

## INTERN PERFORMANCE EVALUATION FORM

<b>Student Name:</b> _____ <b>Date:</b> _____
<b>Site Supervisor:</b> _____ <b>Campus Supervisor:</b> _____
<b>Internship Site:</b> _____
<b>Semester:</b> <input type="checkbox"/> Fall <input type="checkbox"/> Spring <input type="checkbox"/> Summer <b>Intern's final semester at site?</b> <input type="checkbox"/> yes <input type="checkbox"/> no
<b>Semester in Practicum/Internship Sequence:</b> <input type="checkbox"/> First <input type="checkbox"/> Second <input type="checkbox"/> Third <input type="checkbox"/> Fourth or More
<b>Evaluation completed by:</b> <input type="checkbox"/> Site Supervisor <input type="checkbox"/> Campus Supervisor <input type="checkbox"/> Intern

Six domains of Intern competence are listed below along with specific items in each domain. Circle the number to the right of each item that best describes your perceptions of the intern's skills when compared to other interns at the same level of professional development. A primary goal is to communicate to the intern his or her relative strengths and growing edges. If the current evaluation is for the intern's final semester at the site, it should be treated as a summative evaluation. (The term "client" as used herein refers to any person receiving services including students, parents, or patients). Please review the completed form with the intern.

<b>Basic Counseling Skill Competency</b>	IO = Inadequate Opportunity to Observe NR = Not Relevant to the Setting								Comments
	Clearly Deficient	Clearly Adequate	Clearly Excellent						
1. Establishes working relationships with clients.	1	2	3	4	5	IO	NR		
2. Actively listens to clients.	1	2	3	4	5	IO	NR		
3. Obtains personal history information from clients.	1	2	3	4	5	IO	NR		
4. Clearly defines presenting problems.	1	2	3	4	5	IO	NR		
5. Keeps the session focused.	1	2	3	4	5	IO	NR		

6. Responds to clients with accurate empathy.	1	2	3	4	5	IO	NR	
7. Appropriately challenges clients.	1	2	3	4	5	IO	NR	
8. Able to bring effective closure / termination to the counseling relationship.	1	2	3	4	5	IO	NR	
<b>Professional Development Competency</b>	Clearly Deficient	Clearly Adequate	Clearly Excellent	<b>Comments</b>				
1. Exhibits professionalism (e.g., demeanor, dress).	1	2	3	4	5	IO	NR	
2. Behaves ethically and responsibly with clients.	1	2	3	4	5	IO	NR	
3. Processes informed consent issues with clients.	1	2	3	4	5	IO	NR	
4. Begins and ends sessions on time.	1	2	3	4	5	IO	NR	
5. Responds appropriately to ethical dilemmas.	1	2	3	4	5	IO	NR	
6. Follows through on professional commitments.	1	2	3	4	5	IO	NR	

<b>Assessment &amp; Treatment Planning Skill Competency</b> (Greater emphasis with second-year interns)	IO = Inadequate Opportunity to Observe NR = Not Relevant to the Setting							<b>Comments</b>	
	Clearly Deficient	Clearly Adequate	Clearly Excellent						
1. Appropriately chooses methods of assessment.	1	2	3	4	5	IO	NR		
2. Formulates diagnostic conceptualizations consistent with client background, interview, observation, case history, and testing	1	2	3	4	5	IO	NR		

data.									
3. Helps client understand relevant information.	1	2	3	4	5	IO	NR		
4. Collaborates with clients in identifying and defining desirable outcomes.	1	2	3	4	5	IO	NR		
5. Develops measurable treatment goals consistent with presenting problems and client diagnoses.	1	2	3	4	5	IO	NR		
6. Implements an intervention strategy and tracks progress with respect to established goals.	1	2	3	4	5	IO	NR		
<b>Advanced Counseling Skill Competency</b> (Greater emphasis with second-year interns)	Clearly Deficient	Clearly Adequate	Clearly Excellent						Comments
1. Uses the therapeutic relationship in an effective, non-defensive manner.	1	2	3	4	5	IO	NR		
2. Applies theoretical and conceptual principles to client issues.	1	2	3	4	5	IO	NR		
3. Utilizes interventions consistent with a specific theoretical orientation appropriate to client needs.	1	2	3	4	5	IO	NR		
4. Demonstrates an ability to work with diverse social and cultural backgrounds and values.	1	2	3	4	5	IO	NR		
5. Makes sound professional treatment decisions.	1	2	3	4	5	IO	NR		
6. Constructively utilizes transference and countertransference issues in session.	1	2	3	4	5	IO	NR		
<b>Supervision Competency</b>	Clearly Deficient	Clearly Adequate	Clearly Excellent						Comments
1. Meets with supervisor as scheduled.	1	2	3	4	5	IO	NR		

2. Forms working relationship with supervisor.	1	2	3	4	5	IO	NR	
3. Handles supervisory feedback well.	1	2	3	4	5	IO	NR	
4. Prepares for supervision, raising pertinent issues	1	2	3	4	5	IO	NR	
5. Demonstrates constructive use of supervision in subsequent clinical work.	1	2	3	4	5	IO	NR	
6. Insightful evaluation of own counseling session performance.	1	2	3	4	5	IO	NR	
7. Gives and receives peer feedback in a constructive, non-defensive manner.	1	2	3	4	5	IO	NR	
8. Actively participates in group supervision.	1	2	3	4	5	IO	NR	

<b>Site Related Competency</b>	Clearly Deficient	Clearly Adequate	Clearly Excellent						Comments
1. Shows commitment to providing service at site.	1	2	3	4	5	IO	NR		
2. Responsibly schedules and meets with clients.	1	2	3	4	5	IO	NR		
3. Keeps adequate and timely client records.	1	2	3	4	5	IO	NR		
4. Consults with other staff regarding client needs.	1	2	3	4	5	IO	NR		
5. Knowledgeably refers to community resources.	1	2	3	4	5	IO	NR		
6. Manages time well.	1	2	3	4	5	IO	NR		
7. Maintains the privacy of confidential client material and records.	1	2	3	4	5	IO	NR		

Based on your experiences, what would you evaluate as being the student's major strengths?

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Suggestions for further professional development:

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Other comments?

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*Signature of Supervisor*

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*Date*

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*Signature of Intern*

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*Date*