

Independence Health System Psychology Internship Program Intern Evaluation

Psychology Intern:
Primary Supervisor:
Date of Evaluation:
Dates Evaluation Covers:
Date of Observation:
Evaluation Methods Used: <ul style="list-style-type: none"><input type="checkbox"/> Direct/live observation<input type="checkbox"/> Video/Audio Recording<input type="checkbox"/> Case Presentation<input type="checkbox"/> Review of clinical documentation<input type="checkbox"/> Co-facilitation of therapy<input type="checkbox"/> Feedback from other staff<input type="checkbox"/> Seminar discussions<input type="checkbox"/> Other: _____

Please complete the intern evaluation using the scale below. Please include comments for each of the nine required profession wide competencies. The evaluation includes feedback from all training staff. **Direct live or recorded observation must be completed at least once each evaluation period.**

1. Remedial: Performance significantly below expected level for doctoral intern in health service psychology. Intern requires close monitoring and significant training and supervision to meet basic tasks. Remediation plan needed.

2. Beginning/Developing Competence: Expected level of competence for interns

pre-internship but below expected level for doctoral intern in health service psychology. Intern requires additional supervision and monitoring of basic tasks. Remediation plan needed.

3. Intermediate Competence: Performance approaching expected level of competence for independent practice and is at expected level for doctoral intern in health service psychology at mid year. Intern continues to consult and demonstrates appropriately increasing independence.

4. Proficient Competence: Performance at expected level for independent practice for entry level health service psychologist and is performing at the developmentally appropriate level for the end of the internship year. This is the minimum level of achievement for successful completion of internship at the end of the training year.

5. Advanced Competence: Performance at advanced level for entry level health service psychologist. Intern demonstrates mastery of basic and some advanced skills associated with this competency.

1. Research	Score
Demonstrate the substantially independent ability to conduct research or other scholarly activities that are of sufficient quality and rigor to have the potential to contribute to the scientific, psychological, or professional knowledge base.	
Critically evaluate and disseminate research or other scholarly activity via professional publication or presentation at the local (including the host institution), regional, or national level.	
Integrate culturally informed research into case presentations and clinical work.	
Effectively translate evidence-based research to clinical practice.	
Average Score for Research Profession Wide Competency	
Comments	

2. Ethical and Legal Standards	Score
Is knowledgeable of and acts in accordance with the current version of: <ul style="list-style-type: none"> - The APA Ethical Principles of Psychologists and Code of Conduct - Relevant laws, regulations, rules, and policies governing health; service psychology at the organizational, local, state, and regional, and federal levels 	

- Relevant professional standards and guidelines.	
Recognizes ethical dilemmas as they arise and applies ethical decision-making processes in order to resolve the dilemmas.	
Conduct self in an ethical manner in all professional activities.	
Consult with the supervisor and other staff members when working through an ethical dilemma.	
Average Score for Ethical and Legal Standards	
Comments	

3. Individual and Cultural Diversity	Score
Demonstrates an understanding of how their own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves.	
Demonstrates knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service.	
Demonstrates the ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles.	
The ability to apply a framework for working effectively with areas of individual and cultural diversity.	
Demonstrates the ability to work with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own.	
Average Score for Individual and Cultural Diversity	
Comments	

4. Professional Values and Attitudes	Score
Behaves in ways that reflect the values and attitudes of psychology, including	

integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others.	
Engages in self-reflection regarding one's personal and professional functioning; engage in activities to maintain and improve performance, well-being, and professional effectiveness.	
Prepares adequately for supervision and actively seeks, engages in, and is receptive to feedback in supervision, integrating feedback into subsequent work.	
Responds professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training.	
Average Score for Professional Values and Attitudes	
Comments	

5. Communication and Interpersonal Skills	Score
Develops and maintains effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services.	
Produce and comprehend oral, nonverbal, and written communications that are informative and well-integrated; demonstrate a thorough grasp of professional language and concepts.	
Demonstrates effective interpersonal skills and the ability to manage difficult communication well.	
Responds to communication from clients and staff in a timely manner.	
Average Score for Communication and Interpersonal Skills	
Comments	

6. Assessment	Score
Demonstrates current knowledge of diagnostic classification systems,	

functional and dysfunctional behaviors, including consideration of client strengths and psychopathology.	
Demonstrate understanding of human behavior within its context (e.g., family, social, societal and cultural).	
Demonstrate the ability to apply the knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process.	
Select and apply assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics; collect relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity considerations and contextual influences (e.g., family, social, societal, and cultural) of the service recipient.	
Interpret assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decisionmaking biases, distinguishing the aspects of assessment that are subjective from those that are objective.	
Communicates orally and in written documents the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences.	
Integrates socio-cultural context into the assessment process, including clinical interviews, interpretation, and oral and written clinical documents.	
Average Score for Professional Values and Attitudes	
Comments	

7. Intervention	Score
Establishes and maintains effective relationships with the recipients of psychological services.	
Develops evidence-based intervention plans specific to the service delivery goals.	
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 intervention goals and methods consistent with ongoing evaluation.	
Demonstrates the ability to present effectively psychoeducational programming and/or teach effectively.	
Maintains timely clinical documentation in accordance with agency, ethical, and legal requirements.	
Average Score for Intervention	
Comments	

8. Supervision	Score
Demonstrate knowledge of supervision models and practices.	
Apply supervision knowledge in direct or simulated practice with psychology trainees, or other health professionals. Examples of direct or simulated practice examples of supervision include, but are not limited to, role-played supervision with others, and peer supervision with other trainees.	
Apply the supervisory skill of observing in direct or simulated practice.	
Apply the supervisory skill of evaluating in direct or simulated practice.	
Apply the supervisory skills of giving guidance and feedback in direct or simulated practice.	
Provides strength-based and constructive feedback to support the supervisee's professional development.	
Average Score for Supervision	
Comments	

9. Consultation and Interprofessional/Interdisciplinary Skills	Score
Demonstrate knowledge and respect for the roles and perspectives of other professions.	
Applies knowledge of consultation models and practices in direct or simulated consultation with individuals and their families, other health care professionals, interprofessional groups, or systems related to health and behavior.	
Average Score for Consultation and Interprofessional/Interdisciplinary Skills	
Comments	

Summary
Areas of Strength
Areas of Growth

Signature of Doctoral Intern: _____

Date: _____

Signature of Supervisor: _____

Date: _____

