

**IMCES Doctoral Intern Evaluation**

**1. Research Competency**

Doctoral Intern: \_\_\_\_\_ Evaluation #1 \_\_\_\_\_ Year \_\_\_\_\_ Date of Evaluation \_\_\_\_\_  
 Evaluation #2 \_\_\_\_\_

**Assessment Method(s) for Competencies**

<input type="checkbox"/> <b>Direct Observation</b>	<input type="checkbox"/> <b>Discussion of Clinical Interaction</b>
<input type="checkbox"/> <b>Review of Written Work</b>	<input type="checkbox"/> <b>Formal Case Presentation</b>
<input type="checkbox"/> <b>Videotape</b> <input type="checkbox"/> <b>Audiotape</b>	<input type="checkbox"/> <b>Feedback from Other Staff/Program Manager</b>
<input type="checkbox"/> <b>Review of Raw Test Data</b>	<input type="checkbox"/> <b>Feedback from Seminar Leaders</b>

Please rate the intern's skill level using the scale below

- 1. Remedial / Needs remedial work**  
Requires remedial work.
- 2. Beginning / Continued intensive supervision is needed**  
Minimum expected at beginning of pre-doctoral internship. Routine, but intensive, supervision is needed.
- 3. Intermediate / Should remain a focus of supervision**  
Common rating throughout internship. Routine supervision of each activity. By the first evaluation, all ratings must be at 3 or above.
- 4. Advanced / Occasional supervision needed.**  
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<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1. Display knowledge of a variety of research design methods to address contextual, culturally appropriate, psychosocial and biological processes as they relate to health promotion, illness prevention, and mental illness progression.				
2. Sensitive to issues of cultural and individual diversity relevant to scholarly inquiry.				
3. Seeks out professional writings regarding cultural advocacy, cultural humility in the context of appropriate and flexible treatment models for culturally diverse populations.				

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
4. Knowledge and application of current literature, research and theory in Evidence Based Practices.				
5. Knowledge and application of current literature, research and theory in Community Defined Practices and culturally relevant interventions.				
6. Integrates information to enhance clinical practice utilizing relevant databases, research literature, conference research publications, and research seminars at IMCES.				
7. Provides quality oral presentation and discussion of scholarly topics in case conferences, seminars, etc.				
8. Proposes goals and specific research plan for scholarly activities throughout the training year.				
9. Develop comprehensive and encompassing research project in regards to best practices and client/community needs.				
10. Generates scholarly questionnaires and hypotheses collaboratively with other members of the research team towards the goal of proposing a research project.				
11. Presents and communicates findings of scholarly endeavors through posters, presentations, professional papers, local or national seminars.				
12. Knowledge and adherence to APA ethical and legal guidelines in scholarly research projects.				

**Please provide written comments including strengths the Doctoral Intern possesses and areas that the Doctoral Intern could show improvement in.**

**Areas of Strength:**

**Areas of concern:**

**Corrective Action Plan:**

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**Doctoral Intern's Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

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**Date:** \_\_\_\_\_

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**IMCES Doctoral Intern Evaluation**

**2. Ethical and Legal Standards Competency**

Doctoral Intern: \_\_\_\_\_ Evaluation #1 \_\_\_\_\_ Year \_\_\_\_\_ Date of Evaluation \_\_\_\_\_  
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<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities.				
2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input.				
3. Consults with governing boards or professional associations when needed.				
4. Knowledgeable of current state laws, mandated reporting, HIPAA and other regulations pertinent to the practice of clinical psychology.				

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
5. Awareness of and adherence to APA ethical guidelines in assessment.				
6. Awareness of and adherence to APA ethical guidelines in interventions.				
7. Awareness of and adherence to APA ethical guidelines relevant to consultation and in providing supervision.				
8. Awareness of and adherence to APA ethical guidelines relevant to scholarly inquiry.				
9. Sensitive to issues of ethnic, culture, gender or sexual diversity relevant to scholarly inquiry.				
10. Seeks consultation when faced with complex cases which may be beyond their current clinical competencies.				
11. Awareness of own limits of scope of practice.				
12. Awareness of current APA guidelines regarding use of technology providing distance psychological services and potential confidentiality challenges.				
13. Awareness of state laws and regulations regarding mandated reporting of child, dependent adult, and elder abuse.				
14. Demonstrates a commitment to ethical principles with particular attention to multiple relationship matters, confidentiality, informed consent, and boundary issues.				
15. Exercises good ethical and clinical judgment as a professional.				
16. Demonstrates understanding of major ethical dilemmas in the provision of services and has knowledge of ethical decision-making processes necessary to resolve the dilemma.				
17. Knowledge of required breaches of confidentiality regarding possible Tarasoff, suicidal and homicidal threats and appropriate clinical follow-through.				

