|  |  |
| --- | --- |
| Intern Name:  | Dates Covered: |
| Supervisor/Training Director: | Agency: |

This evaluation is based on direct observation and reports of supervising psychologists, clients, and other contributors. It evaluates eight basic competency areas and provides for general summary comments by both the supervisor and the intern. Competencies that are irrelevant to a particular site may be marked NA. Relevant competencies that are not listed may be addressed in the general summary. Each competency is described with a list of specific behaviors, and some competencies also request information regarding context or population.

Intern competence for the behaviors are rated using the Competency Scale 1 to 6, representing the typical range and course of development during the internship year. The scores on the specific behaviors listed in an area are averaged for the area summary rating. Most interns’ ratings will fall between 2-3 at the beginning of internship, moving as competencies develop to 3-4 at mid-internship, and 4-5 at the conclusion of the internship. Use the comment boxes to (1) explain any ratings that fall in the 1-2 pre-internship/deficient and/or 5-6 post- internship/exceptional ranges of the scale; and (2) describe which components of an area was directly observed.

All interns must average 4 or above in each area summary at the conclusion of the internship year to successfully complete internship.

|  |
| --- |
| Competency Scale 1-6 |
| 1 – Pre-internship/Deficient | 4 – Year End Competency Minimum |
| 2 – Beginning Internship | 5 – Year End Competent |
| 3 – Mid Year Competency Minimum | 6 – Post Internship Exceptional  |

|  |
| --- |
| **AREA 1 INTERVENTION/THERAPY/TREATMENT** |
|  | Indicate Modality  | Indicate populations  |  |
|  | * Individual therapy
* Couples therapy
* Family therapy
* Group therapy
* Other
 | * Child
* Adolescent
* College student
* Adult
* Geriatric
* Other
 |  |
|  | On the competency scale of 1 to 6, to what degree does the intern\_\_\_\_\_Grasp the presenting problem\_\_\_\_\_Clarify client’s expectations\_\_\_\_\_Conceptualize the case\_\_\_\_\_Establish a therapeutic relationship\_\_\_\_\_Engage client in setting appropriate goals\_\_\_\_\_Use knowledge of the literature\_\_\_\_\_Employ effective interventions\_\_\_\_\_Follow up on plans\_\_\_\_\_Adapt to client’s progress\_\_\_\_\_Recognize and manage transference/countertransference\_\_\_\_\_Manage referral, transfer, or termination processes |  |
|  | Area 1 Summary \_\_\_\_\_\_\_\_\_\_\_\_\_ | Area 1 was:* Directly observed (video/in person
* Audio taped
* Not directly observed
 |  |
|  | Data and comments from Area 1 Intervention/Therapy/Treatment: |  |

|  |
| --- |
| **AREA 2 CONSULTATION / COLLABORATION** |
|  | List agency/organizational setting(s): |  |
|  | On the competency scale of 1 to 6, to what degree does the intern\_\_\_\_\_Recognize the need for consultation\_\_\_\_\_Involve appropriate sources\_\_\_\_\_Communicate with referral sources\_\_\_\_\_Communicate with family or caregivers\_\_\_\_\_Engage client in setting appropriate goals\_\_\_\_\_Communicate with other service providers\_\_\_\_\_Address relevant issues\_\_\_\_\_Follow up on plans |  |
|  | Area 2 Summary \_\_\_\_\_\_\_\_\_\_\_\_\_ | Area 2 was:* Directly observed (video/in person
* Audio taped
* Not directly observed
 |  |
|  | Data and comments from Area 2 Consultation/Collaboration: |  |

|  |  |
| --- | --- |
| **AREA 3 ASSESSMENT / EVALUATION / TESTING** |  |
|  | Indicate Types of assessments done |  |
|  | * Intake Assessment
* Diagnostic Interviewing
* Behavioral Observation
* Intelligence
* Personality
* Other
 | * Abilities
* Interests
* Educational/Academic
* Psycho-physiological
* Neuropsychological
* Other
 |  |
|  | On the competency scale of 1 to 6, to what degree does the intern\_\_\_\_\_Discern the need for assessment\_\_\_\_\_Explain rationale for clients\_\_\_\_\_Select appropriate instruments\_\_\_\_\_Adhere to administration standards\_\_\_\_\_Interpret and integrate results\_\_\_\_\_Develop relevant recommendations\_\_\_\_\_Present findings |  |
|  | Area 3 Summary \_\_\_\_\_\_\_\_\_\_\_\_\_ | Area 3 was:* Directly observed (video/in person
* Audio taped
* Not directly observed
 |  |
|  | Data and comments from Area 3 Assessment/Evaluation/Testing: |  |

