

**NEBRASKA INTERNSHIP CONSORTIUM IN
PROFESSIONAL PSYCHOLOGY
Mid-Year Evaluation 2023-2024**

Intern Name: _____

Dates Covered: _____

Supervisor/Training Director: _____

Site: _____

This evaluation should be based on actual observation and/or reports of supervising psychologists, clients, and others concerned with clients and their treatment. The format includes eight basic competency areas and a general summary section. Competencies that are irrelevant to a particular site may be marked NA. Relevant competencies that are not listed may be addressed in the general summary. Each competency area is described with a list of specific behaviors. Some competencies also request information regarding context or population. The degree of competence for specific behaviors may be rated using the numerical scale from 1 to 6 described below. The scores on the specific behaviors listed in an area are averaged for the area summary rating.

If directly observed or audio taped observed, please describe which component(s) of the Area was/were observed in your comments to the intern.

Competency Scale 1 - 6

1 = Pre-internship/Deficient

4 = Yearend Competency Minimum

2 = Beginning Internship

5 = Yearend Competent

3 = Midyear Competency Minimum

6 = Post-internship/Exceptional

Note: The competency scale of 1 to 6 is intended to represent the typical range and course of development during the internship year. It is expected that for most interns in most areas ratings will be between 2 and 5, 2-3 at the beginning of internship and moving, as competencies develop, to 3-4 at midyear and 4-5 at the conclusion of the internship. Please explain specifically in the comments any ratings that fall in the 1-2 pre-internship/deficient and/or 5-6 post- internship/exceptional ranges of the scale. As indicated by the scale, all students need to average 4 or above in each area summary at the conclusion of the internship year to successfully complete internship.

AREA 1 INTERVENTION/THERAPY TREATMENT

Indicate modality (Y/N):

Indicate populations (Y/N):

_____ Individual therapy

_____ Child

_____ Couples therapy

_____ Adolescent

_____ Family therapy

_____ College Student

_____ Group therapy

_____ Adult

_____ Other

_____ Geriatric

_____ Other

On the competency scale of 1 to 6, to what degree of competence does intern:

_____ Grasp the presenting problem

_____ Clarify client's expectations

_____ Conceptualize the case

_____ Establish a therapeutic relationship

_____ Engage client in setting appropriate goals

_____ Utilize knowledge of the literature

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- _____ Employ effective interventions
- _____ Follow up on plans
- _____ Adapt to client's progress
- _____ Recognize and manage transference/countertransference dynamics
- _____ Manage referral, transfer, or termination processes

Area 1 Summary =====

Area 1 Was Observation:

- ☐ Directly observed (video/in-person)
 - ☐ Audio taped
 - ☐ Not directly observed
-

AREA 2 CONSULTATION/COLLABORATION

Indicate agency/organizational settings (list):

On the competency scale of 1 to 6, to what degree of competence does intern:

- _____ Recognize the need for consultation
- _____ Involve appropriate sources
- _____ Communicate with referral sources
- _____ Communicate with family or caregivers
- _____ Communicate with other service providers
- _____ Address relevant issues
- _____ Follow up on plans

Area 2 Summary =====

Area 2 Was Observation:

- ☐ Directly observed (video/in-person)
 - ☐ Audio taped
 - ☐ Not directly observed
-

AREA 3 ASSESSMENT/EVALUATION/TESTING

Indicate type of assessments done (Y/N):

- _____ Intake Assessment
- _____ Diagnostic Interviewing
- _____ Behavioral Observation

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- _____ Intelligence
- _____ Personality
- _____ Abilities
- _____ Interests
- _____ Educational/Academic Evaluation
- _____ Psycho-physiological Functioning
- _____ Neuropsychological Functioning
- _____ Other

On the competency scale of 1 to 6, to what degree of competence does intern:

- _____ Discern need for assessment
- _____ Explain rationale to clients
- _____ Select appropriate instruments
- _____ Adhere to administration standards
- _____ Interpret and integrate results
- _____ Develop relevant recommendations
- _____ Present findings

