Counselor-in-Training’s Name: ________________________________

Supervisor’s Name: __________________________________________

Supervisory Period - From ______________ to ______________

Supervisee’s Practicum Site: ____________________________________

To the Supervisor: Please evaluate the counselor-in-training by marking the appropriate rating on the scale ranging from 1-5. If this form requests information about skills not observed, rate them as n/o (not observed). This rating indicates your estimate of the student’s performance of the skills indicated at the present time. These evaluations are made in reference to the expected performance given the student’s developmental level.

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<th>N/O</th>
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<tr>
<td>Considerably below expectations (poor)</td>
<td>Slightly below expectations (weak)</td>
<td>At expected level (average)</td>
<td>Slightly above expectations (strong)</td>
<td>Considerably above expectations (outstanding)</td>
<td>n/o</td>
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ATTITUDE & PROFESSIONAL BEHAVIORS
Some of the following attitudes and behaviors can be evaluated by direct observation; others are evaluated based on supervisee’s self-report during supervision sessions

___ a. Initiative (appropriate level of assertiveness in explaining practicum requirements and needs to site supervisor)
___ b. Follow-through (follow-up with site supervisor regarding potential referrals for individual counseling and group counseling)
___ c. Friendliness (interacts productively and positively with staff in the schools)
___ d. Professionalism (appropriate dress, promptness, etc)
___ e. Independence (appropriate self-direction)
___ f. Teamwork

Comments:
_________________________________________________________________________________________
_________________________________________________________________________________________
_________________________________________________________________________________________

PERSONAL CHARACTERISTICS
___ a. Conveys empathy
___ b. Demonstrates tolerance for ambiguity
___ c. Shows appreciation of diversity
___ d. Takes appropriate risks
___ e. Establishes productive working relationships
f. Demonstrates sense of personal adequacy and worth

g. Shows an awareness of and ability to cope with personal issues, which might interfere with professional duties, services, and relationships

h. Monitors and recognizes one's own limitations as a counselor

i. Displays congruence between one's own beliefs and behaviors

j. Demonstrates willingness to make purposeful changes in self

k. Sets appropriate limits in working with clients

Comments:
___________________________________________________________________________________________

COUNSELING SKILLS

a. Reflection of feeling

b. Reflection of content

c. Reflection of meaning

d. Advanced empathy

e. Summarization

f. Questioning

g. Challenging

h. Psychoeducation

i. Use of silence

j. Identification of positive assets

k. Self-disclosure

l. Immediacy

Comments:
___________________________________________________________________________________________

COUNSELING PROCESS

a. Demonstrates the ability to develop a working alliance and rapport with clients

b. Develops goals and objectives in collaboration with clients or group members

b. Conceptualizes concerns in a way that usefully guides the counseling process

c. Articulates a theoretical orientation that is related to behavior within sessions

d. Uses culturally appropriate and sensitive interventions

e. Demonstrates awareness of clients' developmental levels and plans counseling sessions accordingly

f. Applies current record-keeping standards related to counseling

g. Plans appropriately for termination and follow-up

Comments:
___________________________________________________________________________________________
ETHICAL SENSITIVITY

___ a. Recognizes and responds to the ethical issues
___ b. Understands the limits of confidentiality and practices in a manner consistent with these limits
___ c. Does not impose own worldview onto others

Comments:
_____________________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________

USE OF SUPERVISION/SUPERVISION RELATIONSHIP

___ a. Prepares for supervision and provides tapes and critiques in preparation for supervising session
___ b. Responds to feedback appropriately
___ c. Carries out comments or assignments formulated in supervision
___ d. Attends supervisory sessions on time and regularly
___ e. Presents concerns in an effective, professional manner

Comments:
_____________________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________

Supervisor’s Recommendations and Comments:
_____________________________________________________________________________________
_____________________________________________________________________________________
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Supervisor’s signature  __________________  Date  __________

Counselor-in-Training’s signature  __________________  Date  __________