MHS INTERNSHIP ENd-of-year evaluation

**Psychology Intern: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Evaluation period: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Evaluation completed by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

The assessment/evaluation of the intern competencies is done by a variety of staff who are responsible for the areas of intern training listed below. Evaluative feedback from these staff members is communicated to the intern in group format at each three-month interval. Two days prior to this group meeting, the intern receives a written version of the feedback for his/her review. Then, when the group convenes, all involved parties hear verbal feedback, and written copies are shared with the intern’s clinical supervisor(s). The following list outlines (a) the aim and competencies of training for interns and (b) the primary staff person(s) responsible for documenting achievement of each expected competency.

***Rating scale:*** *“5” = Outstanding level of performance for this stage of internship training.*

*Competence far exceeds expectations due to exceptionally high quality of work performed in all essential areas of responsibility.*

*“4” = Performance exceeds expectations for this stage of internship training.*

*Competence consistently exceeds expectations in all essential areas of responsibility, and*

*the quality of work is excellent.*

*“3” = Performance meets expectations for this stage of internship training.*

*Competence consistently meets expectations in all essential areas, at times exceeding expectations, and the quality of work overall is very good.*

*“2” = Improvement in performance is needed for this stage of internship training.*

*Competence does not consistently meet expectations in one or more essential areas of responsibility, and a professional development plan will be implemented.*

*“1” = Unsatisfactory performance for this stage of internship training.*

*Competence is consistently below expectations in most essential areas of responsibility,*

*and specific improvement is needed in one or more important areas.*

*A professional development plan will be implemented.*

*“N/R”= Not enough information to assess or rate this competency at this time.*

**Aim:** To train generalist psychologists as health service providers providing services in an interdisciplinary setting

**RESEARCH**

***Methods of Observation/Check all that apply***

\_\_Direct Observation \_\_Video Record \_\_Discussion in Individual Clinical Supervision

\_\_Discussion in Group Supervision \_\_Review of Written Work \_\_Seminar Presentation

\_\_Feedback from Other Contributors/Supervisors \_\_Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intern demonstrates appropriate knowledge, skills and attitudes to produce and disseminate scientific

research and to make appropriate use of scientific methods and findings in all professional roles

* Demonstrates use of evidence based practice in providing intervention services in individual therapy

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates use of evidence based practices in delivery of group therapy services

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates use of evidence based practice in role of access provider in determining goodness of fit

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates use of evidence based crisis services in all roles, including performance of lethality and risk assessment with all clients

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates use of research time by defense of dissertation and/or completion of evidence based research project (e.g. EDI presentation to staff)

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates how scientific research impacts outreach and campus based services provided to University population

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates use of evidence based practice in collaborative work with other health service providers (e.g. psychiatry, care management, wellness, primary care and behavioral health)

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates use of evidence based research in providing clinical supervision to a practicum intern

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates use of culturally appropriate research evidence in all provision of service delivery

N/R ----------1-----------2----------3----------4-----------5

Overall Areas of Strength/Areas of Growth for this Evaluation Period:

**ETHICAL AND LEGAL STANDARDS**

***Methods of Observation/Check all that apply***

\_\_Direct Observation \_\_Video Record \_\_Discussion in Individual Clinical Supervision

\_\_Discussion in Group Supervision \_\_Review of Written Work \_\_Seminar Presentation

\_\_Feedback from Other Contributors/Supervisors \_\_Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intern demonstrates appropriate ethical and legal knowledge, skills and attitudes in all professional roles

* Demonstrates knowledge of and acts in accordance with APA Ethical Principles of Psychologists  and Code of Conduct

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates knowledge of and acts in accordance with federal, state, local, UW-Madison and University Health Services Laws, regulations, policies and rules, including HIPAA and FERPA compliance

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates recognition of ethical dilemmas as they arise and applies ethical decision making processes in order to resolve dilemmas

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates respect for clients and is concerned about their welfare

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates capacity to identify situations that may challenge professional values and seeks supervision as needed