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**IMCES Doctoral Intern Evaluation**

**3. Individual and Cultural Diversity Competency**

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<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1. Intern is aware of and follows APA Guidelines for Providers of Psychological Services to Ethnic, Linguistic, and Culturally Diverse Populations.				
2. Intern has knowledge of self in the context of diversity including their own values, attitudes and skills as they provide clinical services to clients from diverse backgrounds.				
3. Displays sensitivity to cultural, ethnicity, religious, gender, sexual orientation, disability, sexual orientation/expression, immigration, and socioeconomic differences of target population.				
4. Reflects on own cultural identity and its impact on treatment of clients.				
5. Modifies interventions in response to a variety of client's social and cultural factors.				

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
6. Uses culturally sensitive measures and procedures when conducting research, evaluation or treatment procedures.				
7. Knowledge of current theoretical and empirical knowledge base as it relates to diversity and clinical treatment of clients.				
8. Intern is aware of the potential impact of ethnicity, cultural and diversity factors in the provision of psychotherapy				
9. Knowledge and awareness of the interaction between culture and personality.				
10. Discusses individual differences with clients and discusses the power differential that exists in the therapeutic relationship.				
11. Acknowledges and respects differences that exists between self and clients in terms of race, ethnicity, culture and other individual difference variables.				
12. Is aware of own limitations in competence in providing services to clients with diverse backgrounds.				
13. Intern has a clear understanding of how one's cultural upbringing shapes one's assumptions and attributions about others from one's own culture, as well as others from different cultures.				
14. Intern applies appropriate clinical interventions to a diverse multicultural population, identifying differences and similarities and creating a connecting bridge.				
15. Intern is aware of socioeconomic and political factors that significantly impact the psychosocial, political and economic development of ethnic and culturally diverse groups				
16. Intern uses culturally sensitive interventions during client crises and considers variables such as individual resources and community services that are available in the client's community.				

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**4. Professional Values, Attitudes and Behavior Competency**

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<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1. Doctoral intern has raised his/her self-awareness and capacity for self-evaluation both clinically and professionally.				
2. Doctoral intern uses supervision to recognize how one’s own background and beliefs impact psychological work with clients.				
3. Develop a clear understanding of how one’s cultural upbringing shapes one’s assumptions and attributions about others from one’s own culture, as well as others from different cultures.				
4. Doctoral Intern consistently examines how personal values effect reactions to particular clients from different cultural groups.				
5. Doctoral Intern examines how his/her personal cultural values and perceptions affect reactions to particular clients from different cultural groups.				

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
6. Awareness level of types of clients and clinical issues that are most challenging and difficult for the clinician to manage, and work towards overcoming limitations.				
7. Intern develops and identifies skill sets that constitute professional conduct and clinical competence, and is aware of how these are being developed through clearly defined activities and work habits.				
8. Intern is able to demonstrate critical thinking and analysis across a broad range of professional activities.				
9. Intern takes responsibility and accountability relative to their own level of training and seeking consultation when needed.				
10. Intern evaluates goals and objectives for their training experience during internship. .				
11. Intern continues to evaluate their professional and personal strengths and weakness as they relate to their career development and professional identity.				
12. Demonstrates willingness to acknowledge errors and willing to accept feedback for the purposes of correction and growth as a professional.				
13. Doctoral Intern responds professionally in increasingly complex situations with a greater degree of independence.				
14. Doctoral Intern demonstrates flexibility in adapting different professional roles and activities in the best interest of client care.				
15. Doctoral Intern participates actively in professional organizations, groups for the purpose of development and advancement of the profession of psychology.				
16. Doctoral Intern demonstrates awareness of increasing sense of self as a Psychologist.				
17. Manages own stress associated with providing services to clients by actively creating a support system and consultation network with other psychologists.				
18. Identifies clinical situations in which intra- and inter-disciplinary consultation are indicated.				
19. Doctoral Intern is aware of common interpersonal challenges and experiences and engages in active practice of self-care.				
20. Demonstrates openness and responsiveness to feedback from supervisors and program managers.				
21. As a supervisee, demonstrates ability to have effective supervisor/supervisee relationship and is involved in the process of supervision.				
22. As a supervisee, makes appropriate use of supervision for the advancement of client's progress in treatment.				



