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Title: CNF024 Campus Supervisor Intern Performance Evaluation

Folder: 2016 Standards

Description: CNF024 Campus Supervisor Intern Performance Evaluation

ROWS (Dimensions)	COLUMNS (Performance Levels)			
	Excellent (3)	Adequate (2)	Deficient (1)	
1	Establishes working relationships with clients.	Intern effectively establishes working relationships with most clients.	Intern typically establishes a working relationships with clients.	Intern has difficulty establishing working relationships with clients.
2	Actively listens to clients.	Intern actively and consistently listens to clients as demonstrated by accurate tracking and reaction.	Intern generally listens to clients as demonstrated by accurate tracking and reaction.	Intern inconsistently listens to clients as demonstrated by periodic inaccurate tracking and reaction.
3	Obtains personal historical and background information from clients.	Intern obtains full and complete historical and background information from clients.	Intern obtains the most clinically significant historical and background information from clients.	Intern fails to obtain an adequate historical and background information from clients.
4	Clearly defines presenting problems.	Intern clearly defines presenting problems.	Intern is able to describe the most salient problems.	Intern fails to identify or define presenting problems.
5	Keeps the session focused.	Intern consistently keeps clinical sessions focused.	Intern generally keeps clinical sessions focused.	Interns conduct clinical sessions lacking focus.
6	Responds to clients with accurate empathy and respect. GCPO d.	Intern regularly responds with empathy and respect as demonstrated by accurate reaction of emotions and content.	Intern often responds with empathy and respect as demonstrated by accurate reaction of emotions and content.	Intern intermittently fails to respond with empathy and respect as demonstrated by accurate reaction of emotions and content.
7	Appropriately challenges clients.	Intern appropriately challenges clients in an effective and timely manner.	Intern evidences ability to challenge clients in an effective and timely manner.	Intern does not appropriately challenge clients in an effective and timely manner.
8	Able to bring effective closure / termination to the counseling relationship.	Intern brings closure/termination to the counseling relationship in an effective and clinically helpful manner.	Intern sometimes brings closure/termination to the counseling relationship in an effective and clinically helpful manner.	Intern brings closure/termination to the counseling relationship in an ineffective and clinically unhelpful manner.
9	Exhibits professionalism (e.g., demeanor, dress).	Intern demonstrates a high level of professionalism in clinical practice.	Intern demonstrates an appropriate level of professionalism in clinical practice.	Intern is unprofessional in some aspects of clinical practice.
10	Demonstrates the ability to apply and adhere to ethical and legal standards in clinical counseling.	Intern demonstrates the ability to apply and consistently adhere to ethical and legal standards in clinical counseling.	Intern most often applies and adhere to ethical and legal standards in clinical counseling.	Intern is sometimes unethical in their practice of clinical counseling.
11	Processes informed consent issues with clients.	Intern effectively and fully addresses informed consent issues with all clients.	Intern addresses informed consent issues with all clients.	Intern omits some issues of informed consent with clients.
12	Follows through on professional commitments.	Intern consistently demonstrates follow through on clinical and professional practice obligations.	Intern generally demonstrates follow through on clinical and professional practice obligations.	Intern is inconsistent in follow through on clinical and professional practice obligations.
13	Demonstrates skill in conducting an intake interview including appropriate assessment for treatment planning and caseload management.	Intern consistently demonstrates skill in conducting an intake interview, a mental status evaluation, a biopsychosocial history, a mental health history, and a psychological assessment for treatment planning and caseload management.	Intern generally demonstrates skill in conducting an intake interview, a mental status evaluation, a biopsychosocial history, a mental health history, and a psychological assessment for treatment planning and caseload management.	Intern demonstrates inadequate skill in conducting an intake interview, a mental status evaluation, a biopsychosocial history, a mental health history, and a psychological assessment for treatment planning and caseload management.
14	Is able to conceptualize accurate diagnoses of disorders presented by clients. Makes effective use of diagnostic tools including the current edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM) and taking into account normal and abnormal development across the lifespan . Section II Standard F.3.c	Intern consistently conceptualizes accurate diagnoses of disorders presented by clients and effectively utilizes diagnostic tools including the DSM and taking into account normal and abnormal development across the lifespan.	Intern is able to conceptualize accurate diagnoses of disorders presented by clients and to utilizes diagnostic tools including the DSM and taking into account normal and abnormal development across the lifespan.	Intern is often unable to conceptualize an accurate diagnosis of disorders presented by a client taking into account normal and abnormal development across the lifespan and/or is unable to make effective use of diagnostic tools including the DSM.
15	Collaborates with clients in identifying and defining desirable outcomes.	Intern routinely collaborates with clients in identifying and defining desirable outcomes.	Intern typically collaborates with clients in identifying and defining desirable outcomes.	Intern is often directive with clients in identifying and defining desirable outcome outcomes.
16	Knows the principles, models, and documentation formats of culturally relevant case conceptualization and treatment planning for clinical mental health counseling and/or marriage, couple, and family counseling.  Section III Clinical Mental Health Counseling Standard C.1.b Section III Marriage, Couple & Family Counseling Standard F.2.m	Intern effectively utilizes culturally relevant principles, models, and documentation formats of case conceptualization and treatment planning for clinical mental health counseling and/or marriage, couple, and family counseling.	Intern is able to utilize culturally relevant principles, models, and documentation formats of case conceptualization and treatment planning for clinical mental health counseling and/or marriage, couple, and family counseling.	Intern does not adequately know culturally relevant principles, models, and documentation formats of case conceptualization and treatment planning for clinical mental health counseling and/or marriage, couple, and family counseling.
17	Implements an intervention strategy and tracks progress with respect to established goals.	Intern implements appropriate intervention strategies with clients and tracks the progress toward goal attainment.	Intern implements appropriate intervention strategies with most clients and generally tracks the progress toward goal attainment.	Intern fails to construct appropriate intervention strategies with clients and/or fail to track the progress toward goal attainment.
18	Uses the therapeutic relationship in an effective, non-defensive manner.	Intern consistently uses the therapeutic relationship in an effective, non-defensive manner.	Intern often uses the therapeutic relationship in an effective, non-defensive manner.	Intern sometimes displays a defensive manner in the therapeutic relationship.
19	Applies conceptual principles to client issues consistent with theories of individual	Intern is knowledgeable about and appropriately applies conceptual principles to	Intern is informed about and typically applies theoretical and conceptual principles	Intern is lacking knowledgeable about and may inappropriately apply theoretical

