

**UNIVERSITY OF NORTH TEXAS
Counseling Psychology Program
Evaluation of Practicum**

Practicum Student: _____

Year in the Program: ___1st ___ 2nd ___ 3rd ___ 4th ___5th or above

Semester/Year under Review: _____

Supervisor: _____

Practicum Site: _____

Methods of Supervision (check all that apply):

- | | | |
|-------------------------------------------|----------------------------------------|-------------------------------------------------|
| <input type="checkbox"/> Audiotape | <input type="checkbox"/> Videotape | <input type="checkbox"/> Review written reports |
| <input type="checkbox"/> Live observation | <input type="checkbox"/> Co-therapy | <input type="checkbox"/> Role-playing |
| <input type="checkbox"/> Discussion | <input type="checkbox"/> Other : _____ | |

Ratings: Evaluations should be based on the level of clinical and professional competencies corresponding with the trainee’s current developmental stage in training. Please assign a score to each competence area using the following scale.

1	Unsatisfactory	Performance is not commensurate with the expected level of the trainee’s practicum year; the competency area is in clear need of additional training and supervision.
2	Marginal	Performance is below average for the expected level of the trainee’s practicum year; with further supervisions and training, the assessed competency area is expected to or may reach the expected level.
3	Satisfactory	Performance is commensurate with the expected level of the trainee’s practicum year.
4	Above Average	Performance is consistently above average; work shows some advanced functioning related to the expected level of development for the trainee’s practicum year.
5	Excellent	Performance consistently demonstrates an exceptional level of functioning for the trainee’s practicum year.
N/A	Not Applicable	Insufficient data to rate this competence area at this time.

Competency Areas to be Evaluated

1. Ethical & Legal Standards	1	2	3	4	5	N/A
A. Be knowledgeable of APA Ethical Principles, Code of Conduct, relevant laws, and other professional standards and guidelines.						
B. Act in accordance with APA Ethical Principles, Code of Conduct, relevant laws, and other professional standards and guidelines.						
C. Conduct self in an ethical manner in all professional activities.						

D. Recognize ethical issues/dilemmas and legal issues as they arise.						
E. Apply ethical decision-making processes to resolve ethical issues or dilemmas encountered.						
F. Seek appropriate information, supervision, and/or consultation when faced with ethical issues.						

Comments on Strengths and Areas for Growth:

2. Individual and Cultural Diversity	1	2	3	4	5	N/A
A. Understand how one’s own personal/cultural history, attitudes, and biases may affect understanding and interactions with others, including peers and clients.						
B. Be knowledgeable of current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities.						
C. Integrate awareness and knowledge of individual and cultural differences in all aspects of professional psychology work.						
D. Be able to apply a framework for working effectively with areas of individual and cultural diversity not previously encountered.						
E. Demonstrate ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict within one’s own identity and worldview.						
F. Demonstrate ability to articulate an approach to work effectively with diverse individuals and groups.						
G. Apply the identified approach effectively in their professional work.						

Comments on Strengths and Areas for Growth:

3. Professional Values, Attitudes, and Behaviors	1	2	3	4	5	N/A
A. Behave in ways that reflect the values and attitudes of psychology, including integrity, deportment, and concern for others' welfare.						
B. Demonstrate commitment to life-long learning by taking initiative in pursuing professional growth.						
C. Demonstrate adequate responsibility and accountability relative to one's level of training.						
D. Demonstrated openness to new/different ideas and professional viewpoints, including theories and ways of conceptualizing or working with clients.						
E. Engage in self-reflection regarding one's personal and professional role and functioning, including the awareness of the extent and limits of one's own skills and abilities.						
F. Show willingness to admit and take ownership of their mistakes.						
G. Learn from mistakes and engage in activities to improve performance and professional effectiveness.						
H. Develop and exercise self-care and stress management skills effectively to maintain wellbeing and prevent interference with professional conduct and clinical work.						
I. Demonstrate effective time management and organization skills (e.g., tracking due dates, professional tasks and clinical notes/records in a timely manner, arriving promptly at meetings/appointments, synthesizing feedback from multiple sources for best actions, etc.).						
J. Develop and maintain appropriate professional image and presentation (e.g., good personal hygiene, appropriate dress, etc.)						