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**5. Communication and Interpersonal Skills Competency**

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<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>With patients/clients/families from different or similar cultural backgrounds:</b>				
1. Ability to take a respectful, helpful professional approach to patients/clients/families				
2. Ability to form a working alliance				
3. Ability to deal with conflict, negotiate differences				
4. Ability to understand and maintain appropriate professional boundaries				
<b>With colleagues from different or similar cultural backgrounds:</b>				
5. Ability to support others and their work and to gain support for one's own work				

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
6. Ability to provide helpful feedback to peers and receive such feedback non defensively from peers				
<b>With supervisors, the ability to make effective use of supervision, including:</b>				
7. Ability to work collaboratively with the supervisor				
8. Ability to prepare for supervision				
9. Ability/willingness to accept supervisory input, including direction				
10. Ability to follow through on recommendations				
11. Ability to negotiate needs for autonomy from and dependency on supervisors				
12. Ability to self-reflect and self-evaluate regarding clinical skills and use of supervision, including using good judgment as to when supervisory input is necessary				
<b>With support staff:</b>				
13. Ability to be respectful of support staff roles and persons				
<b>With community professionals:</b>				
14. Ability to communicate professionally and work collaboratively with community professionals				
<b>For the internship site itself:</b>				
15. Ability to understand and observe agency's operating procedures				
16. Ability to participate in furthering the work and mission of the internship site				
17. Ability to contribute in ways that will enrich the site as a internship experience for future interns				
<b>Produce and comprehend oral, nonverbal, and written communications</b>				
18. Develop and hone professional clinical documentation and report writing skills				
19. Completion of clinical work and documentation within agency standards				

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**6. Assessment Competency**

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<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1. Knowledge and skill in conducting diagnostic interviews.				
2. Knowledge of differential diagnostic skills and proficient in using DSM 5/ICD- 10.				
3. Selection of appropriate assessment instruments that are valid for assessing culturally diverse groups while being sensitive to cultural diversity issues which may impact the interpretation of assessment results.				
4. Administration and scoring of psychological tests.				
5. Interpretation of psychological test data.				
6. Interpretation of psychological test data while considering the cultural and linguistic characteristics of the client being assessed.				
7. Recognizes and elaborates on how presenting symptoms could reflect cultural variables rather than psychopathology.				

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
8. Conceptualizes the testing data and accurately integrates results to formulate well-conceptualized recommendations.				
9. Awareness and adherence to APA ethical guidelines in assessment and ethics in assessments.				
10. Awareness of current literature, evidence-based research and theory in assessments.				
11. Demonstrates clarity and conciseness of assessment report writing.				
12. Integrates behavioral observations, psychosocial history, medical records, collateral based information, and relevant cultural considerations.				
13. Evaluates suicidal concerns and potential for violence towards other when appropriate, taking into consideration all risk and protective factors.				
14. Understands the importance of medical conditions which might impact interpretation of assessment data.				
15. Formulates well-conceptualized recommendations based on individual's strengths and limitations, relevant cultural differences, and availability of resources.				
16. Uses clear communication of results to client, family, and other professions with a focus on increasing advocacy for the client and/or family.				
17. Demonstrates and applies knowledge of developmental variables in administering and interpreting assessment measures.				

