

**Central Arkansas Psychology Internship Consortium (CAPIC)  
Intern Evaluation**

Intern \_\_\_\_\_

Supervisor \_\_\_\_\_

Clinical Site \_\_\_\_\_

Department/Rotation \_\_\_\_\_

Quarter (circle one)

1<sup>st</sup>

2<sup>nd</sup>

3<sup>rd</sup>

4<sup>th</sup>

Please rate each competency using the scale that follows in response to the question, "How characteristic of the intern's behavior is this competency description?"

0	1	2	3	4
Not at all	Somewhat	Moderately	Mostly	Very

If you have not had the opportunity to observe a particular competency, please indicate by using "N/O" (No opportunity to observe).

**I. Professionalism**

Rating	Competency Component
	<u>Integrity</u> - Monitors and independently resolves situations that challenge professional values and integrity.
	<u>Department</u> - Conducts self in a professional manner across settings and situations.
	<u>Accountability</u> - Independently accepts personal responsibility across settings and contexts.
	<u>Concern for the welfare of others</u> - Independently acts to safeguard the welfare of others.
	<u>Professional Identity</u> - Displays consolidation of professional identity as a psychologist; demonstrates knowledge about issues central to the field; integrates science and practice.

Please comment on the Intern's strengths in the area of Professionalism:

Please comment on areas in which the Intern needs to improve in the area of Professionalism:

0	1	2	3	4
Not at all	Somewhat	Moderately	Mostly	Very

## II. Application

Rating	Competency Component
A. Evidence-based practice	
	<u>Knowledge and application of evidence-based practice</u> - Independently applies knowledge of evidence-based practice, including empirical bases of assessment, intervention and other psychological application, clinical expertise, and client preferences.
B. Assessment	
	<u>Knowledge of measurement and psychometrics</u> - Independently selects and implements multiple methods and means of evaluation in ways that are responsive to and respectful of diverse individuals, couples, families, and groups and context.
	<u>Knowledge of assessment methods</u> - Independently understands the strengths and limitations of diagnostic approaches and interpretation of results from multiple measures for diagnosis and treatment planning.
	<u>Application of assessment methods</u> - Independently selects and administers a variety of assessment tools and integrates results to accurately evaluate presenting question appropriate to the site and broad area of practice.
C. Diagnosis	
	<u>Diagnosis</u> - Utilizes case formulation and diagnosis for intervention planning in the context of stages of human development and diversity.
	<u>Conceptualization and recommendations</u> - Independently and accurately conceptualizes the multiple dimensions of the case based on the results of assessment
	<u>Communication of assessment findings</u> - Communicates results in written and verbal form clearly, constructively, and accurately in a conceptually appropriate manner.
D. Intervention	
	<u>Intervention planning</u> - Independently plans interventions; case conceptualization and intervention plans are specific to case and context.
	<u>Skills</u> - Displays clinical skills with a wide variety of clients and uses good judgment even in unexpected or difficult situations.
	<u>Intervention implementation</u> - Implements interventions with fidelity to empirical models and flexibility to adapt where appropriate.
	<u>Progress evaluation</u> - Independently evaluates treatment progress and modifies planning as indicated, even in the absence of established outcome measures.

0	1	2	3	4
Not at all	Somewhat	Moderately	Mostly	Very

Rating	Competency Component
E. Consultation	
	<u>Role of consultant</u> - Determines situations that require different role functions and shifts roles accordingly to meet referral needs.
	<u>Addressing referral questions</u> - Demonstrates knowledge of and ability to select appropriate and contextually sensitive means of assessment/data gathering that answers consultation referral questions.
	<u>Communication of consultation findings</u> - Applies knowledge to provide effective assessment feedback and to articulate appropriate recommendations.
	<u>Application of consultation methods</u> - Applies literature to provide effective consultation services (assessment and intervention) in most routine and some complex cases.

Please comment on the Intern's strengths in the area of Applications:

Please comment on areas in which the Intern needs to improve in the area of Applications:

## Overall Competency Rating

Please rate each overall area of competency based on the following scale.

5 = Far exceeds competency in all areas (extraordinary intern at end of year)

4 = Exceeds some expectations in some areas and clearly meets all areas of competency given the level of intern training

3 = Meets all expectations in this area given level of intern training. (This is the minimum level of performance that is required by middle of internship.)

2 = Does not yet meet at least one area of competency in this area given level of intern training

1 = Does not yet meet several areas of competency

We expect all Interns to have ratings of at least 4 by the end of their internship year in each area of competency. Interns who have had minimal or no experiences in an area are expected to begin internship with lower ratings because they have not yet had experiences to reach competency.

Rating	Competency Area
	Professionalism
	Applications

Overall Comments:

\_\_\_\_\_  
Intern's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor's Signature

\_\_\_\_\_  
Date