

NV-PIC Intern Evaluation: *To be completed by primary supervisor(s)*

Intern: _____ Supervisor(s): _____

Dates of Evaluation: _____ to _____

Scoring Criteria:

1 Significant Development Needed --Significant improvement in functioning is needed to meet expectations	
2 Development Needed - Some improvement in functioning is needed to meet expectations	
3 Meets Expectations --Functions adequately for level of training	
4 Exceeds Expectations --Functions above average for level of training	
5 Significantly Exceeds Expectations --Functions exceptionally for level of training	
N/A --Not Applicable/Not Observed/Cannot Say	

NOTE: As described in the NV-PIC Intern Evaluation Policy on the first evaluation (3-months), a score of 2 on any individual or broad competency will result in close monitoring by program supervisors, and a score of 1 will initiate the program's Due Process procedures. On all other evaluations, any score less than 3 on any individual or broad competency will initiate the program's Due Process procedures. Interns must receive a rating of 3 or above on all individual and broad competencies to successfully complete the program. Of note, the optional 'provision of supervision' competency is not subject to the same requirements for intern performance (see Intern Evaluation Policy).

Goal 1 - Evidence-Based Practice in Behavioral Health Intervention

Appropriately conceptualizes and describes relevant presenting issues

Appropriately discusses hypotheses and approaches to treatment in supervision

Develops treatment plan utilizing client input, consultation with others, and available records

Communicates short-term and/or long-term treatment goals with the client and within supervision

Utilizes appropriate intervention techniques, including evidence-based practices, consistent with client's clinical presentation

Seeks supervision and consultation as appropriate

Appropriately assesses for risk of harm to self or others

Demonstrates capacity to manage high-risk clinical situations effectively and ethically

Is able to build rapport and demonstrate effective listening skills with clients

Demonstrates self-awareness and impact of self on therapeutic relationship

Appropriately uses and responds to non-verbal communication

Recognizes client response to treatment and adapts treatment accordingly

Demonstrates skill in multiple treatment modalities

Demonstrates flexibility in building therapeutic relationship and implementing treatment based upon client's perspective/context

AVERAGE SCORE FOR BROAD COMPETENCY

#DIV/0!

Strengths & Training Goals related to Broad Competency:

Comments:

Goal 2 - Evidence-Based Practice in Assessment and Diagnosis

Demonstrates a thorough working knowledge of psychological diagnostic nomenclature

Utilizes historical, interview, and psychometric data to diagnose appropriately

Discusses differential diagnoses

Uses effective decision making processes to determine appropriate diagnoses

Demonstrates a thorough working knowledge of clinical interviewing techniques

Utilizes clinical interviews to collect relevant data leading to appropriate diagnoses

Selects appropriate assessment instruments

Accurately administers and scores assessment instruments

Appropriately interprets results of assessment instruments

Identifies and synthesizes relevant data into a cohesive understanding of client, client's functioning, and client's treatment needs

Generates recommendations consistent with assessment findings

Integrates relevant data to answer presented assessment questions in a psychological report

Writes reports in a professional manner appropriate for the intended audience(s)

Appropriately conveys assessment results, conclusions, and recommendations to client and relevant parties

AVERAGE SCORE FOR BROAD COMPETENCY

#DIV/0!

Strengths & Training Goals related to Broad Competency:

Comments:

Goal 3 - Consultation and Interprofessional/Interdisciplinary Collaboration

Demonstrates an understanding of using a team approach to provide clinical services

Collaborates with supervisors and staff across disciplines within own agency

Collaborates with professionals across agencies

Demonstrates a knowledge of theories and methods of consultation

AVERAGE SCORE FOR BROAD COMPETENCY

#DIV/0!