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**7. Intervention Competency**

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1. Discusses issues of confidentiality and informed consent with all clients				
2. Establishes and documents therapy goals and development of individual treatment plans while considering possible cultural resources and limitations				
3. Formulates accurate case conceptualization and provides interventions from at least one relevant theoretical perspective				
4. Formulates accurate case conceptualization from an integrative theoretical perspective				

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
5. Establish and maintain a respectful, effective therapeutic relationship with all clients				
6. Recognizes, responds, and manages client crises appropriately				
7. Awareness of personal issues/countertransference that may interfere with effective therapeutic treatment with clients				
8. Monitors and documents client progress towards client treatment goals				
9. Planning for and management of appropriate therapy termination				
10. Consistently evaluates intervention effectiveness in collaboration with clients				
11. Knowledge that ethnicity and culture has an impact on client behavior				
12. Knowledge of and adherence to APA ethical guidelines and ethics in treatment				
13. Doctoral Intern utilizes at least one Community Defined Practices when clinically appropriate				
14. Doctoral Intern uses client's feedback during the creation of treatment plans and during the therapeutic process				
15. Applies relevant research literature to clinical decision making				
16. Understand and implements Evidence Based Practice treatment protocols and procedures				

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**8. Supervision Competency**

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<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1. Awareness of, respect for, and sensitivity to cultural diversity issues which may impact both the process of consultation and supervision and the treatment that the supervisee provides.				
2. Openly discusses with intern supervisee the difference in power in the supervisory relationship and is open to feedback from supervisee in this area.				
3. Doctoral Intern is effective at assessment of supervisee’s level of knowledge.				
4. Provides supervisory feedback that is consistently appropriate to the developmental level of the supervisee.				



<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
5. As a supervisor, demonstrates effective supervision intervention appropriate to the supervisees' strengths and weaknesses.				
6. Doctoral intern demonstrates and applies knowledge of different supervision models and practices.				
7. Identifies and manages confrontation in peer supervision appropriately.				
8. Demonstrates familiarity with different supervision methods.				
9. Demonstrates ability to consult with own supervisor when dealing with peer supervision issues.				
10. Applies a broad range of strategies for creating and maintaining a positive supervisory relationship				
11. Effectively deals with resistance in supervisees.				
12. Effectively deals with boundary issues in supervisory relationships.				
13. Awareness of and adherence to APA ethical guidelines and ethics in providing supervision				
14. Effectively manages the administrative aspects of supervision.				
15. Applies a broad range of strategies for creating and maintaining a positive supervisory relationship and provides useful feedback to supervisee				

**Please provide written comments including strengths the Doctoral Intern possesses and areas that the Doctoral Intern could show improvement in.**

**Areas of Strength:**

**Areas of concern:**

**Corrective Action Plan:**

**This evaluation has been completed in consultation between the Primary and Delegate supervisor in collaboration with Seminar Leaders. At the time of completion the Doctoral Intern has received a copy of his/her evaluation.**

**Doctoral Intern's Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Primary Supervisor's Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Delegate Supervisor's Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**IMCES Doctoral Intern Evaluation**

**9. Consultation and Interprofessional/Interdisciplinary Skills Competency**

Doctoral Intern: \_\_\_\_\_ Evaluation #1 \_\_\_\_\_ Year \_\_\_\_\_ Date of Evaluation \_\_\_\_\_  
 Evaluation #2 \_\_\_\_\_

**Assessment Method(s) for Competencies:**

<input type="checkbox"/> <b>Direct Observation</b>	<input type="checkbox"/> <b>Discussion of Clinical Interaction</b>
<input type="checkbox"/> <b>Review of Written Work</b>	<input type="checkbox"/> <b>Formal Case Presentation</b>
<input type="checkbox"/> <b>Videotape</b> <input type="checkbox"/> <b>Audiotape</b>	<input type="checkbox"/> <b>Feedback from Other Staff/Program Manager</b>
<input type="checkbox"/> <b>Review of Raw Test Data</b>	<input type="checkbox"/> <b>Feedback from Seminar Leaders</b>

**Please rate the intern's skill level using the scale below**

**1. Remedial / Needs remedial work**

Requires remedial work.

**2. Beginning / Continued intensive supervision is needed**

Minimum expected at beginning of pre-doctoral internship. Routine, but intensive, supervision is needed.

**3. Intermediate / Should remain a focus of supervision**

Common rating throughout internship. Routine supervision of each activity. By the first evaluation, all ratings must be at 3 or above.

