

Master of Arts in Counseling Saint Martin's University

SITE SUPERVISOR EVALUATION OF COUNSELING INTERN PERFORMANCE

Many factors influence the effectiveness of a counselor. This form is designed to help supervisors evaluate and provide feedback about the performance of the student. At the start of the Internship, please review these elements with the Intern. At the end of the semester, please evaluate the student in as many areas as have applied to their actual experience. Your comments are of particular value. Please make review of this evaluation an important part of your ongoing supervision of the trainee.

Name of Student: _____ Name of Supervisor: _____

Internship Site: _____ Semester/Year: _____ 1st or 2nd Semester: _____

Directions: Circle a number that best evaluates the intern's performance on each at this point in time.

Professional Development	Poor		Adequate		Good	
1. Invests time and energy in becoming a counselor	1	2	3	4	5	6
2. Accepts and uses constructive criticism to enhance self-development and counseling skills	1	2	3	4	5	6
3. Engages in open, comfortable, and clear communication with peer and supervisors	1	2	3	4	5	6
4. Recognizes own competencies and skills and shares these with peers and supervisors	1	2	3	4	5	6
5. Recognizes own deficiencies and actively works to overcome them with peers and supervisors	1	2	3	4	5	6
6. Understands the counseling delivery system, its impact on services provided, and barriers and disparities of the system	1	2	3	4	5	6
7. Respects multiple perspectives (clients, supervisors, other professional practitioners)	1	2	3	4	5	6
8. Displays the ability to write plans and other case documentation in accordance with agency standards, professional standards, and state laws	1	2	3	4	5	6
9. Completes case reports and records punctually and conscientiously	1	2	3	4	5	6
10. Utilizes consultation and supervision appropriately	1	2	3	4	5	6
The Counseling Process	Poor		Adequate		Good	
11. Keeps appointments on time	1	2	3	4	5	6
12. Begins the interview smoothly	1	2	3	4	5	6
13. Explains the nature and objectives of counseling when appropriate	1	2	3	4	5	6
14. Explains therapeutic rules, including confidentiality, rights, and fee structures	1	2	3	4	5	6
15. Sets appropriate boundaries with client(s)	1	2	3	4	5	6
16. Obtains necessary consent from client(s)	1	2	3	4	5	6
17. Is relaxed and comfortable in the interview	1	2	3	4	5	6
18. Communicates interest in and acceptance of the client	1	2	3	4	5	6
19. Facilitates client expression of concerns and feelings, including client feedback	1	2	3	4	5	6
20. Is spontaneous in the interview	1	2	3	4	5	6
21. Uses silence effectively in the interview	1	2	3	4	5	6
22. Is aware of own feelings in the counseling session	1	2	3	4	5	6
23. Communicates own feelings to the client when appropriate	1	2	3	4	5	6
24. Facilitates realistic goal setting with the client	1	2	3	4	5	6
25. Employs judgment in the timing and use of different techniques	1	2	3	4	5	6
26. Terminates the interview smoothly	1	2	3	4	5	6

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Intervention	Poor		Adequate		Good	
27. Identifies a client's strengths, resilience, and resources	1	2	3	4	5	6
28. Matches a counseling approach according to the needs, goals, and values of the client	1	2	3	4	5	6
29. Delivers interventions in a way that considers the impact on clients and their needs	1	2	3	4	5	6
30. Evaluates an intervention's effectiveness/ineffectiveness	1	2	3	4	5	6
31. Modifies interventions that are not helping the client progress in counseling goals	1	2	3	4	5	6
32. Able to articulate rationale for chosen intervention with consideration of client's goals	1	2	3	4	5	6
33. Considers specialized evaluation, care, or referral when appropriate	1	2	3	4	5	6
34. Provides psychoeducation to clients and families when appropriate	1	2	3	4	5	6
Case Conceptualization						
35. Uses a systems approach to conceptualizing cases	1	2	3	4	5	6
36. Demonstrates the ability to conceptualize clients utilizing a guiding theory	1	2	3	4	5	6
37. Can differentiate between content and process	1	2	3	4	5	6
38. Displays an understanding of the strengths and limitations of the models of assessment, particularly as they relate to the ADRESSING model	1	2	3	4	5	6
39. Develops an appropriate counseling treatment and/or intervention plan	1	2	3	4	5	6
40. Implements the use of appropriate interventions based on the assessment and goals	1	2	3	4	5	6
41. Uses strategies to provide access to community-based resources when applicable	1	2	3	4	5	6
42. Is perceptive in evaluating the effects of own counseling techniques	1	2	3	4	5	6
43. Demonstrates ethical behavior in the counseling activity and case management	1	2	3	4	5	6
44. Recognizes contextual and systemic constructs (ADRESSING model) and how they affect the client	1	2	3	4	5	6
45. Considers systems (social services, court, etc.) and how they may affect the client	1	2	3	4	5	6

Additional comments and/or suggestions:

Face-to-Face hours completed 1st semester: _____ **Total hours completed:** _____

Face-to-Face hours completed 2nd semester: _____ **Total hours completed:** _____

Face-to-Face hours grand total: _____ **Grand total hours completed:** _____

Total hours required for 1st Semester: 300; Total hours required for 2nd semester: 300 (Total hours across both semesters: 600)

Signature of On-Site Supervisor: _____ **Date:** _____

My signature below indicates that I have read the above report and have discussed the content with my on-site supervisor. It does not necessarily indicate that I agree with the report in part or in whole.

Signature of Intern: _____ **Date:** _____

Signature of Internship Faculty: _____ **Date:** _____