EVALUATION OF PRACTICUM STUDENT COMPETENCIES
Counseling Psychology Program – Texas Woman’s University
(Revised August 2009)

Name of Supervisee / Student: _______________________________________________

Name of Supervisor / Instructor: _____________________________________________

Period of Supervision: From: __________________ To: __________________

Name of Agency / Class: ___________________________________________________

Introduction: The Evaluation of Practicum Student Competencies form is designed to provide feedback on counseling-related skills and behaviors from both practicum site supervisors and practicum class instructors. Please rate trainee on each item using the following scale:

1 - Student needs marked improvement to continue acceptable progress; may require remediation before continuing community placement.
2 - Student’s performance is minimally satisfactory for her/his level of development and needs improvement.
3 - Student’s performance is commensurate with her/his level of development.
4 - Student demonstrates above average skill, ability, or knowledge for her/his level of development.
5 - Student is at or near professional level of development.
NA - Not applicable or not enough information to rate.

The student and the supervisor / instructor should both receive copies of this form after it has been signed by both parties. The original should be turned in to the student’s TWU faculty supervisor for placement in the academic file.

I. PROFESSIONALISM

1. ______ Displays awareness of counseling psychology’s focus on context, normal development, and strengths.
2. ______ Displays professional demeanor and language.
3. ______ Displays compassion and respect in interpersonal interactions.
4. ______ Demonstrates integrity by adhering to professional values.
5. ______ Shows appropriate respect for authority.
6. ______ Demonstrates effort to effectively resolve conflict.
7. ______ Completes case documentation accurately.

Mean Score for Professionalism Section _______

II. REFLECTIVE PRACTICE/ SELF ASSESSMENT & CARE

A. Reflective Practice

8. ______ Reflects on practice and mindfully recognizes impact of self on others.
9. ______ Understands impact of therapy relationship on self.
10. ______ Understands own impact on client in therapy relationship.
11. ______ Maintains appropriate therapist-client boundaries.
12. ______ Is willing to admit mistakes with minimal defensiveness.
13. _____ Uses persons other than supervisor for skill development.
14. _____ Provides helpful feedback and critique to others.
15. _____ Is sensitive to the needs and strengths of peers.
16. _____ Is willing to be assertive with supervisor and peers.

B. Self-Assessment & Self-Care

17. _____ Demonstrates awareness of clinical competencies and identifies areas for professional growth.
18. _____ Critiques and analyzes own interview/sessions accurately and appropriately.
19. _____ Recognizes own limitations in treating a particular client.
20. _____ Takes appropriate care of self and is aware of own needs.

Mean Score for Reflective Practice Section

III. RELATIONSHIPS

A. Interpersonal Relationships

21. _____ Forms and maintains productive and respectful relationships with peers or colleagues.
22. _____ Forms and maintains productive and respectful relationships with supervisors or instructors.
23. _____ Demonstrates cooperative discourse (e.g., refrains from interrupting, does not dominate, contributes actively).
24. _____ Conveys counseling atmosphere of trust and safety.
25. _____ Demonstrates acceptance of the client.
26. _____ Expresses warmth and caring with clients.
27. _____ Shows a non-judgmental orientation toward clients.

B. Affective Skills

28. _____ Exhibits appropriate verbal regulation of emotion (i.e., expression and containment).
29. _____ Exhibits appropriate nonverbal regulation of emotion (i.e., expression and containment).

C. Expressive Skills

30. _____ Communicates clearly using verbal skills.
31. _____ Nonverbal communication matches verbal content.
32. _____ Communicates clearly using written skills.
33. _____ Awareness of and sensitivity to clients’ nonverbal behavior.
34. _____ Understands client’s feelings and communicates this understanding to the client.

Mean Score for Relationships Section

IV. INDIVIDUAL AND CULTURAL DIVERSITY

35. _____ Understands one’s own cultural identity and personal attitudes toward diverse others.
36. _____ Recognizes the way culture shapes others’ identity and behavior.
37. _____ Utilizes language that demonstrates sensitivity to culture, gender, and sexual orientation.
38. _____ Directly addresses issues of difference between therapist and clients along salient dimensions.
39. _____ Therapeutically processes issues of cultural difference and diversity.
40. _____ Asks questions or offers suggestions that help client think about how contextual issues may impact presenting concerns.
Mean Score for Diversity Section

V. ETHICAL & LEGAL STANDARDS

41. _____ Demonstrates knowledge and awareness of appropriate ethical codes and state laws.
42. _____ Identifies potential ethical concerns and legal issues.
43. _____ Adapts behavior in accordance with ethical codes and state laws.

