



Doctoral Internship Program in School Psychology
August 2023 - June 2024

Field Supervisor Evaluation of Intern Competencies

Intern: _____

Supervisor: _____

Dates of Evaluation: _____ Training Site _____

Methods used in evaluating competency	
	Direct Observation
	Review of Audio/Video
	Case Presentation
	Documentation Review (including signed reports)
	Supervision
	Comments from other staff/faculty

Scoring Criteria		
1	Remedial	Significant skill development required; remediation necessary
2	Beginning / Developing Competence	Expected level of competence pre-internship; close supervision required on most cases
3	Intermediate Competence	Expected level of competence for intern by mid-point of training program; routine or minimal supervision required on most cases
4	Proficient Competence	Expected level of competence for an intern at completion of training program; ready for entry-level practice
5	Advanced Competence	Rare rating for internship; able to function autonomously with a level of skill representing that expected beyond the conclusion of internship training
N/A	N/A	Not Applicable/Not Observed/Cannot Say

Competency 1: Intervention	
Establishes and maintains effective relationships with recipients of psychological services	
Develops evidence-based intervention plans Implements interventions informed by the current scientific literature	
Demonstrates the ability to apply the relevant research literature to clinical decision making	
Modifies and adapts evidence-based approaches Evaluates intervention effectiveness	
<i>Average Score for Broad Area of Competence</i>	
Comments:	

Competency 2: Assessment	
Selects and applies assessment methods that draw from the best available empirical literature	
Demonstrates current knowledge of diagnostic classification systems and functional and dysfunctional behaviors, including consideration of client strengths and psychopathology	
Demonstrates understanding of human behavior within its context	
Applies knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process	
Collects relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the client	
Interprets assessment results to inform case conceptualization, classification, and recommendations	
Communicates findings in an accurate and effective manner	
<i>Average Score for Broad Area of Competence</i>	
Comments:	

Competency 3: Ethical and Legal Standards	
Demonstrates knowledge of and acts in accordance with the APA Ethical Principles and Code of Conduct	
Demonstrates knowledge of and acts in accordance with all organizational, local, state, and federal laws, regulation, rules and policies relevant to health service psychologists	
Demonstrates knowledge of and acts in accordance with all professional standards and guidelines	
Recognizes ethical dilemmas as they arise and applies ethical decision-making processes in order to resolve them.	
Conducts self in an ethical manner in all professional activities.	
<i>Average Score for Broad Area of Competence</i>	
Comments:	

Competency 4: Cultural and Individual Diversity	
Demonstrates an understanding of how one's 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 diversity	
Integrates knowledge of individual and cultural differences in the conduct of professional roles	
Applies a framework for working effectively with areas of individual and cultural diversity	
Demonstrate the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during internship	
Demonstrates the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews may differ from their own	
<i>Average Score for Broad Area of Competence</i>	
Comments:	

Competency 5: Research	
Demonstrates the substantially independent ability to critically evaluate research or other scholarly activities	
Demonstrates the substantially independent ability to disseminate research or other scholarly activities via professional publication or presentation at the local, regional or national level.	
Effectively presents scholarly work progress and completed scholarly work to clinical supervisors and leaders at intern's clinical sites	
<i>Average Score for Broad Area of Competence</i>	
Comments:	

Competency 6: Professional Values, Attitudes, and Behaviors	
Behaves in ways that reflect the values and attitudes of psychology	
Engages in self-reflection regarding personal and professional functioning	
Demonstrates openness and responsiveness to feedback and supervision	
Responds professionally in increasingly complex situations with a greater degree of independence as he/she progresses across levels of training	
<i>Average Score for Broad Area of Competence</i>	
Comments:	

Competency 7: Interprofessional and Interdisciplinary Consultation	
Demonstrates knowledge and respect for the roles and perspectives of other professions	
Applies knowledge about consultation in direct or simulated (e.g. role played) consultation	
<i>Average Score for Broad Area of Competence</i>	
Comments:	

Competency 8: Supervision	
Demonstrates knowledge of supervision models and practices	
Applies the supervisory skill of observing in direct or simulated practice	
Applies the supervisory skill of evaluating in direct or simulated practice	
Applies the supervisory skills of giving guidance and feedback in direct or simulated practice	
Applies knowledge of supervision in direct or simulated practice with psychology trainees or other health professionals.	
<i>Average Score for Broad Area of Competence</i>	
Comments:	

Competency 9: Communication and Interpersonal Skills	
Develops and maintains effective relationships with a wide range of individuals	
Produces and comprehends oral, nonverbal, and written communications	
Demonstrates effective interpersonal skills	
<i>Average Score for Broad Area of Competence</i>	
Comments:	