

## Student Affairs and College Counseling University Supervisor's Evaluation of Students in Counseling Internship

University of North Carolina at Greensboro  
Department of Counseling and Educational Development

**Intern:**

Please complete the following box before submitting this form to your host supervisor for completion.

Student's Name: \_\_\_\_\_ Date: \_\_\_\_\_

Experience Being Rated: (Please check the appropriate boxes)

CED 680A       CED 680B       CED 680C       CED 680D

Mid semester evaluation       Final evaluation

Number of Supervision Sessions with University Supervisor: \_\_\_\_\_

Total Internship Hours Completed to Date: \_\_\_\_\_

University Supervisor: \_\_\_\_\_

Internship Site: \_\_\_\_\_

**University Supervisor**

Please rate the student according to the following scale based on the student's current level of professional development:

Poor (1)      Inconsistent (2)      Average (3)      Strong (4)      Excellent (5)

Please be as objective as possible in your ratings. This evaluation is meant to be used for the professional development of our internship students, and so the responses should be honest to provide instructive and constructive feedback. After you have completed this form, please share your responses and rationale for your responses with the intern. Once it has been completed, and shared with the internship student, please give it to Melinda Ryan to place in the student's fieldwork folder.

**PROFESSIONAL CHARACTERISTICS**

	<b>POOR</b>	<b>INCONSISTENT</b>	<b>AVERAGE</b>	<b>STRONG</b>	<b>EXCELLENT</b>
On time to supervision	1	2	3	4	5
Preparation for supervision	1	2	3	4	5
Preparation for counseling sessions	1	2	3	4	5
Ethical behavior	1	2	3	4	5
Responsible	1	2	3	4	5
Receptive to feedback	1	2	3	4	5
Utilizes feedback	1	2	3	4	5

	<b>POOR</b>	<b>INCONSISTENT</b>	<b>AVERAGE</b>	<b>STRONG</b>	<b>EXCELLENT</b>
Appropriately independent	1	2	3	4	5
Uses supervision appropriately	1	2	3	4	5
Interacts appropriately with clients	1	2	3	4	5
Interacts appropriately and professionally with staff at site	1	2	3	4	5
Interacts appropriately with peers in group supervision	1	2	3	4	5

PERSONAL CHARACTERISTICS

	<b>POOR</b>	<b>INCONSISTENT</b>	<b>AVERAGE</b>	<b>STRONG</b>	<b>EXCELLENT</b>
Sense of self-confidence	1	2	3	4	5
Self-awareness	1	2	3	4	5
Willingness to learn	1	2	3	4	5
Emotional stability	1	2	3	4	5
Adaptability	1	2	3	4	5
Recognizes personal limitations	1	2	3	4	5

COUNSELING SKILLS AND PROCESS

	<b>POOR</b>	<b>INCONSISTENT</b>	<b>AVERAGE</b>	<b>STRONG</b>	<b>EXCELLENT</b>
Ability to understand client's point of view	1	2	3	4	5
Adherence to ethical and legal standards	1	2	3	4	5
Ability to relate to diverse clients	1	2	3	4	5
Ability to establish and maintain rapport	1	2	3	4	5
Ability to maintain confidentiality	1	2	3	4	5
Ability to apply multicultural competencies	1	2	3	4	5
Ability to assess client's needs	1	2	3	4	5

	<b>POOR</b>	<b>INCONSISTENT</b>	<b>AVERAGE</b>	<b>STRONG</b>	<b>EXCELLENT</b>
Demonstrates skills to facilitate the academic, social, and career success of students	1	2	3	4	5
Demonstrates skills to help students cope with personal and interpersonal problems	1	2	3	4	5
Demonstrates skills in crisis intervention in response to personal, educational, and community crises	1	2	3	4	5
Demonstrates understanding of biopsychosocial assessment and case conceptualization	1	2	3	4	5
Applies knowledge of how student learning is influenced by characteristics of the student and the postsecondary environment	1	2	3	4	5
Applies multicultural competencies to serve diverse student populations	1	2	3	4	5
Ability to address multicultural counseling issues, such as discrimination, power, privilege, oppression, and values) as they relate to student development and progress.	1	2	3	4	5
Ability to use basic helping skills	1	2	3	4	5
Ability to complete holistic assessment of client (e.g., culture, stressors, strengths)	1	2	3	4	5
Appropriately chooses techniques/interventions	1	2	3	4	5
Ability to prepare and present case presentation	1	2	3	4	5

	<b>POOR</b>	<b>INCONSISTENT</b>	<b>AVERAGE</b>	<b>STRONG</b>	<b>EXCELLENT</b>
Ability to conceptualize clients' problems/case	1	2	3	4	5
Ability to remain objective in counseling session	1	2	3	4	5
Willingness to seek consultation and supervision	1	2	3	4	5
Ability to conduct ongoing (2+) sessions with clients	1	2	3	4	5
Ability to respond to a variety of client emotions	1	2	3	4	5
Process skills (e.g., pacing, dealing with client resistance)	1	2	3	4	5
Can read and interpret client nonverbal behavior	1	2	3	4	5
Ability to remain flexible and use variety of approaches in counseling session	1	2	3	4	5

ADDITIONAL SKILLS (Rate only those that are applicable for this site and this intern)

	<b>POOR</b>	<b>INCONSISTENT</b>	<b>AVERAGE</b>	<b>STRONG</b>	<b>EXCELLENT</b>	
Ability to prepare a comprehensive case study	1	2	3	4	5	
Knowledge of tests/appraisal and their interpretation	1	2	3	4	5	NA
Diagnostic skills	1	2	3	4	5	NA
Treatment planning implementation	1	2	3	4	5	
Ability to manage transference/countertransference	1	2	3	4	5	
Ability to critique self-appropriately	1	2	3	4	5	

	<b>POOR</b>	<b>INCONSISTENT</b>	<b>AVERAGE</b>	<b>STRONG</b>	<b>EXCELLENT</b>
Ability to analyze and use multiple data sources, including institutional data, to make decisions about improving differentiated student programs	1	2	3	4	5
Ability to apply relevant research findings to inform the practice of student affairs and college counseling	1	2	3	4	5
Ability to develop measurable outcomes for student affairs and college counseling	1	2	3	4	5
Ability to analyze and use data to enhance student affairs and college counseling programs	1	2	3	4	5

OVERALL RATING OF STUDENT

	<b>POOR</b>	<b>INCONSISTENT</b>	<b>AVERAGE</b>	<b>STRONG</b>	<b>EXCELLENT</b>
Counseling ability	1	2	3	4	5
Counseling ability	1	2	3	4	5
Coordination ability	1	2	3	4	5
Consultation ability	1	2	3	4	5
Potential for success in a similar setting	1	2	3	4	5

Are there other issues for which this intern should be evaluated? If so, please comment on them in the space provided.

**Please comment on the following questions.**

What are the strengths of the student as an intern?

What areas need further development?

What recommendations would you make to enhance this student's development?

Please feel free to use the following space, or the back of this page, for any additional comments.

Student's Signature/Date: \_\_\_\_\_

University Supervisor's Signature/Date: \_\_\_\_\_

Printed Supervisor's Name: \_\_\_\_\_

*Note: The student's signature indicates that he/she has read the evaluation and has discussed it with his/her University supervisor. It does not necessarily indicate that he/she is in agreement with it. Significant disagreement on the part of the student regarding this assessment should be noted in writing and forwarded as an addendum to this form.*