

Appendix A

Practicum Student/Intern Evaluation Form



PRACTICUM STUDENT/INTERN EVALUATION FORM

Student Name _____

Student Supervisor _____

Please rate students for each competency item, using as a comparison an average student at the same level of training and experience. Use definitions supplied for descriptors. If the question is not applicable to the practicum student, do not respond.

5. Excellent 4. Good 3. Satisfactory 2. Improvement needed 1. Unsatisfactory

- 5. Excellent- performance is exceptional for practicum students/interns at this level of training
- 4. Good- performance is recognizably above satisfactory for practicum students/interns at this level of training
- 3. Satisfactory- average performance for practicum students/interns at this level of training
- 3. Improvement Needed- clearly below what is generally expected for practicum students/interns at this level of training
- 1. Unsatisfactory- performance is unacceptable of practicum students/interns at this level of training.

Methods for Determining Levels of Competence (check all that apply):

- | | |
|---|--|
| <input type="checkbox"/> Direct Observation | <input type="checkbox"/> Videotape |
| <input type="checkbox"/> Review of Written Work | <input type="checkbox"/> Audio tape |
| <input type="checkbox"/> Discussion of Clinical Interaction | <input type="checkbox"/> Comments from Other Staff |
| <input type="checkbox"/> Co-therapy/facilitation | <input type="checkbox"/> Live observation |
| <input type="checkbox"/> Chart review | <input type="checkbox"/> Other (explain) |
| <input type="checkbox"/> Role Play | |

Relationship

Demonstrates an ability to establish a therapeutic alliance with clients.	5	4	3	2	1	NA
Demonstrates an ability to establish a working alliance with other service recipients (i.e. consultation consultees, educators, supervisees, related health care professionals).	5	4	3	2	1	NA
Demonstrates an ability to establish a supervisory alliance with supervisors.	5	4	3	2	1	NA
Demonstrates an ability to work collaboratively with a co-therapist.	5	4	3	2	1	NA
Demonstrates an ability to communicate warmth, genuineness, caring and congruency.	5	4	3	2	1	NA
Demonstrates good attending behaviors and listening skills.	5	4	3	2	1	NA
Demonstrates an ability to create an accepting and nonjudgmental atmosphere.	5	4	3	2	1	NA
Demonstrates an ability to recognize interactional dynamics present in the relationship, including transference and counter-transference reactions.	5	4	3	2	1	NA
Demonstrates an awareness of boundaries with clients.	5	4	3	2	1	NA
Demonstrates an ability to recognize to material that seems important to the client.	5	4	3	2	1	NA
Demonstrates an ability to discriminate own needs from the client's needs.	5	4	3	2	1	NA

Comments _____

Assessment

Demonstrates an ability to elicit relevant history, including interview, medical record review, staff consultation and appropriate use of collateral information.	5	4	3	2	1	NA
Demonstrates an understanding of mental status and diagnostic components of disorders.	5	4	3	2	1	NA
Writes a concise, yet appropriately comprehensive, timely intake report.	5	4	3	2	1	NA
Demonstrates attentiveness to both obvious and subtle cues.	5	4	3	2	1	NA
Demonstrates accurate understanding of client (as indicated by clients' conveying that they feel understood).	5	4	3	2	1	NA
Demonstrates an ability to revise conceptualization of the client as new data emerges.	5	4	3	2	1	NA
Demonstrates an ability to recognize client progress.	5	4	3	2	1	NA
Demonstrates a reasonable understanding of developmental issues and avoids over-pathologizing.	5	4	3	2	1	NA

Comments _____

Intervention

Demonstrates an ability to generate a useful case formulation.	5	4	3	2	1	NA
Demonstrates responsibility for key client care tasks, autonomously ensuring that tasks are completed promptly.	5	4	3	2	1	NA