|  |
| --- |
| **AREA 4 TEACHING / PRESENTING TO / SUPERVISING OTHERS** |
|  | On the competency scale of 1 to 6, to what degree does the intern\_\_\_\_\_Select appropriate subject matter\_\_\_\_\_Prepare adequately\_\_\_\_\_Adapt to the needs of the audience\_\_\_\_\_Communicate information effectively\_\_\_\_\_Maintain a collaborative relationship with supervisees\_\_\_\_\_Interact professionally with supervisees\_\_\_\_\_Provide clear and timely feedback to supervisees\_\_\_\_\_Identify and promptly addresses supervisee performance problems\_\_\_\_\_Protect the welfare of supervisee’s clients |  |
|  | Area 4 Summary \_\_\_\_\_\_\_\_\_\_\_\_\_ | Area 4 was:* Directly observed (video/in person
* Audio taped
* Not directly observed
 |  |
|  | Data and comments from Area 4 Teaching /Presenting/ Supervising others |  |

|  |
| --- |
| **AREA 5 RESEARCH / PROGRAM EVALUATION** |
|  | On the competency scale of 1 to 6, to what degree does the intern\_\_\_\_\_Conceptualize the question\_\_\_\_\_Use existing resources\_\_\_\_\_Collect and analyze data\_\_\_\_\_Identify meaningful findings\_\_\_\_\_Present useful recommendations |  |
|  | Area 5 Summary \_\_\_\_\_\_\_\_\_\_\_\_\_ | Area 5 was:* Directly observed (video/in person
* Audio taped
* Not directly observed
 |  |
|  | Data and comments from Area 5 Research /Program Evaluation |  |
| **AREA 6 ETHICAL / LEGAL / CULTURAL AWARENESS** |
|  | On the competency scale of 1 to 6, to what degree does the intern\_\_\_\_\_Demonstrate sensitivity to cultural differences\_\_\_\_\_Recognize issues with ethical and/or legal implications\_\_\_\_\_Understand relevant standards and regulations\_\_\_\_\_Comply with the spirit of such standards and regulations\_\_\_\_\_Consult with other professionals when appropriate |  |
|  | Area 6 Summary \_\_\_\_\_\_\_\_\_\_\_\_\_ | Area 6 was:* Directly observed (video/in person
* Audio taped
* Not directly observed
 |  |
|  | Data and comments from Area 6 Ethical /Legal / Cultural Awareness |  |

|  |  |
| --- | --- |
| **AREA 7 PROFESSIONAL / INTERPERSONAL CONDUCT** |  |
|  | On the competency scale of 1 to 6, to what degree does the intern\_\_\_\_\_Maintain prompt and regular attendance\_\_\_\_\_Carry a fair workload\_\_\_\_\_Use time effectively\_\_\_\_\_Know and observe agency’s operating procedures\_\_\_\_\_Manage service logistics (service, billing…)\_\_\_\_\_Keep up-to-date records\_\_\_\_\_Complete written work\_\_\_\_\_Demonstrate professional appearance and deportment |  |
|  | Area 7 Summary \_\_\_\_\_\_\_\_\_\_\_\_\_ | Area 7 was:* Directly observed (video/in person
* Audio taped
* Not directly observed
 |  |
|  | Data and comments from Area 7 Professional / Interpersonal Conduct |  |

|  |
| --- |
| **AREA 8 PARTICIPATION IN SUPERVISION / PROFESSIONAL DEVELOPMENT** |
|  | On the competency scale of 1 to 6, to what degree does the intern\_\_\_\_\_Demonstrate capacity for self-awareness\_\_\_\_\_Take responsibility for supervision agenda\_\_\_\_\_Recognize supervision needs\_\_\_\_\_Invite feedback\_\_\_\_\_Accept criticism\_\_\_\_\_Try new approaches\_\_\_\_\_Self identify as professional vs. student\_\_\_\_\_Participate in professional activities |  |
|  | Area 8 Summary \_\_\_\_\_\_\_\_\_\_\_\_\_ | Area 8 was:* Directly observed (video/in person
* Audio taped
* Not directly observed
 |  |
|  | Data and comments from Area 8 Participation in supervision / professional development |  |

|  |
| --- |
| **Supervisor**: Comment on any concerns or accomplishments not included above and summarize intern’s overall progress, addressing established strengths, current areas of active growth and priorities for future development:  |
|  |  |  |
| **Intern:** Comment on perceived accuracy of evaluation, additional observations, and any new goals contemplated in response to this evaluation**:** |
|  |  |  |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Supervisor Signature Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Intern Signature Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_NICPP Training Director Signature Date |
|  |