**4. Advanced / Occasional supervision needed.**

Competency attained in all cases; supervisor provides overall management of trainee's activities; depth of supervision varies as clinical needs warrant. By the final evaluation, all ratings must be at 4.

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1. Ability to effectively relate to other professionals in accordance with their unique patient care roles				
2. Understanding of the consultant's role as an information provider to another professional who will ultimately be the patient decision care maker				
3. Knowledge of the unique patient care roles of other professionals				
4. Capacity for dialoguing with other professionals which avoids use of psychological jargon				
5. Ability to choose an appropriate means of assessment to answer referral questions				
6. Ability to implement a systematic approach to data collection in a consultative role				

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
7. Effective consultative skills while discussing assessment referral questions and recommendations to other clinicians.				
8. Actively seeks consultation when treating complex cases and working with unfamiliar symptoms and/or diagnoses				
9. Actively seeks consultation and supervision from supervisors when faced with client crisis situations				
10. Consults with other professionals and other interdisciplinary staff members during Multidisciplinary Team meetings				
11. During consultations, identifies the way the client's cultural background/ethnicity and power differential affects the therapeutic alliance				
12. During consultation, identifies multiple sources of client information including medical/health issues, substance abuse history, hospitalizations, and previous treatment history				
13. Doctoral intern provides relevant case conceptualization which integrate background information, diagnoses, developmental issues, in order to clarify the nature of the client's concern				
14. Identifies and discusses possible relevant evidence based theory and/or interventions into consultations and presentations				
15. Identifies and responds to relevant domains such as diversity and cultural factors such as financial issues, language, behavioral limitations and/or strengths and weaknesses of clients				
16. Identifies and integrates client risk and protective factors into conceptualization of case during presentation and consultations				
17. Receives feedback from other professions including psychiatrists, case managers, program coordinators, attorneys, clinical social workers and paraprofessionals and integrates new information towards implementation of appropriate treatment goals and intervention plan				

**Please provide written comments including strengths the Doctoral Intern possesses and areas that the Doctoral Intern could show improvement in.**

**Areas of Strength:**

**Areas of concern:**

**Corrective Action Plan:**

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**Date:** \_\_\_\_\_

**Delegate Supervisor's Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**IMCES Doctoral Intern Evaluation**

**10. Risk Assessment and Management Competency**

Doctoral Intern: \_\_\_\_\_ Evaluation #1 \_\_\_\_\_ Year \_\_\_\_\_ Date of Evaluation \_\_\_\_\_  
 Evaluation #2 \_\_\_\_\_

**Assessment Method(s) for Competencies**

<input type="checkbox"/> <b>Direct Observation</b>	<input type="checkbox"/> <b>Discussion of Clinical Interaction</b>
<input type="checkbox"/> <b>Review of Written Work</b>	<input type="checkbox"/> <b>Formal Case Presentation</b>
<input type="checkbox"/> <b>Videotape</b> <input type="checkbox"/> <b>Audiotape</b>	<input type="checkbox"/> <b>Feedback from Other Staff/Program Manager</b>
<input type="checkbox"/> <b>Review of Raw Test Data</b>	<input type="checkbox"/> <b>Feedback from Seminar Leaders</b>

Please rate the intern's skill level using the scale below

- 1. Remedial / Needs remedial work**  
Requires remedial work.
- 2. Beginning / Continued intensive supervision is needed**  
Minimum expected at beginning of pre-doctoral internship. Routine, but intensive, supervision is needed.
- 3. Intermediate / Should remain a focus of supervision**  
Common rating throughout internship. Routine supervision of each activity. By the first evaluation, all ratings must be at 3 or above.
- 4. Advanced / Occasional supervision needed.**  
Competency attained in all cases; supervisor provides overall management of trainee's activities; depth of supervision varies as clinical needs warrant. By the final evaluation, all ratings must be at 4.

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1. Effectively evaluates, manages and documents client's risk and protective factors.				
2. Effectively assesses immediate concerns such as suicidality, homicidality and other safety issues.				
3. Effectively assesses immediate concerns such as child, dependent adult and elder abuse.				
4. Demonstrates ability to conduct and document a comprehensive risk assessment evaluation with culturally diverse populations.				
5. Establishes appropriate short term crisis plans with clients, family or other appropriate support systems and resources in the community.				

