

SUPERVISOR EVALUATION OF ADULT PRACTICUM STUDENT COMPETENCIES

Counseling Psychology Program at the University of Oregon

Practicum Student Name: _____

Supervisor Name: _____

Practicum Site: _____ Academic Term: _____

The Evaluation of Practicum Student Competencies form is designed to provide practicum students with feedback on counseling-related skills and behaviors from practicum site supervisors. Please rate practicum student on each item using the following scale:

- 1 - Student ***needs marked improvement*** to continue acceptable progress; may require remediation before continuing with practicum placement.
- 2 - Student performance is ***minimally satisfactory*** for the student's level of development and needs improvement.
- 3 - Performance is ***commensurate*** with the student's level of development.
- 4 - Student demonstrates ***above average*** skill, ability, and/or knowledge for the student's level of development.
- 5 - Student is at or ***near professional level*** of development.
- NA - Not applicable or not enough information to rate.

I. PROFESSIONALISM

- 1. _____ Displays professional demeanor, dress and overall appearance, and language.
- 2. _____ Demonstrates integrity by adhering to professional values and fulfilling professional responsibilities.
- 3. _____ Shows respect for colleagues, agency staff, and supervisors.
- 4. _____ Demonstrates effort to effectively resolve conflict.
- 5. _____ Meets timelines for case documentation and arrives on time for meetings and appointments.

Mean Score for Professionalism Section _____

II. INDIVIDUAL AND CULTURAL DIVERSITY

- 6. _____ Understands own cultural identity and personal attitudes toward diverse others.
- 7. _____ Recognizes the way that culture shapes others' identity and behavior.
- 8. _____ Uses language that demonstrates sensitivity to culture as defined by Hays' ADDRESSING framework (i.e., age, disability, religion, ethnicity, race, sexual orientation, etc.)
- 9. _____ Effectively addresses important and relevant cultural differences between therapist and clients.

10. _____ Asks questions or offers suggestions that help client think about how contextual issues may influence presenting concerns.

Mean Score for Diversity Section _____

III. ETHICAL & LEGAL STANDARDS

11. _____ Demonstrates knowledge and awareness of appropriate ethical codes and state laws.
12. _____ Identifies and consults on potential ethical concerns and legal issues.
13. _____ Behaves in accordance with ethical codes and state laws.

Mean Score for Ethics & Legal Standards Section _____

IV. ASSESSMENT

A. Evaluation & Diagnosis

14. _____ Selects appropriate assessment measures for clients at practicum site.
15. _____ Identifies areas of client functioning where further assessment is needed.
16. _____ Provides appropriate feedback to clients based on assessment measures.
17. _____ Applies concepts of normal/abnormal behavior to case formulation and diagnosis using a developmental and ecological approach.
18. _____ Applies concepts of normal/abnormal behavior to case formulation and diagnosis within the context of diversity.
19. _____ Effectively uses ecological model to assess client strengths and risks.
20. _____ Effectively uses other theories of human development and counseling to assess and conceptualize client concerns.

B. Conceptualization

21. _____ Generates hypotheses concerning client behavior and dynamics.
22. _____ Provides rationale for conceptualization based on psychological theory and research.
23. _____ Provides rationale for conceptualization based on client data.
24. _____ Formulates appropriate interventions based on conceptualization.
25. _____ Attends to systemic issues in case conceptualization.

Mean Score for Assessment Section _____

V. INTERVENTION

A. Intervention Planning

- 26. ____ Demonstrates knowledge of theoretically- and empirically-informed interventions and explanations for their use in practice based on evidence.
- 27. ____ Able to tailor interventions to be consistent with client's background, culture, and values.
- 28. ____ Evaluates treatment progress and modifies treatment planning as indicated.

