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: _____________