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
6. Appropriately and efficiently evaluates the client's current mental status in urgent/emergency situations.				
7. Provides interventions that are appropriate and based on the nature of the emergency/urgent situation.				
8. Provides appropriate referral(s) in urgent/emergency situations based on client's level of immediate need.				
9. Recognizes limits of competence in urgent/emergency situations.				
10. Consistently discusses and consults with clinical staff, peers, and clinical supervisors in a timely manner in order to use multidisciplinary approach to risk assessment and management.				
11. Knowledge of mandated reporting/confidentiality issues during potential suicidal/homicidal crisis situations.				
12. Ability to properly document all suicidal/homicidal data into client's health record in an ongoing and thorough manner.				
13. Identifies and evaluates client and/or family strength or weaknesses, risk and protective factors addressed, and evaluates suicidal/homicidal ideation or risk.				
14. Identifies and responds to relevant domains such as: diversity, the developmental stage of the client, important cultural factors, SES, language, behavioral limitations or strengths, environmental contingencies, resources of clients who are undergoing a crisis situation.				

**Please provide written comments including strengths the Doctoral Intern possesses and areas that the Doctoral Intern could show improvement in.**

**Areas of Strength:**

**Areas of concern:**

**Corrective Action Plan:**

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**Date:** \_\_\_\_\_

**IMCES Doctoral Intern Evaluation**

**11. Advocacy Outreach and Engagement Competency**

Doctoral Intern: \_\_\_\_\_ Evaluation #1 \_\_\_\_\_ Year \_\_\_\_\_ Date of Evaluation \_\_\_\_\_  
 Evaluation #2 \_\_\_\_\_

**Assessment Method(s) for Competencies**

<input type="checkbox"/> <b>Direct Observation</b>	<input type="checkbox"/> <b>Discussion of Clinical Interaction</b>
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Please rate the intern's skill level using the scale below

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- 2. Beginning / Continued intensive supervision is needed**  
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- 3. Intermediate / Should remain a focus of supervision**  
Common rating throughout internship. Routine supervision of each activity. By the first evaluation, all ratings must be at 3 or above.
- 4. Advanced / Occasional supervision needed.**  
Competency attained in all cases; supervisor provides overall management of trainee's activities; depth of supervision varies as clinical needs warrant. By the final evaluation, all ratings must be at 4.

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1. Intern has overall awareness of the need to decrease the social stigma of mental health.				
2. Intern shows overall awareness of existing disparities in availability and accessibility of mental health resources and provides feedback in weekly advocacy didactic and interactive seminars.				
3. Intern demonstrates ability to fully articulate and integrate the impact of immigration, acculturation, racism, stigma, and the sociopolitical system in this country and the person's home country on the client.				
4. Intern understands the impact of advocacy awareness to interact with policy makers and officials at the community, state, national and global level in order to decrease disparity in utilization of services.				

<b>Competencies expected in the following:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
5. Identifies and is involved with opportunities to advocate better integration of mental health services and other service delivery systems such as schools, legal, spiritual, immigration, and housing services.				
6. Intern disseminates information through in-person, community outreach services, or through popular media formats.				
7. Promotes change to enhance the functioning of the individual, families and community at large through providing education and advocacy awareness to clients and the community.				
8. Conducts effective outreach and engagement project within the identified target population.				
9. Intern participates and initiates interdisciplinary collaboration and consultation directed towards meeting client advocacy needs.				
10. Intern participates in at least one domain of an advocacy project and engages in action plan that positively enhances the promotion of community wellness with our target population.				
11. Intern identifies a minimum of two disparities in each system of care/helping profession and identifies the background of each disparity and presents a plan of action.				
12. Intern shows involvement in community and/or school based community project i.e. Parent Training, presentation at schools, writing letters to local government officials, attending local government meetings.				

**Please provide written comments including strengths the Doctoral Intern possesses and areas that the Doctoral Intern could show improvement in.**

**Areas of Strength:**

**Areas of concern:**

**Corrective Action Plan:**

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