

ASU MASTER OF COUNSELING CLINICAL EVALUATION

Supervisee Name: _____ **Semester & Year:** _____

Supervisor Name & Credentials: _____ **Site Name:** _____

Evaluation: Midterm Final

Placement: CED680 Master's Practicum CED684 Internship

Method(s) of supervision: Review of session video Live observation

Document review Discussion Role play Other: _____

Please evaluate your supervisee's level of competency by using the following scale:

Rating	Competency Level	Description of the Level of Competency
4	Above Expected Level of Competency	Performs above the expected level of development. Demonstrates ability to complete routine tasks with autonomy. Supervision is needed to develop mastery level of skills.
3	Expected Level of Competency	Performs at the appropriate level of development. Completes routine tasks and basic skills with minimal supervision. Regular supervision is required for advanced skills.
2*	Developing Competency	Performs at the minimum expected level of development. Requires supervision and monitoring in carrying out routine tasks and skills. Requires additional guidance, training, and supervision for developing basic skills.
1*	Insufficient Competency	Performs below the expected level of development. Does not perform basic tasks and skills in the assessed area. <i>A formal, written, programmatic remediation plan is required.</i>

**Please provide narrative comments for ratings of 1 and 2.*

Professional Orientation and Ethical Practice

1. ___ Adheres to professional, ethical, and legal standards set forth by ACA.
2. ___ Maintains confidentiality.
3. ___ Independently identifies complex ethical and legal issues.
4. ___ Identifies potential dual relationships and acts in accordance with ethical standards.
5. ___ Practices in accordance with institutional policies and procedures.

Strengths/Area for Growth/Comments:

Social and Cultural Diversity

6. ___ Demonstrates knowledge of professional competencies and guidelines regarding working in a culturally diverse environment.
7. ___ Demonstrates sensitivity to cultural differences throughout professional activities.
8. ___ Recognizes when own cultural or personal biases and assumptions impact professional functioning and consults appropriately.
9. ___ Considers cultural factors when applying therapeutic interventions.
10. ___ Appropriately addresses cultural differences between self and client.
11. ___ Actively seeks to enhance own multicultural counseling competence.

Strengths/Area for Growth/Comments:

Professional Dispositions

Professional Behavior

12. ___ Interacts with supervisors, clients, staff, and peers in a professional manner and maintains appropriate boundaries.
13. ___ Discusses and resolves conflict with supervisors, staff, or peers.
14. ___ Understands and accepts professional roles and responsibilities.
15. ___ Demonstrates understanding of diverse points of view.
16. ___ Maintains appropriate professional appearance.

Self-Evaluation

17. ___ Demonstrates awareness of individual strengths and areas in need of improvement.
18. ___ Systematically reviews own professional performance via work samples and feedback from supervisors, peers, or clients.
19. ___ Recognizes when own personal and emotional issues interfere with professional functioning.
20. ___ Uses reasonable and effective actions to avoid the impact of personal issues upon professional functioning.

Supervision

21. ___ Identifies and initiates discussion of appropriate supervision topics.
22. ___ Prepares consistently for supervision sessions.
23. ___ Seeks both positive and constructive feedback from supervisor.
24. ___ Integrates supervisory feedback into clinical work.
25. ___ Receives feedback in a non-defensive manner.
26. ___ Differentiates between supervision and personal therapy.
27. ___ Uses supervision to develop personal goals to enhance counseling competencies.

Record keeping and task completion

28. ___ Adheres to professional documentation standards (e.g., SOIAP or DAP format).
29. ___ Conveys relevant level of detail with professional language.
30. ___ Completes professional documentation in a timely manner.
31. ___ Demonstrates effective time management and organizational skills.
32. ___ Manages caseload effectively.

Strengths/Area for Growth/Comments for Professional Dispositions:

Human Growth and Development

33. ___ Addresses resilience and optimal development across the lifespan.
34. ___ Develops age-appropriate case conceptualizations, treatment planning, and interventions.
35. ___ Conceptualizes etiology of addictions, addictive behaviors, and co-occurring disorders.
36. ___ Contextualizes effects of crisis, disaster, and trauma on diverse individuals across the lifespan.

Strengths/Area for Growth/Comments:

Counseling and Helping Relationships

Therapeutic Relationships

37. ___ Establishes and maintains effective therapeutic rapport with clients.
38. ___ Explores inconsistencies between clients' verbal and non-verbal behaviors.
39. ___ Acknowledges own reactions and utilizes reactions to therapeutic advantage.
40. ___ Explores and responds to client affect.
41. ___ Recognizes and responds to transference and countertransference.

Application of Counseling Theory

42. ___ Applies counseling theory throughout the course of therapy.
43. ___ Recognizes the limits of application of preferred theory.
44. ___ Utilizes interventions consistent with a theoretical orientation.

Case Conceptualization

45. ___ Develops culturally relevant case conceptualizations.
46. ___ Conceptualizes cases consistent with a theoretical orientation.

Crisis Intervention Skills

- 47. ___ Accurately assesses risk factors.
- 48. ___ Accurately assesses protective factors.
- 49. ___ Accurately assesses level of risk.
- 50. ___ Creates appropriate crisis safety plan(s).
- 51. ___ Consults with supervisors appropriately to monitor client welfare/safety.

Implementation of Treatment Plan

- 52. ___ Differentiates between brief and long-term therapy goals.
- 53. ___ Engages in collaborative goal setting with clients.
- 54. ___ Maintains the focus of counseling upon identified issues.
- 55. ___ Works toward effective termination from the outset of treatment.

Strengths/Area for Growth/Comments:

Research, Scientific Knowledge, and Evidence-based Practice

- 56. ___ Seeks relevant scholarly literature to inform counseling practice.
- 57. ___ Applies scientific knowledge and evidence-based practice in case conceptualization, treatment planning, and intervention.

Strengths/Area for Growth/Comments:

Group Counseling and Group Work (Specific placements only)

- 58. ___ Understands group processes and stages of group development.
- 59. ___ Demonstrates ethical, culturally relevant strategies for designing and facilitating groups.

Strengths/Area for Growth/Comments:

Assessment, Testing, & Diagnosis (Specific placements only)

- 60. ___ Conducts comprehensive initial assessments that integrate aspects of diversity and relevant clinical information.
- 61. ___ Assesses appropriately for suicidal and homicidal ideation during initial assessment.
- 62. ___ Demonstrates ability to use client data from initial assessment and other instruments appropriately.
- 63. ___ Produces appropriate DSM diagnoses.
- 64. ___ Develops appropriate treatment recommendations.

Strengths/Area for Growth/Comments:

Overall feedback from supervisor regarding performance to date:

Please sign below to indicate that you have reviewed and discussed this evaluation.

Signature of Supervisor: _____ **Date:** _____

Signature of Trainee: _____ **Date:** _____

- Trainee has appended a list of groups facilitated (if applicable).
- Trainee has appended a list of assessment instruments administered (if applicable).
- Trainee has appended training plan (if applicable).