

**Solutions Behavioral Healthcare Professionals
Psychology Internship Program
Intern Evaluation**

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:

<p>1 Remedial Competence Level -- Intern shows significant deficiencies in this area, with skills below that expected of a beginning Intern. The Intern is dependent upon direct observation and detailed preparatory instruction. Intensive supervision is required to attain a basic level of competence, OR the Intern has not attained expected level of competence despite coaching and supervision.</p>
<p>2 Beginning Competence Level -- Intern requires intensive supervision for unfamiliar clinical activities and/or novel circumstances. Intern has a knowledge level of the skill area and can recall key points or steps. The Intern may be able to perform skills in this area at a minimal level with supervision. This is the level of competency expected for a beginning Intern working with a new clinical population, and might be an appropriate rating for beginning acquisition of a novel skill set within a new rotation.</p>
<p>3 Intermediate Competence Level -- Intern needs minimal structure for routine activities, but may need closer supervision for more complex situations. Generalizes knowledge, skills, and abilities across clinical activities and settings. While the Intern can perform the skills, these may require conscious awareness, i.e., thinking through the steps. This is the level expected for most skills mid-way through the internship year</p>
<p>4 Advanced Competence Level -- Intern is considered competent for entry-level practice in this area. Intern consistently integrates well-developed knowledge, skills and abilities into all aspects of professional practice. This skill area is fluent and can be performed without having to think through the steps. Intern functions proactively and independently in most contexts. Supervision is accessed independently when needed for complex/novel situations.</p>
<p>5 Full Performance Level -- Skill exceeds that expected for doctoral interns at the completion of the training year. Intern shows maturity in the ability to conceptualize and has sound thinking and judgment. The Intern has fully mastered this skill area such that it is habit, and can perform the skill automatically. Intern can manage complex situations independently. Training needs are consultative in nature.</p>
<p>N/A--Not Applicable/Not Observed/Cannot Say</p>

NOTE: This form is designed to provide interns with comprehensive, formal feedback on strengths and areas for growth. As described in the Solutions Intern Evaluation, Retention, and Termination Policy, a score *less than 3* on an individual learning element or broad competency at the 6-month evaluation will initiate the program's Due Process procedures. Interns must receive

a rating **of 4 or higher** on all learning elements and broad competencies at the final evaluation to demonstrate that they are prepared for entry level independent practice and licensure, and to successfully complete internship.

APA Profession Wide Competencies

Intern will achieve competence in the area of: Intervention	
Establishes and maintains effective relationships with recipients of psychological services	
Develops evidence-based intervention plans	
Implements interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables	
Demonstrates the ability to apply the relevant research literature to clinical decision making	
Modifies and adapts evidence-based approaches effectively when a clear evidence-base is lacking	
Evaluates intervention effectiveness and adapts goals and methods consistent with ongoing evaluation	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Intern will achieve competence in the area of: Assessment	
Demonstrates current knowledge of diagnostic classification systems, functional and dysfunctional behaviors, including consideration of client strengths and psychopathology	
Demonstrates understanding of human behavior within its context (e.g., family, social, societal, and cultural)	
Demonstrates the ability to apply the knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process	
Selects and applies assessment methods that draw from the best available empirical literature	
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	
Interprets assessment results to inform case conceptualization, classification, and recommendations	
Communicates findings in an accurate and effective manner sensitive to a range of audiences	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	

Comments:

Intern will achieve competence in the area of: Ethical and Legal Standards

Demonstrates knowledge of and acts in accordance with the APA Ethical Principles and Code of Conduct	
Demonstrates knowledge of and acts in accordance with all organizational, local, state, and federal laws, regulations, rules, and policies relevant to health service psychologists	
Demonstrates knowledge of and acts in accordance with all professional standards and guidelines	
Recognizes ethical dilemmas as they arise and applies ethical decision-making processes in order to resolve them	
Conducts self in an ethical manner in all professional activities	

AVERAGE SCORE FOR BROAD AREA OF COMPETENCE

Comments:

Intern will achieve competence in the area of: Cultural and Individual Diversity

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	
Demonstrates knowledge of the current theoretical and empirical knowledge base as it relates to diversity	
Integrates knowledge of individual and cultural differences in the conduct of professional roles	
Demonstrates the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during internship	
Demonstrates the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews may differ from their own	

AVERAGE SCORE FOR BROAD AREA OF COMPETENCE

Comments:

Intern will achieve competence in the area of: Research

Demonstrates the substantially independent ability to critically evaluate research	
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Demonstrates the substantially independent ability to disseminate research or other scholarly activities via professional publication or presentation at the local, regional or national level	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Intern will achieve competence in the area of: Professional Values, Attitudes, and Behaviors	
Behaves in ways that reflect the values and attitudes of psychology	
Engages in self-reflection regarding personal and professional functioning	
Demonstrates openness and responsiveness to feedback and supervision	
Responds professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Intern will achieve competence in the area of: Interprofessional and Interdisciplinary Consultation	
Demonstrates knowledge and respect for the roles and perspectives of other professions	
Applies knowledge about consultation in direct or simulated (e.g. role played) consultation	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
Intern will achieve competence in the area of: Supervision	
Demonstrates knowledge of supervision models and practices	
Applies knowledge of supervision in direct or simulated practice with psychology trainees or other health professionals	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	

Comments:	
Intern will achieve competence in the area of: Communication and Interpersonal Skills	
Develops and maintains effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services	
Produces and comprehends oral, nonverbal, and written communications that are informative and well-integrated	
Demonstrates effective interpersonal skills	
Demonstrates the ability to manage difficult communication well	
AVERAGE SCORE FOR BROAD AREA OF COMPETENCE	
Comments:	
OVERALL RATING (average of broad competence area scores)	
Comments on Intern's overall performance, including identified strengths and areas for growth:	

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

Intern's Signature	Date
Supervisor's Signature	Date
Training Director's Signature	Date