B. Basic Counseling Skills

- 29. ____ Uses appropriate and therapeutic open-ended questions.
- 30. ____ Is able to track client progress.
- 31. ____ Can paraphrase and summarize content.
- 32. ____ Understands client emotions and accurately reflects feeling.
- 33. ____ Clarifies client content when appropriate.
- 34. ____ Handles silence and uses it effectively in treatment.
- 35. ____ Collaborates with client to establish appropriate therapeutic goals.
- 36. ____ Can effectively and collaboratively redirect session as necessary.
- 37. ____ Able to separate process from content.

C. Intervention Implementation

- 38. ____ Demonstrates ability to effectively implement therapeutic treatment interventions.
- 39. ____ Demonstrates ability to use the ecological model of human development to consider interventions that may be implemented across different contexts in which the client lives.
- 40. ____ Demonstrates ability to deal effectively with client emotions and affect.
- 41. ____ Uses therapeutic process effectively.
- 42. ____ Recognizes and handles client resistance and ambivalence appropriately and effectively.
- 43. ____ Is able to comfortably discuss sensitive issues with clients (e.g., sexuality, abuse history)
- 44. ____ Provides crisis management interventions, as appropriate.
- 45. ____ Exhibits appropriate verbal regulation of emotion (i.e., expression and containment).
- 46. ____ Exhibits appropriate nonverbal regulation of emotion (i.e., expression and containment).
- 47. ____ Communicates clearly using verbal skills.
- 48. ____ Nonverbal communication matches verbal content.
- 49. ____ Communicates clearly and accurately in writing (i.e., case notes, other paperwork).
- 50. ____ Awareness of and sensitivity to clients' nonverbal behavior.

Mean Score for Intervention Section _____

VII. REFLECTIVE PRACTICE/ SELF ASSESSMENT & CARE

A. Reflective Practice

- 51. _____ Reflects on practice and recognizes impact of self on others.
- 52. _____ Understands impact of therapy relationship on self.
- 53. _____ Understands own impact on client in therapy relationship.
- 54. _____ Maintains appropriate therapist-client boundaries.
- 55. _____ Is willing to admit mistakes with minimal defensiveness.
- 56. _____ Provides helpful feedback and critique to others.
- 57. _____ Is sensitive to the needs and strengths of peers.
- 58. _____ Is willing to be assertive with supervisor and peers.

B. Self-Assessment & Self-Care

- 59. _____ Demonstrates awareness of clinical competencies and areas for professional growth.
- 60. _____ Takes initiative to enhance competencies and address areas of professional growth.
- 61. _____ Critiques and analyzes own clinical work accurately and appropriately.
- 62. _____ Recognizes own limitations in working with a particular client.
- 63. _____ Takes appropriate care of self and is aware of own needs.

Mean Score for Reflective Practice Section _____

IX. SUPERVISION

- 64. _____ Demonstrates knowledge of the supervision process including one's own roles and responsibilities as a supervisee.
- 65. _____ Uses supervision to reflect on areas of strength and those needing improvement.
- 66. _____ Demonstrates willingness to admit errors and accept feedback.
- 67. _____ Willing to be observed and evaluated by supervisor.
- 68. _____ Integrates feedback from supervisor into performance.
- 69. _____ Takes initiative to articulate needs and goals to supervisor and participates actively in supervision.
- 70. _____ Effectively addresses with the supervisor important cultural differences and similarities shared by the student and supervisor.

Mean Score for Supervision Section _____

X. OTHER AREAS OF COMPETENCY

- 71. _____ Values and applies scientific inquiry and findings to professional practice.
- 72. _____ Appreciates expertise and roles of professionals across disciplines.

73. _____ Makes appropriate referrals and works effectively with professionals from other specialties.

74. _____ Able to provide consultation that is helpful to the person or agency seeking consultation.

Mean Score for Other Areas Section _____

TOTAL MEAN SCORE FOR ALL SECTIONS _____

Summary of Trainee's Strengths:

Summary of Areas for Growth:

Signature of Supervisor: _____ Date: _____

Signature of Supervisee: _____ Date: _____