Strengths & Training Goals related to Broad Competency:

Comments:

Goal 4 Supervision

Demonstrates knowledge of models of supervision

Demonstrates an understanding of the supervision process

Communicates supervision needs and preferences respectfully

Seeks supervision to address challenges and barriers in clinical work

Arrives adequately prepared for supervision

Demonstrates openness and non-defensiveness in supervision

Demonstrates willingness and ability to integrate feedback to improve clinical skills and to further professional development

Works with supervisor to set goals and tracks progress toward achieving goals

Provides effective supervision (or simulated supervision)

AVERAGE SCORE FOR BROAD COMPETENCY

#DIV/0!

Strengths & Training Goals related to Broad Competency:

Comments:

Goal 5 Cultural and Individual Diversity

Demonstrates an understanding of how individual and cultural diversity affects psychological and personality development

Demonstrates awareness of and respect for cultural differences

Considers cultural issues in case conceptualization and diagnosis

Considers cultural issues in selection of assessment tools and treatment modalities

Demonstrates understanding of own cultural background and the impact on work with diverse clients

Utilizes scholarly literature and other resources to inform practice with diverse clients

AVERAGE SCORE FOR BROAD COMPETENCY

#DIV/0!

Strengths & Training Goals related to Broad Competency:

Comments:

Goal 6 Research

Integrates evidence-based theoretical/conceptual framework into practice

Utilizes scholarly literature in determining treatment approach

Utilizes supervision to discuss how to apply scientific knowledge in work with clients

Demonstrates knowledge of theories and methods of program evaluation

AVERAGE SCORE FOR BROAD COMPETENCY

#DIV/0!

Strengths & Training Goals related to Broad Competency:

Comments:

Goal 7 Ethical and Legal Standards

Demonstrates knowledge of APA Ethical Principles and other relevant guiding principles

Demonstrates knowledge of Federal and State laws for psychologists

Identifies ethical and/or administrative issues as they arise and seeks supervision and consultation as appropriate

Demonstrates ethical conduct with clients, co-workers, and others

Articulates professional values and takes steps to resolve situations that are in conflict with these values

AVERAGE SCORE FOR BROAD COMPETENCY

#DIV/0!

Strengths & Training Goals related to Broad Competency:

Comments:

Goal 8 Professional Values and Attitudes

Demonstrates awareness and knowledge of internship setting and systemic functioning, and works appropriately within that setting

Attends and engages in scheduled appointments, training activities, and meetings consistently and on-time

Communicates with clients, supervisors, and others in a professional and respectful manner

Maintains appropriate boundaries in professional and clinical relationships

Demonstrates appropriate physical conduct, including attire, consistent with context

Engages in self-reflection and demonstrates understanding of the impact of self on others

Demonstrates effective self-care as it relates to professional role and conduct

Demonstrates professionalism across all settings/situations related to professional role

Writes professional case notes and other clinical documentation

Completes all required documentation in a timely manner

Demonstrates effective management of clinical responsibilities

Follows proper procedure in protecting client information and case files

AVERAGE SCORE FOR BROAD COMPETENCY

#DIV/0!

Strengths & Training Goals related to Broad Competency:

Comments:

Goal 9 Communication and Interpersonal Skills

Provides clear, effective written communication in client notes and assessment reports

Provides clear, effective written communication when engaging with other professionals

Consults and cooperates with other disciplines in the service of clients

Demonstrates the ability to respond to questions from non-mental health professionals regarding general mental health issues and concerns on behalf of client

Communicates effectively with both professional and non-professionals involved in patient care

AVERAGE SCORE FOR BROAD COMPETENCY

#DIV/0!

Strengths & Training Goals related to Broad Competency:

Comments:

Goal 10 Reflective Process

Reflects on the quality and effectiveness of clinical work and makes adjustments to clinical care as needed

Uses objective measures to evaluate clinical work

AVERAGE SCORE FOR BROAD COMPETENCY

#DIV/0!

Strengths & Training Goals related to Broad Competency:

Comments:

OVERALL RATING (average of all required broad competency scores)

#DIV/0!

Comments on Intern's overall performance:

Supervisor's Signature

Intern's Signature

Date

Date