**Western Carolina University**

**686 Counseling Practicum**

**University Supervisor Evaluation (Revised 9-14)**

**Supervisee’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.

1 2 3 4 5 N/O

Considerably below Slightly below At expected Slightly above Considerably

expectations (poor) expectations (weak) level (average) expectations (strong) above expectations

(outstanding)

ATTTIUDE & 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: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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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. Confrontation/Challenges

\_\_\_ 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

\_\_\_ a. 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. (For clinical mental health counseling students only) Applies current record-keeping standards related to clinical mental health counseling

\_\_\_ g. Plans appropriately for termination and follow-up

Additional Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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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: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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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

Additional Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Supervisor's Recommendations and Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Supervisor’s signature Date

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Supervisee's signature Date

This evaluation meets CACREP CMHC specialty standards:

D.5: Demonstrates appropriate use of culturally responsive individual, couple, family, group, and systems modalities for initiating, maintaining, and terminating counseling

D.7: Applies current record-keeping standards related to clinical mental health counseling

D.9: Demonstrates the ability to recognize his or her own limitations as a clinical mental health counselor and to seek supervision or refer clients when appropriate

F.1: Maintains information regarding community resources to make appropriate referrals

F.3: Demonstrates the ability to modify counseling systems, theories, techniques, and interventions to make them culturally appropriate for diverse populations