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates professional demeanor and language in communication with clients, colleagues and other members of the University community

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates awareness of self as a representative of the agency in all settings

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates conduct that includes awareness of professional boundaries

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates effective written and oral communication in all roles, including timely documentation of clinical encounters and acting in accordance with agency guidelines regarding attendance, leave, and time away requests

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates work that is accurately reflected in Point and Click

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates effective monitoring of clinical demands under supervision

N/R ----------1-----------2----------3----------4-----------5

Overall Areas of Strength/Areas of Growth for this Evaluation Period:

**CULTURAL AND INDIVIDUAL DIVERSITY**

***Methods of Observation/Check all that apply***

\_\_Direct Observation \_\_Video Record \_\_Discussion in Individual Clinical Supervision

\_\_Discussion in Group Supervision \_\_Review of Written Work \_\_Seminar Presentation

\_\_Feedback from Other Contributors/Supervisors \_\_Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intern demonstrates appropriate knowledge, skills and attitudes about cultural and individual differences in

all professional roles

* Demonstrates an understanding of how intern’s personal and cultural history, attitudes and biases may affect how they understand and interact with people different than themselves

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates knowledge and application of the current theoretical and evidence bases as it relates to addressing diversity in all professional activities, including research, training, supervision, consultation, and service delivery

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates openness and flexibility in identifying cultural dynamics that affect the therapeutic relationship and treatment planning

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates culturally appropriate and competent use of CCAPS and Bond Scales in development of clinical interventions at the individual and group level

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates and engages use of self as an intervention approach in all areas of service delivery including working with underserved or underrepresented populations

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates awareness of when to seek supervision or consultation in providing services to underserved or underrepresented populations

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates commitment and participation in MHS, UHS and UW-Madison efforts to improve the climate on campus for underrepresented or underserved populations

N/R ----------1-----------2----------3----------4-----------5

Overall Areas of Strength/Areas of Growth for this Evaluation Period:

**PROFESSIONAL VALUES AND ATTITUDES**

***Methods of Observation/Check all that apply***

\_\_Direct Observation \_\_Video Record \_\_Discussion in Individual Clinical Supervision

\_\_Discussion in Group Supervision \_\_Review of Written Work \_\_Seminar Presentation

\_\_Feedback from Other Contributors/Supervisors \_\_Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intern demonstrates dispositions and engages in behaviors that reflect the values and attitudes of the

psychology profession, in all professional roles

* Demonstrates  capacity to respond professionally in increasingly complex situations and  with increasing independence across all levels of internship training

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates behaviors that reflect integrity in all professional roles

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates behaviors that reflect accountability in all professional roles

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates behaviors that reflect concern for the welfare of staff, clients and community

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates commitment to ongoing learning

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates engagement in self-reflection regarding personal and professional functioning

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates behaviors that reflect both maintaining and improving performance

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates behaviors that reflect professional efficiency and work and life balance

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates behaviors that reflect openness and responsiveness to feedback from supervisors and other agency members

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates behaviors that reflect  knowledge of the integration of science and research in psychology

N/R ----------1-----------2----------3----------4-----------5

Overall Areas of Strength/Areas of Growth for this Evaluation Period:

**COMMUNICATION AND INTERPERSONAL SKILLS**

***Methods of Observation/Check all that apply***

\_\_Direct Observation \_\_Video Record \_\_Discussion in Individual Clinical Supervision

\_\_Discussion in Group Supervision \_\_Review of Written Work \_\_Seminar Presentation

\_\_Feedback from Other Contributors/Supervisors \_\_Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intern demonstrates an ability to communicate effectively, to interact appropriately, and to develop

meaningful and helpful relationships in all professional roles

* Demonstrates the capacity to communicate professionally in increasingly complex situations and with increasing independence across all levels of internship training

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to develop and maintain effective relationships with those receiving professional services

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to develop and maintain effective relationships with supervisors and MHS staff (psychiatry, care management, crisis stabilization, behavioral health, and administrative staff)