Area 3 Summary =====

Area 3 Observation:

- ☐ Directly observed (video/in-person)
- ☐ Audio taped
- ☐ Not directly observed

Data and comments from Observed Clinical Assessment:

AREA 4 TEACHING/PRESENTING/SUPERVISING OTHERS

On the competency scale of 1 to 6, to what degree of competence does intern:

- _____ Select appropriate subject matter
- _____ Prepare adequately
- _____ Establish rapport
- _____ Adapt to the needs of the audience
- _____ Communicate information
- _____ Provide feedback

Area 4 Summary =====

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Area 4 Was Observation:

- ☐ Directly observed (video/in-person)
☐ Audio taped
☐ Not directly observed

Summary of Case Presentation Feedback:

AREA 5 RESEARCH/PROGRAM EVALUATION

On the competency scale of 1 to 6, to what degree of competence does intern:

- _____ Conceptualize the question
_____ Use existing resources
_____ Collect and analyze data
_____ Identify meaningful findings
_____ Present useful recommendations

Area 5 Summary =====

Area 5 Was Observation:

- ☐ Directly observed (video/in-person)
☐ Audio taped
☐ Not directly observed

AREA 6 ETHICAL/LEGAL/CULTURAL AWARENESS

On the competency scale of 1 to 6, to what degree of competence does intern:

- _____ Demonstrate sensitivity to cultural differences
_____ Recognize issues with ethical and/or legal implications
_____ Understand relevant standards and regulations
_____ Comply with the spirit of such standards and regulations
_____ Consult with other professionals when appropriate

Area 6 Summary =====

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Area 6 Was Observation:

- ☐ Directly observed (video/in-person)
 - ☐ Audio taped
 - ☐ Not directly observed
-

AREA 7 PROFESSIONAL/INTERPERSONAL CONDUCT

On the competency scale of 1 to 6, to what degree of competence does intern:

- _____ Maintain prompt and regular attendance
- _____ Carry fair workload
- _____ Use time effectively
- _____ Know and observe organization's operating procedures
- _____ Manage service logistics (e.g., scheduling, billing)
- _____ Keep up-to-date records
- _____ Complete written work
- _____ Demonstrate professional appearance and deportment

Area 7 Summary =====

Area 7 Was Observation:

- ☐ Directly observed (video/in-person)
 - ☐ Audio taped
 - ☐ Not directly observed
-

AREA 8 SUPERVISION/PROFESSIONAL DEVELOPMENT

On the competency scale of 1 to 6, to what degree of competence does intern:

- _____ Demonstrate capacity for self-awareness
- _____ Take responsibility for supervision agenda
- _____ Recognize supervision needs
- _____ Invite feedback
- _____ Accept criticism
- _____ Try new approaches
- _____ Self identify as professional vs. student
- _____ Participate in professional activities

Area 8 Summary =====

Area 8 Was Observation:

- ☐ Directly observed (video/in-person)
- ☐ Audio taped
- ☐ Not directly observed

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Providing Supervision to Others

Address the following supervision competencies in the mid-internship NICPP evaluation:

- 1) Multicultural and/or Diversity Considerations:

Identify cultural and/or diversity factors by discussing personal expectations, values, biases, prejudice, stereotyping, worldviews, etc.

- 2) Legal Considerations:

Identify and discuss any potential legal factors that may affect decision-making

- 3) Ethical Practice:

Identify and discuss any potential ethical factors that may affect decision-making

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Supervisor: Comment on any concerns or accomplishments not included above and summarize intern's overall progress, addressing established strengths, current areas of active growth, and priorities for future development:

Intern: Comment on perceived accuracy of evaluation, additional observations, and any new goals contemplated in response to this evaluation.

Supervisor Signature

Date

Intern Signature

Date

-NICPP Training Director Signature

Date