Demonstrates an ability to competently conduct individual therapy, including use of well-timed, effective and appropriate interventions (use a balance of appropriately worded questions, reflection, confrontation, and interpretation responses to facilitate insight).	5	4	3	2	1	NA
Demonstrates an ability to competently conduct group therapy, including use of well-timed, effective and appropriate interventions (use a balance of appropriately worded questions, reflection, confrontation, and interpretation responses to facilitate insight).	5	4	3	2	1	NA
Demonstrates knowledge about the concepts and skills to conduct family therapy, including use of well-timed, effective and appropriate interventions (use a balance of appropriately worded questions, reflection, confrontation, and interpretation responses to facilitate insight).	5	4	3	2	1	NA
Demonstrates knowledge about the concepts and skills to conduct couples therapy, including use of well-timed, effective and appropriate interventions (use a balance of appropriately worded questions, reflection, confrontation, and interpretation responses to facilitate insight).	5	4	3	2	1	NA
Demonstrates an ability to reinforce client progress.	5	4	3	2	1	NA
Demonstrates an ability to perform crisis interventions with clients having a variety of psychosocial problems.	5	4	3	2	1	NA
Demonstrates an ability to utilize interpersonal interventions (exploration of problematic relationship patterns, exploration of client-therapist relationship, therapeutic self-disclosure, transference and counter-transference, and self as instrument).	5	4	3	2	1	NA
Demonstrates an ability to facilitate the experience and expression of affect during the session.	5	4	3	2	1	NA
Demonstrates an ability to address termination issues with client.	5	4	3	2	1	NA
Demonstrates an ability to address “therapy interfering behaviors”: silence, coming late, avoidance of meaningful topics.	5	4	3	2	1	NA

Comments

Supervision/Management

Demonstrates an understanding of when to seek consultation and when to act autonomously.	5	4	3	2	1	NA
Demonstrates an ability to use supervision effectively, including an awareness and acknowledgement of potential problem areas, conflicts, skill deficits, counter-transference reactions, etc.	5	4	3	2	1	NA
Demonstrates a willingness to address personal issues which affect professional work.	5	4	3	2	1	NA
Demonstrates preparation for supervision, and is able to articulate goals for supervision.	5	4	3	2	1	NA
Demonstrates openness to supervisory feedback and is able to integrate feedback in practice.	5	4	3	2	1	NA
Demonstrates an ability to clarify theoretically-based client conceptualization and treatment plans in supervision.	5	4	3	2	1	NA
Demonstrates an ability to maintain up-to-date, supervisor-signed case notes, intakes, and termination notes.	5	4	3	2	1	NA

Demonstrates appropriate assertiveness when communicating with supervisor.	5	4	3	2	1	NA
--	---	---	---	---	---	----

Comments _____

Research and Evaluation

Demonstrates an ability to incorporate an empirical and theoretical knowledge base regarding psychological disorders encountered.	5	4	3	2	1	NA
Demonstrates an awareness of empirical and theoretical basis regarding client treatment issues.	5	4	3	2	1	NA
Demonstrates an initiative to research empirical literature germane to the practicum student's current caseload.	5	4	3	2	1	NA
Demonstrates an appreciation for evidence-based treatment modalities and intervention.	5	4	3	2	1	NA

Comments _____

Diversity

Demonstrates an appropriate sensitivity to the influences of individual differences on client care.	5	4	3	2	1	NA
Demonstrates an appropriate sensitivity to the influences of cultural differences on client care.	5	4	3	2	1	NA
Demonstrates an ability to attend appropriately to disability.	5	4	3	2	1	NA
Demonstrates an ability to attend appropriately to religious beliefs.	5	4	3	2	1	NA
Demonstrates an ability to attend appropriately to gender issues.	5	4	3	2	1	NA
Demonstrates an ability to attend appropriately to sexual orientation issues.	5	4	3	2	1	NA
Demonstrates an ability to challenge one's premises and biases, to expand one's awareness, and address issues of diversity.	5	4	3	2	1	NA

Comments _____

Integration of Competencies into the Professional Role

Demonstrates good knowledge of ACA ethical principles and consistently applies them appropriately, seeking consultation as needed.	5	4	3	2	1	NA
Demonstrates personal and professional maturity.	5	4	3	2	1	NA
Demonstrates appropriateness of attire.	5	4	3	2	1	NA
Demonstrates punctuality and an ability to manage time (i.e., timeliness of documentation, proactive management of workload, ending sessions on time, etc.)	5	4	3	2	1	NA
Demonstrates an awareness of one's personal and professional strengths and limitations.	5	4	3	2	1	NA

Demonstrates an appreciation for the level of influence inherent in one's position relative to both clients and staff.	5	4	3	2	1	NA
Demonstrates an awareness of one's progress and development as a therapist.	5	4	3	2	1	NA

Comments _____

Performance Summary

Attendance	5	4	3	2	1
Professional and ethical conduct	5	4	3	2	1
Participation in supervision	5	4	3	2	1
Timely submission of required documentation	5	4	3	2	1

I have reviewed and discussed this evaluation with the practicum student/intern I have supervised over the past three months.

 Supervisor signature

 Date

My supervisor has reviewed and discussed this evaluation with me. My signature does not necessarily constitute agreement. I understand that this evaluation may be shared with members of my graduate training program and will be placed in my training file. I recognize that I am free to respond to this report in writing and that this reply will also be placed in my training file.

 Practicum Student/Intern Signature

 Date