



**Competency-Based Assessment
Supervisor Evaluation Form**

Student Name:		Student ID:	
Evaluation (Mid, Final):		Start & End Dates:	
Concordia Course #:		Clinic Name/Institution:	
Supervisor Name:		Supervisor Qualification:	
Supervisor Email:		Supervisor Phone #:	

Rating Scale: Supervisors are asked to rate the extent to which the supervisee fulfills proficiency requirements for a given competency domain. **Supervisees must demonstrate an evidence-based practice across all competency domains.** If there are aspects of the competency domain that are not captured by the items below, please use the open-ended comments section to describe them. *We encourage the supervisee to do a self-evaluation prior to each formal evaluation with the supervisor.*

N/A	Unable to assess or not applicable
1	Does not yet meet requirements
2	Meets requirements in an inconsistent manner
3	Meets requirements
4	Meets requirements very well
5	Exceeds requirements

Please notify the director of practica and CUPIP if a supervisee is at risk of getting a failing grade:

psychology.dpac@concordia.ca and psychology.dct@concordia.ca

Professional Values and Attitudes

	Rating
Professionalism with clients: accountability, timeliness, and overall demeanor	
Professionalism with other trainees, staff, and professionals, including respect of institutional policies and procedures	
Timeliness in providing written documentation	
Preparation for and openness and responsiveness to supervision	
Recognizes their own limits and asks for additional guidance when needed	
Demonstrates integrity, appropriate boundaries, and emotional maturity	
Leadership (engagement, eagerness to learn, willingness to grow beyond one's limits of comfort, initiative)	

Ethics

	Rating
Ability to integrate ethical principles into clinical practice and proactively identifies potential ethical issues	
Thinks through and resolves ethical issues using relevant codes, guidelines, and ethical decision-making processes	

Interpersonal Relations

	Rating
Ability to communicate effectively and develop rapport: active listening, empathy, and creation of a climate of trust	
Attends to both content and process of communication	
Recognizes and repairs issues in working alliance	

Individual and Cultural Diversity

	Rating
Self-awareness of one's motivations, values, biases and prejudices	
Ability to develop rapport with clients from diverse cultures, minorities (e.g., gender, sexual) and backgrounds	
Applies knowledge of others as cultural beings in assessment, treatment, and consultation	

Evaluation / Assessment Skills

	Rating
Develops clear and logical case formulation	
Selects, administers, scores, and interprets appropriate assessment tools	
Integrates information from interviews, testing, and collateral sources to formulate diagnosis/recommendations	
Quality of written reports	
Quality of the communication of recommendations to the relevant parties	

Intervention

	Rating
Knowledge of theories, techniques, and evidence-based practices	
Collaboratively sets goals and develops treatment plans	
Implements intervention strategies effectively	
Modifies interventions based on client characteristics, progress, and evolving case formulation	
Collaborates and consults with other professionals as needed	
Conduct appropriate risk assessment and contingency plan implementation for crisis management	

Program Development and Evaluation

	Rating
Apply proper quantitative and qualitative methodology in the program evaluation process	

Consultation Skills

	Rating
Identifies consultation mandate and analyzes problem adequately	
Ability to develop a consultation relationship with relevant parties	
Provides relevant recommendations, assists with implementation, and evaluates outcomes of the consultation, if possible	

Supervision Skills

	Rating
Ability to define supervisory objectives according to the developmental stage and goals of trainee	
Ability to explore a range of training methods	
Facilitates the improvement and integration of the knowledge, skills, and professional attitudes of the supervisee	

Open-Ended Comments

Strengths:

Areas for Growth:

Supervisee Signature: _____

Date: _____

Supervisor Signature: _____

Date: _____