**Clinical Mental Health Internship Final Evaluation by Site Supervisor**

Thank you for serving as a supervisor for one of Messiah College's graduate students this semester.  Your feedback is a valuable piece of the internship experience and this evaluation will serve as a permanent record of the internship student's professional performance.

Please note: This evaluation is designed to be used for all levels of field experience students and the questions assess both basic and advanced skills.  In light of this, as well as accounting for diversity among sites, it is not the expectation that all skills will be observed.

Site Supervisor's Information

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone Number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Internship Student's Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Faculty Supervisor's Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Internship Site Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Semester:

\_\_\_ Spring

\_\_\_ Summer

\_\_\_ Fall

Frequency of Supervision: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Please use the following rating system when answering the questions below:**

**Far Below Expectations:** needs much improvement, a concern

**Below Expectations:** needs some improvement to meet standards

**Acceptable**: meets standards at average level for Internship students

**Above Expectations**: performs at above average level for Internship students

**Far Above Expectations**: a definite strength, performs well beyond average levels for Internship students

1. **Professionalism:**
2. Arrives on time consistently

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Informs supervisor and makes arrangements for absences

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Completes tasks and paperwork in a timely manner

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Maintains professional appearance and demeanor

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Writes clearly and professionally and follows site's record keeping procedures (D.7)

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Demonstrates clear and professional oral communication

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Collaborates well with colleagues

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Prepares thoughtfully for client, staff, and supervision meetings

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Uses technology appropriately and professionally in the workplace

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. **Cultural Competence and Ethical Conduct:**
2. Demonstrates self-awareness, sensitivity, and skillfulness in relating to diverse individuals and/or groups

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Recognizes and advocates for clients who experience discrimination and/or oppression

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Considers cultural and other types of diversity when choosing assessment instruments, making diagnosis, choosing an intervention, or making a referral

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Knows ethical guidelines and demonstrates sensitivity to ethical issues

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Behaves in accordance with ethical and legal requirements for a professional counselor

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Consults with others and seeks supervision for ethical issues

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. **Counseling Skills: Rapport and Relationship**
2. Demonstrates good use of non-verbal attending skills (e.g., eye contact, body language)

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Demonstrates healthy boundaries with clients and can recognize countertransference or over-identification with clients

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Establishes and maintains rapport with clients

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Conveys empathy and respect toward clients

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Confronts clients when necessary

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Structures counseling sessions and helps clients focus on goals

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Facilitates client expression of emotions

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Uses or avoids self-disclosure appropriately

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. **Counseling Skills: Assessment and Intervention**
2. Works collaboratively with clients to establish goals for counseling

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Demonstrates ability to create a 5-axis DSM diagnosis or can conceptualize clients in diagnostic terms

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Chooses, introduces, interprets, and communicates results of formal assessment tools appropriately (including use of DSM)

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Assesses actively and regularly for suicidal and homicidal ideation or other forms of harm

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Knows agency procedures and policies in regard to suicidal clients, homicidal clients, child abuse reporting and takes steps to protect clients and others when there is potential for harm

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Identifies clients' stated and underlying problems

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Conceptualizes client problems theoretically and chooses interventions accordingly

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Assesses clients' personal strengths and environmental resources effectively

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Seeks out and uses counseling research to support intervention choices

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Implements or aides outreach programs that promote positive mental health

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Becomes aware of community resources available to clients and makes referrals

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Uses awareness of state and national mental health policy to improve clients' access to counseling services (e.g. determining what state programs a client might be eligible for).

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. **Supervision**
2. Actively seeks supervision

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Receptive to feedback, suggestions, and constructive criticism

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Understands and applies information communicated in supervision

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Willing to explore personal strengths and weaknesses

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Recognizes personal limitations as a counselor and seeks supervision or refers clients when appropriate

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

Please check any of the experiences/opportunities the student has had:

\_\_\_ Facilitation of a group counseling session

\_\_\_ Facilitation of a couple or family session

\_\_\_ Facilitation of a session involving a child or adolescent

\_\_\_ Facilitation of a session involving an adult

\_\_\_ Conducting and documenting an intake interview

\_\_\_ Conducting a mental status exam

\_\_\_ Gathering information to create a biopsychosocial and treatment history

\_\_\_ Treating clients with addictions and co-occurring disorders

\_\_\_ Terminating a counseling relationship

\_\_\_ De-escalating a client in crisis

What are the internship student's counseling strengths?

What are the areas of continued growth for this internship student?

Do you have any concerns about the internship student's personal life that would affect his/her counseling?

\_\_\_ Yes

\_\_\_ No

If you answered "Yes" to the previous question, may we contact you to discuss further?

\_\_\_ Yes

\_\_\_ No

What other opportunities or experiences would enhance this student's learning?

**Additional comments:**

Overall rating for the internship student:

\_\_\_ Very Unsatisfactory

\_\_\_ Unsatisfactory

\_\_\_ Satisfactory

\_\_\_ Very Satisfactory

Please discuss your feedback with your internship student.  Please also give the student either a paper or electronic copy.

Thank you for taking the time to complete this evaluation!