for ethical problems in supervision. **Ψ**

1 2 3 4 5 6 7 N/A

7. The intern practices appropriate professional assertiveness related to ethical issues.

1 2 3 4 5 6 7 N/A

8. The intern is committed to ethical practice. **Ψ**

1 2 3 4 5 6 7 N/A

Professional Development

1. The intern is able to use resources to promote effective practice. **Ψ**

1 2 3 4 5 6 7 N/A

2. The intern is responsible and accountable relative to her/his level of training. **Ψ**

1 2 3 4 5 6 7 N/A

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3. The intern is willing to acknowledge and correct errors. Ψ

1 2 3 4 5 6 7 N/A

4. The intern completes professional tasks in allotted/appropriate time and arrives promptly at meetings and appointments. Ψ

1 2 3 4 5 6 7 N/A

5. The intern has developed an organized, disciplined approach to writing and maintaining notes and records. Ψ

1 2 3 4 5 6 7 N/A

6. The intern has developed skills to handle payment-related issues with clients.

1 2 3 4 5 6 7 N/A

7. The intern is able to organize and present case material.

1 2 3 4 5 6 7 N/A

8. The intern has good day-to-day organizational skills.

1 2 3 4 5 6 7 N/A

9. The intern has good critical thinking and analytic skills.

1 2 3 4 5 6 7 N/A

10. The intern is able to manage his/her time.

1 2 3 4 5 6 7 N/A

11. The intern is able to interact collaboratively and respectfully with other colleagues. Ψ

1 2 3 4 5 6 7 N/A

12. The intern is able to create and conduct an effective presentation.

1 2 3 4 5 6 7 N/A

13. The intern demonstrates willingness and motivation to develop his/her knowledge of the empirical literature relevant to clinical work at his/her current internship site.

1 2 3 4 5 6 7 N/A

14. The intern demonstrates the integration of science in professional practice.

1 2 3 4 5 6 7 N/A

15. The intern is able to self-identify personal distress as it relates to clinical work.

1 2 3 4 5 6 7 N/A

16. The intern is able to seek and use resources that support healthy functioning when experiencing personal distress.

1 2 3 4 5 6 7 N/A

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17. The intern demonstrates self-awareness, understanding, and reflection.

1 2 3 4 5 6 7 N/A

18. The intern has adequate self-care.

1 2 3 4 5 6 7 N/A

19. The intern has awareness of her/his personal identity.

1 2 3 4 5 6 7 N/A

20. The intern has awareness of his/her own beliefs and values as they relate to and influence professional practice and activity. Ψ

1 2 3 4 5 6 7 N/A

21. The intern applies scientific knowledge and skills appropriately and habitually to the solution of problems.

1 2 3 4 5 6 7 N/A

22. The intern readily presents his/her work for the scrutiny of others.

1 2 3 4 5 6 7 N/A

Outreach

1. The intern demonstrates the ability to design and professionally present outreach programming.

1 2 3 4 5 6 7 N/A

2. The intern demonstrates the ability to create learning objectives for outreach programming and evaluate the efficacy of the program in meeting those objectives.

1 2 3 4 5 6 7 N/A

3. The intern considers current empirical literature, audience needs, and diversity variables when developing programs.

1 2 3 4 5 6 7 N/A

4. The intern demonstrates ability to implement a variety of teaching methods (e.g., lecture, experiential activities, facilitating discussion) to engage the audience, and to professionally and meaningfully achieve the learning objectives for the program.

1 2 3 4 5 6 7 N/A

5. The intern demonstrates the ability to work with various members of the university community to accurately assess programming needs.

1 2 3 4 5 6 7 N/A

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6. The intern demonstrates professionalism and adherence to ethical and legal standards in all facets of outreach programming.

1 2 3 4 5 6 7 N/A

7. The intern demonstrates sensitivity to diversity issues in all facets of outreach programming.

1 2 3 4 5 6 7 N/A

Meta-Competencies

1. The intern knows the extent and limit of her/his skills.

1 2 3 4 5 6 7 N/A

2. The intern has developed the habit and skills for self-evaluation of clinical skills.

1 2 3 4 5 6 7 N/A

3. The intern has knowledge of the process for extending current skills into new areas.

1 2 3 4 5 6 7 N/A

4. The intern is able to use supervision, consultation, and other resources to improve and extend skills. Ψ

1 2 3 4 5 6 7 N/A

5. The intern is committed to lifelong learning. Ψ

1 2 3 4 5 6 7 N/A

Please note: The remaining scales apply to specific opportunities available in select internship rotations and should be used appropriately.

Supervision of Others

1. Knowledge: The intern demonstrates knowledge of models, theories, and research relevant to providing supervision to others.

