

**University of Wisconsin-Madison
Department of Counseling Psychology**

**Evaluation of Ph.D. Student by Department Faculty
Readiness for Practicum (1st year PhD students)**

Student: _____ **Date:** _____

Faculty name: _____

Evaluation setting (e.g., advisor, 950 instructor): _____

Please indicate your evaluation of the student on each of the items listed below. Circle the number to the right of each item that best describes your perceptions of the student's skills, based on your expectations of performance on each competency for students in their first year of doctoral study.

Note: A rating of 4 ("Meets expectations) or higher indicates that you consider the student to demonstrate sufficient mastery of the designated competency to perform competently in a foundational practicum next year.

A rating of "NR" indicates that you have insufficient information to rate this competency.

Part I: Profession Wide Competencies

	Needs attention		Emer -ging	Meets Expec	Exceeds expectations		NR
Scientific Knowledge and Methods							
1. Able to evaluate research methods and critically examine study conclusions	1	2	3	4	5	6	7
2. Questions the basis for scientific theories and other generalizations about human behavior	1	2	3	4	5	6	7
3. Understands core scientific conceptions of human behavior	1	2	3	4	5	6	7
4. Able to cite scientific literature to support an argument	1	2	3	4	5	6	7
5. Able to articulate scientific foundations of professional practice	1	2	3	4	5	6	7
6. Willing to present work for examination by others	1	2	3	4	5	6	7
7. Aware that psychologists evaluate the effectiveness of their professional activities	1	2	3	4	5	6	7

Comments:

	Needs attention		Emer -ging	Meets Expec	Exceeds expectations		NR
Ethical and Legal Standards and Policy							
1. Knowledge of APA's <i>Ethical Principles for Psychologists</i>	1	2	3	4	5	6	7
2. Ability to apply standards and ethical decision-making principles to analysis of ethical dilemmas	1	2	3	4	5	6	7
3. Able to identify psychological as well as philosophical underpinnings of ethical behavior	1	2	3	4	5	6	7
4. Acts with honesty and integrity and in accordance with relevant ethical and legal standards	1	2	3	4	5	6	7
5. Follows all policies and procedures of setting	1	2	3	4	5	6	7

Comments:

	Needs attention		Emer -ging	Meets Expec	Exceeds expectations		NR
Interpersonal relationships							
1. Listens, is empathic with others	1	2	3	4	5	6	7
2. Respects and shows interest in others' experiences	1	2	3	4	5	6	7
3. Verbal and nonverbal communication skills	1	2	3	4	5	6	7
4. Responsive to interpersonal feedback	1	2	3	4	5	6	7

Comments:

	Needs attention		Emer-ging	Meets Expec	Exceeds expectations		NR
Individual and Cultural Diversity (ICD)							
1. Understanding of own situation (including race/ethnicity, SES, gender, sexual orientation) relative to the dimensions of individual and cultural diversity	1	2	3	4	5	6	7
2. Awareness of attitudes toward other groups and their impact on behavior, relationships	1	2	3	4	5	6	7
3. Familiar with and critically evaluates literature on ICD	1	2	3	4	5	6	7
4. Understands need to consider ICD in all aspects of psychological practice	1	2	3	4	5	6	7
5. Committed to social justice and articulate about how this commitment informs contemplated professional roles	1	2	3	4	5	6	7
6. Maintains holistic and contextual worldview	1	2	3	4	5	6	7
7. Demonstrates knowledge, awareness, and skills related to ICD within therapeutic context	1	2	3	4	5	6	7
Comments:							

	Needs attention		Emer-ging	Meets Expec	Exceeds expectations		NR
Affective skills							
1. Possesses affective tolerance	1	2	3	4	5	6	7
2. Tolerates and understands interpersonal conflict	1	2	3	4	5	6	7
3. Tolerates ambiguity and uncertainty	1	2	3	4	5	6	7
4. Aware of own emotional experience	1	2	3	4	5	6	7
5. Emotional maturity	1	2	3	4	5	6	7
Comments:							

