

**University Supervisor Evaluation of Doctoral Supervisor
CED 781 Counseling Supervision**

Doctoral student supervisor _____ Semester/Year _____
 Mid-term evaluation (date) _____ Final evaluation (date) _____
 Person completing this form _____

CED 781A CED 781B CED 781C CED 781D

Evaluate each skill area using a scale of 1 (lowest) to 5 (highest). Write NA if not applicable.

Supervisee Evaluation

Conducts collaborative goal-setting with supervisee	1	2	3	4	5	NA
Provides constructive formative feedback	1	2	3	4	5	NA
Addresses strengths	1	2	3	4	5	NA
Addresses areas for growth	1	2	3	4	5	NA
Provides constructive summative feedback/evaluations	1	2	3	4	5	NA
Addresses strengths	1	2	3	4	5	NA
Addresses areas for growth	1	2	3	4	5	NA

Supervisee Assessment

Constructs accurate assessment of supervisee's developmental level	1	2	3	4	5	NA
Provides structure appropriate to the supervisee's developmental level	1	2	3	4	5	NA
Provides feedback appropriate to supervisee's developmental level	1	2	3	4	5	NA
Constructs accurate and comprehensive conceptualization of supervisee that includes learning needs, counseling style, interaction style, strengths and areas for growth, etc.)	1	2	3	4	5	NA

Supervisor Roles/Focus Areas

Uses supervisor roles effectively and appropriately	1	2	3	4	5	NA
Teacher	1	2	3	4	5	NA
Counselor	1	2	3	4	5	NA
Consultant	1	2	3	4	5	NA
Gives appropriate and effective attention to supervision focus areas; provides specific feedback about each of the following:	1	2	3	4	5	NA
Supervisee's counseling performance skills	1	2	3	4	5	NA
Supervisee's cognitive counseling skills	1	2	3	4	5	NA
Supervisee's self-awareness	1	2	3	4	5	NA
Supervisee's professional behaviors	1	2	3	4	5	NA

Supervisory Interventions

Provides solid rationale for choice of supervisory interventions	1	2	3	4	5	NA
Uses at least three supervisory interventions in an appropriate, intentional, and effective manner	1	2	3	4	5	NA
Role-playing	1	2	3	4	5	NA
Modeling	1	2	3	4	5	NA
Use of specific segment of counseling session	1	2	3	4	5	NA
Live observation	1	2	3	4	5	NA
Live supervision	1	2	3	4	5	NA
Micro-training	1	2	3	4	5	NA
Interpersonal Process Recall	1	2	3	4	5	NA
Thinking aloud procedure	1	2	3	4	5	NA
Other _____	1	2	3	4	5	NA
Makes appropriate choice of supervisory interventions in three modalities	1	2	3	4	5	NA
Individual supervision	1	2	3	4	5	NA
Triadic supervision	1	2	3	4	5	NA
Group supervision	1	2	3	4	5	NA

Supervisory Relationship

Establishes supervisory relationship that is safe, trusting, and open	1	2	3	4	5	NA
Uses facilitative counseling skills appropriately	1	2	3	4	5	NA
Responds appropriately to supervisee emotions	1	2	3	4	5	NA
Responds appropriately to supervisee anxiety	1	2	3	4	5	NA
Responds appropriately to supervisee resistance/reactance	1	2	3	4	5	NA
Has appropriate pacing and management of time during sessions	1	2	3	4	5	NA
Gives appropriate attention to parallel process	1	2	3	4	5	NA
Gives appropriate attention to transference and countertransference in counseling and/or supervision sessions	1	2	3	4	5	NA
Shows sensitivity to cultural influences and issues	1	2	3	4	5	NA
Gives appropriate attention to cultural influences and issues (related to client and supervisee)	1	2	3	4	5	NA

Ethical and Legal Issues

Adheres to ethical guidelines for supervision practice	1	2	3	4	5	NA
Adheres to legal guidelines for supervision practice	1	2	3	4	5	NA
Follows due process guidelines as needed	1	2	3	4	5	NA

Self-Awareness

Is open to exploring self as supervisor	1	2	3	4	5	NA
Has accurate sense of strengths as a supervisor	1	2	3	4	5	NA
Has accurate sense of areas for growth as a supervisor	1	2	3	4	5	NA
Evidences emotional stability	1	2	3	4	5	NA
Is open/receptive to feedback from supervisor	1	2	3	4	5	NA
Is open/receptive to feedback from peers	1	2	3	4	5	NA
Provides constructive feedback to peers	1	2	3	4	5	NA
Seeks additional supervision/consultation as needed/appropriately	1	2	3	4	5	NA

Professional Conduct

Maintains appropriate boundaries with supervisees	1	2	3	4	5	NA
Completes paperwork/documentation (e.g., review of supervisee's case notes, submitting supervision case notes) in a timely manner	1	2	3	4	5	NA
Completes paperwork accurately and completely	1	2	3	4	5	NA
Creates contract for change/remediation as needed and in an appropriate manner	1	2	3	4	5	NA
Dresses appropriately	1	2	3	4	5	NA
Is on time for supervision sessions	1	2	3	4	5	NA
Is prepared for supervision sessions	1	2	3	4	5	NA
Observes Clinic procedures and policies	1	2	3	4	5	NA
Is respectful of Clinic staff members	1	2	3	4	5	NA

Philosophy of Supervision Practice

Articulates individual philosophy of own practice as clinical supervisor which integrates knowledge gained from the course/supervision experience, appropriate to own developmental and experience level	1	2	3	4	5	NA
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Comments:

Signatures:

University/Faculty Supervisor Signature

University/Faculty Printed Name

Date

Doctoral Student Supervisor Signature

Doctoral Student Printed Name

Date