	and family development.	client issues consistent with theories of individual and family development.	to client issues.	and conceptual principles to client issues.
20	Utilizes interventions consistent with a specific theoretical orientation appropriate to client needs.	Intern utilizes interventions consistent with theory in application to clinical practice and client needs.	Intern often utilizes interventions consistent with theory in application to clinical practice and client needs.	Intern utilizes interventions inconsistent with theory in application to clinical practice and client needs.
21	Applies multicultural competencies to clinical counseling including case conceptualization, diagnosis, treatment, and referral. Student evidences awareness of power, privilege, barriers, prejudices, oppression, and discrimination.	Intern effectively applies multicultural competencies to clinical counseling including case conceptualization, diagnosis, treatment, and referral. Student evidences awareness of power, privilege, barriers, prejudices, oppression, and discrimination.	Intern frequently applies multicultural competencies to clinical counseling including case conceptualization, diagnosis, treatment, and referral. Student evidences an adequate awareness of power, privilege, barriers, prejudices, oppression, and discrimination.	Intern seems lacking in ability to apply multicultural competencies to clinical counseling including case conceptualization, diagnosis, treatment, and referral. Student does not evidence awareness of power, privilege, barriers, prejudices, oppression, and discrimination.
22	Makes sound professional treatment decisions.	Intern demonstrates sound professional treatment decisions.	Intern generally demonstrates good professional treatment decisions.	Intern demonstrates poor ability to make sound professional treatment decisions.
23	Meets with supervisor as scheduled.	Intern always meets with supervisor as scheduled in a timely manner.	Intern meets with supervisor and generally in a timely manner.	Intern fails to keep scheduled appointments and/or frequently arrives late.
24	Handles supervisory feedback well.	Intern seeks and receives supervisory feedback in a positive manner.	Intern accepts supervisory feedback.	Intern evidences defensiveness to supervisory feedback.
25	Prepares for supervision, raising pertinent issues.	Intern comes appropriately prepared for supervision, raising clinically significant issues.	Intern comes prepared for supervision, raising pertinent issues.	Intern comes to supervision, often absent of preparation and/or fails to raise issues of significance.
26	Demonstrates constructive use of supervision in subsequent clinical work.	Interns frequently present material that incorporates previous supervisory input.	Interns present material that incorporates previous supervisory input.	Supervisory input is not incorporated into presentation of clinical work.
27	Insightful evaluation of own counseling session performance.	Intern describes an accurate and insightful awareness of own clinical performance.	Intern describes an awareness of own clinical performance.	Intern seems to be unaware of own clinical performance.
28	Gives and receives peer feedback in a constructive, non-defensive manner.	Intern gives and receives insightful peer feedback in a helpful, constructive, and non-defensive manner.	Intern gives and receives peer feedback in a helpful and non-defensive manner.	Intern gives and receives peer feedback in a non-helpful and sometimes defensive manner.
29	Treatment planning includes culturally relevant strategies for promoting developmentally appropriate resilience.	Intern demonstrates skill in treatment planning that evidences culturally relevant strategies for promoting developmentally appropriate resilience.	Intern demonstrates adequate skill in treatment planning that evidences culturally relevant strategies for promoting developmentally appropriate resilience.	Intern lacks skill in treatment planning that evidences culturally relevant strategies for promoting developmentally appropriate resilience.
30	Appropriately sensitive to and makes clinical use of the client's spiritual worldview and resources.	When appropriate, the intern demonstrates excellent sensitivity to and use of the client's spiritual worldview and resources.	When appropriate, the intern demonstrates adequate sensitivity to and use of the client's spiritual worldview and resources.	The intern exhibits a poor understanding of the client's spiritual worldview and/or ignores relevant resources for treatment.