	Needs attention		Emer-ging	Meets Expec	Exceeds expectations		NR
Expressive skills							
1. Able to communicate ideas, feelings, and information effectively	1	2	3	4	5	6	7
2. Congruence of verbal and nonverbal communication	1	2	3	4	5	6	7
Comments:							

	Needs attention		Emer-ging	Meets Expec	Exceeds expectations		NR
Professional Values and Attitudes							
1. Articulates professional identity as psychologist	1	2	3	4	5	6	7
2. Professional comportment	1	2	3	4	5	6	7
3. Able to think like a psychologist	1	2	3	4	5	6	7
4. Expresses concern for the welfare of others	1	2	3	4	5	6	7
5. Articulates a developmental, strengths-based focus	1	2	3	4	5	6	7
6. Acts with integrity	1	2	3	4	5	6	7
7. Takes responsibility for own actions	1	2	3	4	5	6	7
Comments:							

	Needs attention		Emer-ging	Meets Expec	Exceeds expectations		NR
Reflective Practice							
1. Acceptance of own fallibility	1	2	3	4	5	6	7
2. Aware of factors that impair effective judgment, responsiveness	1	2	3	4	5	6	7
3. Understands importance of self-care to effective practice	1	2	3	4	5	6	7
4. Knowledge of self-care mechanisms	1	2	3	4	5	6	7
5. Attention to self-care	1	2	3	4	5	6	7
6. Open to feedback from others	1	2	3	4	5	6	7
7. Able to integrate feedback from others	1	2	3	4	5	6	7
Comments:							

Intervention	Needs attention		Emer-ging	Meets Expec	Exceeds expectations		NR
1. Basic knowledge of scientific and theoretical foundations for psychological intervention	1	2	3	4	5	6	7
2. Able to articulate how intervention choices are informed by assessment, conceptualization	1	2	3	4	5	6	7
3. Effectively utilizes basic therapeutic microskills (e.g., paraphrase, reflection, summary, risk assessment)	1	2	3	4	5	6	7
4. Able to establish and maintain therapeutic relationships with clients	1	2	3	4	5	6	7
5. Exhibits openness and flexibility in intervention selection based on client needs/concerns	1	2	3	4	5	6	7
6. In case formulations, links working model of client's psychological functioning to theoretical or conceptual framework	1	2	3	4	5	6	7
7. Able to address referral questions through treatment planning and evaluation	1	2	3	4	5	6	7
Comments:							

Responsiveness to Supervision	Needs attention		Emer-ging	Meets Expec	Exceeds expectations		NR
1. Has knowledge of expectations and roles within supervisory relationships	1	2	3	4	5	6	7
2. Is active and demonstrates appropriate participation in supervision	1	2	3	4	5	6	7
3. Ability to acknowledge errors and identify clear goals towards improvement of skills in requisite areas	1	2	3	4	5	6	7
4. Open to feedback	1	2	3	4	5	6	7
Comments:							

Interdisciplinary Systems	Needs attention		Emer-ging	Meets Expec	Exceeds expectations		NR
1. Has knowledge of expectations and roles within supervisory relationships	1	2	3	4	5	6	7
2. Ability to function effectively within inter-professional and multidisciplinary contexts	1	2	3	4	5	6	7
3. Understands benefits and limitations of inter-professional systems	1	2	3	4	5	6	7
Comments:							

Overall Evaluation of student	Needs attention		Emer-ging	Meets Expec	Exceeds expectations		NR
	1	2	3	4	5	6	7
Comments:							

Overall Strengths (if needed, please add additional sheet for comments)

Areas for Growth (if needed, please add additional sheet for comments)

Method of Direct Observation of Student: ____ Live ____ Video Recording

Faculty Signature _____ **Date** _____

[revised Dec 2016]