**Marriage, Couple, & Family Internship Mid-Term Evaluation by Site Supervisor**

Please complete the following evaluation in consultation with the Internship Site

Supervisor.  Your feedback will serve as a permanent record of the internship student’s professional performance evaluation. 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.

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

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

Site Supervisor's Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

Semester

\_\_\_ Spring

\_\_\_ Summer

\_\_\_ Fall

**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

\_\_\_ 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. Knows ethical guidelines and demonstrates sensitivity to ethical issues

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Applies and adheres to ethical and legal standards (B.1)

\_\_\_ 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. Makes modifications needed to provide effective services for diverse populations

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Advocates for the unique needs of couples and families (F.3)

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Adheres to confidentiality responsibilities, the legal responsibilities and liabilities of clinical practice and research, family law, record keeping, reimbursement, and the business aspects of practice (D.5)

\_\_\_ 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. Identifies clients' stated and underlying problems

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Determines which members of a family system should be involved in treatment

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Selects models or techniques appropriate to presenting problems

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Uses procedures for assessing and managing suicide risk

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Assesses clients' personal strengths and environmental resources

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Shows the ability to implement preventative and educational initiatives to promote family wellness (when possible)

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Uses systems theory appropriately in counseling sessions and evaluation of family functioning

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Applies relevant research findings

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Promotes and maintains the development of measurable outcomes for marriage, couple, and family counseling programs, interventions, and treatments among clientele served

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

1. Analyzes and uses data to increase the effectiveness of counseling interventions and programs

\_\_\_ 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 weaknessess

\_\_\_ 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

1. Maintains information regarding community resources to make appropriate referrals

\_\_\_ Far Below Expectations

\_\_\_ Below Expectations

\_\_\_ Acceptable

\_\_\_ Above Expectations

\_\_\_ Far Above Expectations

\_\_\_ Not Observed

What are the internship student's counseling strengths?

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

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!