



## Supervisor Evaluation of Intern Form

**Level 5 – Proficient/Advanced:** The intern has a well-established competence in the element (knowledge, awareness, or skill) being evaluated.

The use of the element is consistently incorporated into the intern's at or near expert level and is evident in their daily professional practice. Intern independently reflects on their experience of the element and knows when to consult. The intern functions in this element at a level that allows them to work independently. This level characterizes the competency of an established psychologist.

**Level 4 -Competent:** The intern is aware of the element and frequently applies it in their work without need for assistance.

The intern seeks greater learning about and understanding of the element as a form of ongoing development. Supervision focuses on further refining and developing advanced performance of this element. Intern is ready for work as an entry level psychologist.

**Level 3 – Maturing Competence:** The intern is aware of the element and can utilize this awareness to inform their work in the internship setting, though the intern may still need assistance to regularly use the element.

Ongoing supervision and monitoring is focused on continued advancement, integration, and consistency. Intern is nearing readiness for post-doctoral supervised experience and will need further attention on this element to be able to fully function independently. (Due process may be triggered if the intern receives a score of 3 at the mid-year evaluation.)

**Level 2 – Emerging Competence:** The intern has a basic foundation in the element and moves toward acquiring competence in it.

The intern may have cognitive understanding or experiential skill with the element, but those may not be well integrated. Significant supervision and monitoring are required to support the skill. This level of competency prompts Due Process procedures.



**Level 1 – Insufficient Competence:** The intern does not understand or is unable to effectively demonstrate the element.

The intern does not understand or is unable to effectively demonstrate the element that is expected at this time in the training experience OR the intern exhibits behaviors indicating lack of readiness for the work that will be required in the internship setting. A doctoral intern evaluated at this level will require immediate augmented supervision or structured training opportunities. No confidence in ability to function independently at this time. This level of competency prompts Due Process procedures.

**N/O Not Observable / Applicable**

**Minimum Level of Achievement = 4 (for end of internship)**