1 2 3 4 5 6 7 N/A

2. Relationship with Supervisee:

a. The intern establishes a climate of trust, support, and understanding of supervisee.

1 2 3 4 5 6 7 N/A

b. The intern constructively works toward conflict resolution between self and supervisee.

1 2 3 4 5 6 7 N/A

c. The intern communicates effectively in giving suggestions and feedback to supervisee.

1 2 3 4 5 6 7 N/A

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3. Goal Setting:

- a. The intern sets effective goals for supervision in collaboration with supervisee.

1 2 3 4 5 6 7 N/A

- b. The intern provides information and teaches counseling skills appropriately.

1 2 3 4 5 6 7 N/A

4. Structure and Plans:

- a. The intern assists in case conceptualization and understanding of client dynamics.

1 2 3 4 5 6 7 N/A

- b. The intern explores various therapeutic processes such as confrontation, support, timing, and their uses.

1 2 3 4 5 6 7 N/A

- c. The intern assists supervisee with case management.

1 2 3 4 5 6 7 N/A

- d. The intern views recordings provided by trainee on a regular basis.

1 2 3 4 5 6 7 N/A

- e. The intern uses appropriate books, articles, and other references.

1 2 3 4 5 6 7 N/A

- f. The intern knows campus and community resources and helps supervisee refer clients to resources.

1 2 3 4 5 6 7 N/A

5. Evaluation:

- a. The intern demonstrates the ability to assess skill level of supervisee.

1 2 3 4 5 6 7 N/A

- b. The intern demonstrates ability to formulate and carry out evaluations and to manage the evaluative role, balancing support and challenge.

1 2 3 4 5 6 7 N/A

6. Diversity: The intern models respect, openness, and awareness towards all aspects of diversity and its impact on both the therapeutic and supervisory process.

1 2 3 4 5 6 7 N/A

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7. Supervision of Supervision: The intern effectively uses supervision of supervision to enhance skills as a supervisor.

1 2 3 4 5 6 7 N/A

8. Ethics/Professional Issues:

a. The intern promotes awareness of ethical and legal issues.

1 2 3 4 5 6 7 N/A

b. The intern monitors and provides guidance regarding ethical and legal issues.

1 2 3 4 5 6 7 N/A

c. The intern addresses supervisee's professional/personal issues and behaviors relevant to professional goals.

1 2 3 4 5 6 7 N/A

d. The intern encourages and responds to feedback made by supervisee.

1 2 3 4 5 6 7 N/A

Crisis Assessment and Intervention

1. The intern recognizes the need for crisis intervention and intervenes effectively.

1 2 3 4 5 6 7 N/A

2. The intern follows the internship site's crisis intervention protocols.

1 2 3 4 5 6 7 N/A

3. The intern can conduct a lethality assessment and knows the actions to take when confronted with a client who is a danger to self or others.

1 2 3 4 5 6 7 N/A

4. The intern makes appropriate recommendations regarding referrals, including psychiatric evaluations.

1 2 3 4 5 6 7 N/A

5. The intern follows ethical and legal guidelines for crisis intervention.

1 2 3 4 5 6 7 N/A

6. The intern seeks consultation and supervision as needed.

1 2 3 4 5 6 7 N/A

7. The intern is able to learn effectively from supervisor's role modeling of crisis intervention procedures.

1 2 3 4 5 6 7 N/A

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Group Therapy

1. The intern demonstrates effective group screening skills.

1 2 3 4 5 6 7 N/A

2. The intern conceptualizes group process by articulating group dynamics, phases of group development, and appropriate interventions.

1 2 3 4 5 6 7 N/A

3. The intern displays competence in group facilitation and co-facilitation.

1 2 3 4 5 6 7 N/A

4. The intern implements appropriate group interventions, including establishing rapport, facilitating group cohesion, confronting resistance, and making appropriate self-disclosures and process comments about group functioning.

1 2 3 4 5 6 7 N/A

5. The intern shows group leadership abilities by demonstrating awareness of client/counselor roles and responsibilities for change.

1 2 3 4 5 6 7 N/A

6. The intern identifies and articulates co-leadership issues.

1 2 3 4 5 6 7 N/A

7. The intern writes clear and effective group case notes in a timely manner.

1 2 3 4 5 6 7 N/A

8. The intern addresses diversity issues as they affect group processes.

1 2 3 4 5 6 7 N/A

9. The intern demonstrates knowledge of ethical principles and state law relevant to group therapy, and consistently applies these appropriately, seeking consultation as needed.

1 2 3 4 5 6 7 N/A

10. The intern seeks and integrates supervisory feedback.

1 2 3 4 5 6 7 N/A

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Summary

Strengths:

Goals for Improvement:

Any other comments?

Supervisor's Signature

Intern's Signature