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to develop and maintain effective relationships with supervisees

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to develop and maintain effective relationships with members of other University Health Services departments (e.g. primary care, women’s health, wellness, EVOC)

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to develop and maintain effective Health Ambassador relationships

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to develop and maintain effective relationships with peers

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to develop and maintain effective cross team relationships in staff meetings, steering committees, and other work groups

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to manage difficult communications by engaging in direct, respectful dialogue to resolve conflict

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to understand, take responsibility for, and manage one’s own emotional reactions while addressing difficult communications and interactions

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to communicate clearly and concisely relevant information both verbally and in writing

N/R ----------1-----------2----------3----------4-----------5

Overall Areas of Strength/Areas of Growth for this Evaluation Period:

**CONSULTATION/INTERPROFESSIONAL/INTERDISCIPLINARY**

***Methods of Observation/Check all that apply***

\_\_Direct Observation \_\_Video Record \_\_Discussion in Individual Clinical Supervision

\_\_Discussion in Group Supervision \_\_Review of Written Work \_\_Seminar Presentation

\_\_Feedback from Other Contributors/Supervisors \_\_Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intern demonstrates appropriate knowledge, skills and attitudes regarding interprofessional and interdisciplinary collaboration in relevant professional roles

* Demonstrates the capacity to collaborate with other health service professionals

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to provide peer consultation in group supervision and in peer support group

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to provide consultation to a Practicum Intern in individual, triage, and group work

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to serve in a consultant role to meet referral needs in Campus Based Services/Liaison/ Health Ambassador/ Let’s Talk relationships

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to understand the different worldviews and different roles,  professional standards, and contributions of other disciplines within University Health Services

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to respectfully negotiate differences  in clinical perspectives  to the best interest of the client

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates in Behavioral Health an understanding of the system of care involved in a patient visit, including the role of each professional (e.g. nurse, physician, medical assistant , physician assistant, medical assistant) who interacts with the patient

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates in Behavioral Health  the capacity to give written summaries to patient and providers that are clear, concise Electronic Heath Records notes, and include referral problem, frequency, duration, functional impairment , and short term specific recommendations

N/R ----------1-----------2----------3----------4-----------5

**SUPERVISION**

***Methods of Observation/Check all that apply***

\_\_Direct Observation \_\_Video Record \_\_Discussion in Individual Clinical Supervision

\_\_Discussion in Group Supervision \_\_Review of Written Work \_\_Seminar Presentation

\_\_Feedback from Other Contributors/Supervisors \_\_Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intern demonstrates appropriate knowledge, skills and attitudes regarding the instruction and oversight of trainees and other professionals

* Demonstrates the capacity to apply theories of supervision in conceptualizing and intervening  with a supervisee

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to set appropriate and effective goals with a supervisee

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to give ongoing honest and constructive feedback including strengths and areas of growth for the supervisee

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to teach basic counseling skills to a supervisee based on the supervisee’s developmental level

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to integrate theoretical and evidence bases of individual and culturally sensitive clinical practice into supervision

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to develop a positive supervisory relationship that is BOTH safe and challenging

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to use video tape supervision strategies and brings tapes into supervision of supervision seminar for review

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to provide overview of interventions so that no harm comes to any client

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to provide guidance around ethical and legal matters

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to provide support and attend to problems of personal impairment in the supervisee

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to assess and learn as a supervisor from feedback

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to manage challenges and conflicts that may occur between supervisor and supervisee

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to attend to the power differential in the supervisory relationship

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to attend to the power differential in the supervisory relationship

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to manage situations so that the supervisee is protected from unreasonable challenges and expectations by either clients or staff

N/R ----------1-----------2----------3----------4-----------5

Overall Areas of Strength/Areas of Growth for this Evaluation Period:

**INTERVENTION**

***Methods of Observation/Check all that apply***

\_\_Direct Observation \_\_Video Record \_\_Discussion in Individual Clinical Supervision

\_\_Discussion in Group Supervision \_\_Review of Written Work \_\_Seminar Presentation