Mean Score for Ethics & Legal Section

VI. ASSESSMENT

A. Evaluation & Diagnosis

44. _____ Selects appropriate assessment measures for cases at practice site.
45. _____ Identifies areas of client functioning where further assessment is needed.
46. _____ Provides appropriate feedback to clients based on assessment measures.
47. _____ Applies concepts of normal/abnormal behavior to case formulation and diagnosis within a developmental context.
48. _____ Applies concepts of normal/abnormal behavior to case formulation and diagnosis within the context of diversity.
49. _____ Writes assessment reports and progress notes effectively.

B. Conceptualization

50. _____ Ties together seemingly discrete and isolated components of client’s behavior.
51. _____ Generates hypotheses concerning client behavior and dynamics.
52. _____ Provides rationale for conceptualization based on psychological theory and research.
53. _____ Provides rationale for conceptualization based on client data.
54. _____ Formulates appropriate interventions based on conceptualization.
55. _____ Attends to systemic issues in case conceptualization.

Mean Score for Assessment Section

VII. INTERVENTION

A. Intervention Planning

56. _____ Demonstrates knowledge of interventions and explanations for their use in practice based on evidence.
57. _____ Formulates and conceptualizes cases and plans interventions utilizing at least one consistent theoretical orientation.
58. _____ Evaluates treatment progress and modifies treatment planning as indicated.

B. Basic Counseling Skills

59. _____ Is able to track client work.
60. _____ Acts purposefully and with intentionality
61. _____ Uses appropriate and therapeutic open-ended questions.
62. _____ Uses closed questions appropriately for the purposes of diagnosis and assessment.
63. _____ Can paraphrase and summarize content.
64. _____ Accurately reflects feeling.
65. _____ Encourages client to be specific and concrete.
66. _____ Does not talk over or interrupt clients inappropriately.
67. _____ Clarifies client content when appropriate.
68. _____ Handles silence and uses it effectively in treatment.
69. _____ Establishes appropriate goals.
70. _____ Explores resolution of similar problems.
71. _____ Able to separate process from content.
72. _____ Encourages client to accept responsibility in relationship.

C. Intervention Implementation
73. _____ Demonstrates the ability to effectively implement therapeutic treatment interventions.
74. _____ Implements interventions one at a time and stays with interventions once initiated.
75. _____ Exercises therapeutic control in session.
76. _____ Works with depth of affect.
77. _____ Confronts appropriately and in the moment.
78. _____ Demonstrates appropriate use of self in session.
79. _____ Uses therapeutic process effectively.
80. _____ Recognizes client resistance.
81. _____ Handles client resistance appropriately and effectively.
82. _____ Is able to comfortably discuss sensitive issues with clients (e.g., sexuality, transference / countertransference)
83. _____ Provides crisis management interventions, as appropriate.

D. Systemic Interventions
84. _____ Develops and tests hypotheses using systemic principles.
85. _____ Makes contact and attends to all family members.
86. _____ Helps family/couple establish appropriate boundaries.
87. _____ Attends to covert family/couple conflicts, alliances, and coalitions.
88. _____ Attends to systemic interactions in intervention.

Mean Score for Intervention Section

VIII. SUPERVISION
89. _____ Demonstrates knowledge of the supervision process including one’s own roles and responsibilities as trainee.
90. _____ Uses supervision process to reflect on areas of strength and those needing improvement.
91. _____ Demonstrates willingness to admit errors and accept feedback.
92. _____ Willing to be observed and evaluated by supervisor.
93. _____ Integrates feedback from supervisor into performance.

Mean Score for Supervision Section

IX. OTHER AREAS OF COMPETENCY
A. Scientific Knowledge and Methods
94. _____ Values and applies scientific methods to professional practice.

B. Interdisciplinary Systems
95. _____ Appreciates expertise and professional roles of others.
96. _____ Makes appropriate referrals and works effectively with professionals from other specialties.

C. Consultation
97. _____ Able to provide consultation in the form of professional guidance.

D. Teaching
98. _____ Able to provide psychoeducation and outreach to support developmental or preventative efforts.

E. Management-Administration
99. _____ Functions effectively within professional settings by complying with policies and participating in management structure.

F. Advocacy
100. _____ Assists clients in development of self-advocacy plans.

**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: _____________

(Form Revised August 2009 - JBH)