

UA Psychology Internship Consortium - Intern Evaluation:

To be completed by supervisor

Interns are formally evaluated by their supervisors three times a year. Each evaluation is based in part on direct observation by the individual supervisor. Supervisors review these evaluations with the interns and provide an opportunity for discussion at each timepoint. If N/O is noted, then supervisor and intern need to discuss ways to ensure an observation of the skill prior to the next evaluation. More information about intern evaluations is included in the UArizona PIC Intern Evaluation, Retention, and Termination Policy.

Intern: _____ Supervisor: _____

Dates of Evaluation: _____ to _____

Training site _____

Methods used in evaluating competency:

___ Direct Observation _____ Review of Audio/Video ___ Case Presentation
___ Documentation Review _____ Supervision ___ Comments from other
staff/faculty

Scoring Criteria:

N/O Not Observed – Cannot Be Rated Skill not observed (specify plan for addressing)
1 – Remedial: Has not exhibited minimum competency expected for a beginning doctoral-level intern; needs intensive additional guidance and supervision
2 – Beginning Competence: Exhibits competency expected of a beginning doctoral level intern; requires close supervision
3 – Intermediate Competence: Exhibits competency expected for a mid-doctoral level intern; routine or minimal supervision required
4 – Proficient Competence: Exhibits competency expected for intern at completion of training program; ready for entry-level practice
5 – Advanced Competence: Exhibits competency of an entry level school psychologist; intern is able to function independently with a level of skill representing that expected beyond the conclusion of internship training.

Competency 1 - Intern will achieve competence in the area of: Research	
1-1. Demonstrates the substantially independent ability to critically evaluate research or other scholarly activities via professional publication or presentation at the local, regional or national level	

1-2. Demonstrates the substantially independent ability to disseminate research or other scholarly activities via professional publication or presentation at the local, regional, or national level	
1-3. Utilizes scholarly literature and other resources to inform practice with diverse clients	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	/
Comments:	

Competency 2 - Intern will achieve competence in the area of: Ethical and Legal Standards	
2-1. Demonstrates knowledge of and acts in accordance with the APA Ethical Principles and Code of Conduct	
2-2. Demonstrates knowledge of and acts in accordance with all organizational, local state and federal laws, regulations, rules, and policies relevant to health service psychology	
2-3. Demonstrates knowledge of and acts in accordance with all professional standards and guidelines	
2-4. Recognizes ethical dilemmas as they arise and applies ethical decision-making processes in order to resolve them	
2-5. Conducts self in an ethical manner in all professional activities	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	/
Comments:	

Competency 3 - Intern will achieve competence in the area of: Individual and Cultural Diversity	
3-1. Demonstrates an understanding of how one's own personal/cultural history, attitudes, and biases may affect how one understands and interacts with people different from oneself	
3-2. Demonstrates knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity	
3-3. Integrates awareness and knowledge of individual and cultural differences in the conduct of professional roles	
3-4. Applies a framework for working effectively with areas of individual and cultural diversity	
3-5. Demonstrate the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals whose group membership, demographic characteristics, or worldview may differ from their own	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	/
Comments:	

Competency 4 - Intern will achieve competence in the area of: Professional Values and Attitudes	
4-1. Behaves in ways that reflect the values and attitudes of psychology	
4-2. Engages in self-reflection regarding personal and professional functioning	
4-3. Engages in activities to maintain and improve performance, well-being, and professional effectiveness	
4-4. Actively seeks and demonstrates openness and responsiveness to feedback and supervision	
4-5. Responds professionally in increasingly complex situations with a greater degree of independence as he/she progresses across levels of training	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	/
Comments:	

Competency 5- Intern will achieve competence in the area of: Communication and Interpersonal Skills	
5-1. Develops and maintains effective relationships with a wide range of individuals	
5-2. Effectively produces and comprehends verbal and nonverbal communications	
5-3. Effectively produces and comprehends written communications	
5-4. Demonstrates effective interpersonal skills and the ability to manage difficult communication well	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	/
Comments:	

Competency 6 - Intern will achieve competence in the area of: Assessment	
6-1. Demonstrates current knowledge of diagnostic classification systems and functional and dysfunctional behaviors, including client strengths and challenges	
6-2. Demonstrates understanding of human behavior within its context (e.g., family, social, societal, and cultural)	
6-3. Applies knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process	
6-4. Selects assessment methods that draw from the best available empirical literature	
6-5. Accurately administers and scores a variety of assessments	
6-6. Collects relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the client	
6-7. Interprets assessment results to inform case conceptualization, classification, and recommendations with consideration of diversity characteristics of the client.	
6-8. Communicates in written documents the findings in an accurate and effective manner sensitive to a range of audiences	
6-9. Orally communicates the findings in an accurate and effective manner sensitive to a range of audiences	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	/
Comments:	

Competency 7 - Intern will achieve competence in the area of: Intervention	
7-1. Establishes and maintains effective relationships with considerations of developmental and diversity characteristics for recipients of psychological services	
7-2. Develops evidence-based intervention plans specific to the service delivery goals	
7-3. Implements interventions informed by the current scientific literature	
7-4. Demonstrates the ability to apply the relevant research literature to clinical decision making	
7-5. Modifies and adapts evidence-based approaches	
7-6. Evaluates intervention effectiveness	

AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	/
Comments:	

Competency 8- Intern will achieve competence in the area of: Supervision	
8-1. Applies knowledge of supervision in direct or simulated practice with psychology trainees or other health professionals	
8-2. Applies the supervisory skill of observing in direct or simulated practice	
8-3. Applies the supervisory skill of evaluating in direct or simulated practice	
8-4. Applies the supervisory skill of giving guidance and feedback in direct or simulated practice	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	/
Comments:	

Competency 9 - Intern will achieve competence in the area of: Consultation and Interprofessional/Interdisciplinary Skills	
9-1. Demonstrates knowledge and respect for the roles and perspectives of other professions	
9-2. Applies knowledge about consultation in direct or simulated (e.g. role played) consultation	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	/
Comments:	

OVERALL RATING (average of broad competence area scores)	/
Comments on Intern's overall performance:	

I acknowledge that my supervisor has reviewed this evaluation with me.

Intern Signature

Date

Supervisor's Signature

Date