Comments on Strengths and Areas for Growth:

4. Communications and Interpersonal Skills	1	2	3	4	5	N/A
A. Develop and maintain effective relationships with a wide range of (non-client) individuals, including peers and colleagues, support staff in organizations, and supervisors.						
B. Demonstrate ability to fully participate in practicum/group supervision and work collaboratively with others.						
C. Demonstrate proper emotional stability and effective affect regulation ability.						

D. Demonstrate strong ability to listen and be empathic with others.						
E. Produce informative and well-integrated oral and written communications with others.						
F. Provide both positive and constructive feedback to peers in a respectful and caring manner.						
G. Demonstrate ability of tolerating ambiguity and uncertainty.						
H. Demonstrate adequate abilities to manage difficult communication and interpersonal conflict well.						
I. Demonstrate openness and non-defensive acceptance to feedback from peers, faculty, or others.						
J. In non-clinical social interactions, apply reflective skills to examine one's own motives, attitudes, behaviors, and their effects on others.						

Comments on Strengths and Areas for Growth:

5. Assessment	1	2	3	4	5	N/A
A. Select and apply assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics.						
B. Collect relevant data using multiple sources and methods appropriate to the identified goals/questions of assessment.						
C. Select and conduct multiple assessment methods appropriate to relevant diversity characteristics of the service recipient.						
D. Interpret assessment results accurately, following current research and available empirical literature.						
E. Use assessment results to inform case conceptualization, diagnosis, classification, and recommendations, while guarding against potential biases embedded in the assessment system.						
F. Communicate orally and in writing assessment results and implications accurately and effectively with clients.						
G. Demonstrate ability to formulate and apply diagnoses accurately based on current diagnostic systems.						
H. Demonstrate accurate understanding of the strengths and limitations of current diagnostic systems.						

Comments on Strengths and Areas for Growth:

6. Intervention	1	2	3	4	5	N/A
A. Recognize and handle clinical crises and emergencies in a professional manner.						
B. Develop strong basic clinical skills, including empathic listening, paraphrasing, reflection of content and emotions, probing, framing problems, etc.						
C. Establish and maintain effective relationships with the recipients of psychological services (RPS).						
D. Understand and maintain appropriate professional boundaries with RPS.						
E. Demonstrate adequate ability to deal with conflict and negotiate differences with RPS.						
F. Demonstrate ability to focus on clients' needs without being unduly influenced by own needs.						
G. Develop adequate case conceptualizations based on one's theoretical orientation.						
H. Develop evidence-based intervention plans specific to the treatment goals.						
I. Effectively implement interventions that are informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables.						
J. Demonstrate the ability to apply the relevant research literature to clinical decision making.						
K. Modify and adapt evidence-based approaches effectively when a clear evidence-based approach is lacking.						
L. Seek and utilize available resources and consultations, including making appropriate referrals when needed, to help achieve treatment goals for RPS.						
M. Assess and evaluate accurately one's own clinical skills, intervention effectiveness, and treatment progress.						

Comments on Strengths and Areas for Growth

7. Supervision	1	2	3	4	5	N/A
A. Demonstrate willingness to admit errors and accept feedback and to be observed and evaluated by supervisor.						
B. Demonstrate knowledge of the supervision process including one's own role and responsibility as trainee.						
C. Use supervision to reflect on areas of strengths and those needing improvement.						
D. Accept non-defensively and follow supervisor's feedback and recommendations to improve clinical work.						
E. Use good judgment as to when supervisory input is necessary and seek supervisor's feedback promptly.						
F. Maintain a good balance in negotiating needs for autonomy from and dependence on supervisors appropriate to one's developmental stage and current clinical competencies.						

Comments on Strengths and Areas for Growth

8. Consultation and Interdisciplinary Skills	1	2	3	4	5	N/A
A. Demonstrate knowledge, respect and appreciation for other professions.						
B. Demonstrate knowledge of consultation models and practices.						
C. Communicate effectively with other professionals, including demonstrating adequate ability to present case materials orally or in written form to other health service providers and avoid use of psychological jargon.						
D. Work collaboratively with other professionals.						

Comments on Strengths and Areas for Growth:

Student Signature

Date

Supervisor Signature

Date