



Requirements for Successful Internship Performance

(Including expected competencies and minimal levels of achievement for completion)

Expected Competencies

The Idaho Psychology Internship Consortium requires that interns demonstrate minimum levels of achievement across all training competencies, as outlined in the Competencies. Interns are formally evaluated by their primary supervisor three times annually, at 3 months, 7 months (the midpoint), and 12 months (end of the internship year). The evaluation form includes information about the interns' performance regarding all of ID-PIC's expected competencies and the related training elements.

Additionally, all ID-PIC interns are expected to complete 2000 hours of training during the internship year of which a minimum of 500 hours needs to be face-to-face. Meeting the hours requirement and obtaining sufficient ratings on all evaluations demonstrates that the intern has progressed satisfactorily through and completed the internship program. Feedback to the interns' doctoral program is provided at the culmination of the internship year. Doctoral programs are contacted within one month following the end of the internship year and informed that the intern has successfully completed the program.

In addition to the evaluations described above, interns must complete a self-evaluation form at the beginning and end of the internship. Additionally, interns will complete a Program Evaluation Survey at the mid-point and end of the internship year, in order to provide feedback that will inform any changes or improvements in the training program.

Minimal Levels of Achievement for Completion

In addition to completing 2000 hours of training during the internship year, a minimum level of achievement on each evaluation is required.

A minimum level of achievement on each evaluation is defined as a rating of "4" for each competency. The rating scale for each evaluation is a 5-point Likert scale, with the following rating values: 1 = Insufficient Competence: The intern does not understand or is unable to effectively demonstrate the element; 2 = Emerging Competence: The intern has a basic foundation in the element and moves toward acquiring competence in it; 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; 4 = Competent: The intern is aware of the element and frequently applies it in their



work without need for assistance; and 5 = Proficient/Advanced: The intern has a well-established competence in the element (knowledge, awareness, or skill) being evaluated. If an intern receives a score of 2 or less at the 3-month evaluation period, or a score of 3 or less at the 7-month evaluation period on any component of any evaluation, or if supervisors have reason to be concerned about the intern's performance or progress, the program's due process procedure will be initiated. The due process procedure can be found on <https://idaho-pic.org/>.

If successful completion of the program comes into question at any point during the internship year, or if an intern enters into the formal review step of the due process procedure due to a grievance by a supervisor or an inadequate rating on an evaluation, the Director of Clinical Training/home doctoral program will be contacted within 30 days. This contact is intended to ensure that the doctoral program, which also has a vested interest in the interns' progress, is kept engaged in order to support an intern who may be having difficulties during the internship year. The doctoral program is notified of any further action that may be taken by ID-PIC as a result of the due process procedure, up to and including termination from the program.

Reviewed/revised and approved by ID-PIC Faculty on 01/31/2019