\_\_Feedback from Other Contributors/Supervisors \_\_Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intern demonstrates appropriate knowledge, skills and attitude regarding the development, implementation, and evaluation of interventions in all professional roles

* Demonstrates the capacity to provide effective evidence based interventions in individual psychotherapy in a brief model (e.g. incorporating the BOND scale and CCAPS scores)

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to apply relevant research to clinical decision making in all areas of service delivery

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to practice within identified theoretical orientation and is able to adapt and modify interventions as clinically indicated

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to evaluate intervention effectiveness and adapt  intervention strategies to meet goals

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to integrate diversity characteristics into interventions in all areas of service delivery

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates awareness of self within the context of the therapeutic process in all areas of service delivery

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to articulate appropriate, mutually agreed upon treatment goals and outcomes in all areas of service delivery

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to terminate treatment and support client transition to other services in all areas of clinical service delivery (e.g. individual, group, behavioral health)

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to effectively use clinical supervision: comes on time, is prepared, actively participates, voices needs in an appropriate and thoughtful manner, follows through with instructions and requests in a timely way

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to use the relationship in supervision: demonstrates a comfortable working relationship, displays openness to feedback, direction and constructive criticism, is aware of learning needs, and displays risk-taking with regard to self-observation and discussion of challenges in clinical work

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to consistently bring video tapes to supervision of clinical work and incorporates feedback into case conceptualization and treatment planning

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates in access/triage the capacity to assess needs and make clinical determinations in collaboration with the client

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to assess risk of harm to self or others, document appropriately, create safety plans, consult with necessary staff regarding appropriate referrals and follow-up as necessary

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to participate in campus crisis responses on an as needed basis under supervision

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates in group screening an awareness of factors for inclusion or exclusion from group participation and supporting the client in setting goals for the group

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates an understanding of the stages of group development and is able to select interventions based on the current group theme

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates in Behavioral Health how to efficiently use appointment time such that within a 30 minute timeline there is a problem identified, an assessment of degree of functional impairment, and an intervention plan

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates in Behavioral Health the capacity to provide a patient and other providers an action plan that is brief, concrete and evidence based

N/R ----------1-----------2----------3----------4-----------5

Overall Areas of Strength/Areas of Growth for this Evaluation Period:

**ASSESSMENT**

***Methods of Observation/Check all that apply***

\_\_Direct Observation \_\_Video Record \_\_Discussion in Individual Clinical Supervision

\_\_Discussion in Group Supervision \_\_Review of Written Work \_\_Seminar Presentation

\_\_Feedback from Other Contributors/Supervisors \_\_Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Intern demonstrates appropriate knowledge, skills and attitudes in assessment in all professional roles and service delivery areas

* Demonstrates the capacity to use data (e.g. CCAPS, Bond scale, clinical interview) to inform diagnosis, treatment planning, and ongoing interventions

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates  the capacity to use the DSM-5, the concept of differential diagnosis, and how diagnosis impacts case conceptualization and treatment planning in individual therapy

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates assessment skills in determining goodness of fit with a brief intervention model in triage setting

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the appropriate selection and use, interpretation, and dissemination of evidence based, formal psychological assessments used with a university population

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to collect relevant data using multiple sources  and methods that are culturally appropriate to answer the specific assessment questions

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to interpret assessment results using current research standards that accurately inform case conceptualization, diagnoses, treatment plans, and recommendations

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates capacity to be aware of decision-making bias and ability to distinguish aspects of assessments that are subjective from those that are objective

N/R ----------1-----------2----------3----------4-----------5

* Demonstrates the capacity to clearly  communicate results in verbal and written form that are accurate, constructive, and conceptually appropriate

N/R ----------1-----------2----------3----------4-----------5

Overall Areas of Strength/Areas of Growth for this Evaluation Period:

**Signatures and Dates:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_

Primary Clinical Supervisor Date

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_

Director of Training Date

*I have read and reviewed this evaluation*

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Predoctoral Psychology Intern Date

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