

EVALUATION OF SUPERVISEE

Supervisee: _____

Date: _____

Supervisor: _____

This form is to be completed by the Clinical Supervisor. For each item, rate the skills or performance based on a five-point scale: 1 = Poor, 2 = Fair, 3 = Good, 4 = Very Good, and 5 = Excellent. If the particular skill was not observed or required, check NA.

A. Process and Skills:

1.	Demonstrates ability to establish and maintain a productive counseling relationship	1	2	3	4	5	NA
2.	Exhibits expected level of skills	1	2	3	4	5	NA
3.	Demonstrates effective use of techniques and interventions	1	2	3	4	5	NA
4.	Demonstrates ability to identify and explore client concerns	1	2	3	4	5	NA
5.	Demonstrates skills to assist client goal setting/problem solving	1	2	3	4	5	NA
6.	Demonstrates skills to assist client decision-making	1	2	3	4	5	NA
7.	Exhibits flexibility in meeting individual client needs	1	2	3	4	5	NA
8.	Shows appropriate personal risk taking with clients	1	2	3	4	5	NA
9.	Demonstrates ability to productively lead or co-lead a group	1	2	3	4	5	NA
10.	Demonstrates effective classroom presentation skills	1	2	3	4	5	NA
11.	Fosters productive interactions with staff	1	2	3	4	5	NA

12.	Practices ethical decision-making and behaviors	1	2	3	4	5	NA
13.	Creates and maintains adequate client records	1	2	3	4	5	NA
14.	Creates and maintains expected documentation	1	2	3	4	5	NA

B. Dispositions

1.	Supportive of the profession	1	2	3	4	5	NA
2.	Responsible	1	2	3	4	5	NA
3.	Self-confident	1	2	3	4	5	NA
4.	Cooperative	1	2	3	4	5	NA
5.	Punctual and consistent attendance	1	2	3	4	5	NA
6.	Communication skills	1	2	3	4	5	NA
7.	Initiative/independent working skills	1	2	3	4	5	NA
8.	Responds effectively to feedback, critiques, and suggestions	1	2	3	4	5	NA
9.	Completes duties and tasks on time	1	2	3	4	5	NA
10.	Ethical	1	2	3	4	5	NA
11.	Sensitive to diversity issues	1	2	3	4	5	NA

C. Professional Behavior

1.	Develops an effective working relationship with staff	1	2	3	4	5	NA
2.	Maintains client confidentiality	1	2	3	4	5	NA
3.	Demonstrates awareness of legal considerations and policies	1	2	3	4	5	NA
4.	Exhibits knowledge of community resources	1	2	3	4	5	NA
5.	Uses referrals appropriately	1	2	3	4	5	NA
6.	Consults with other professionals regarding concerns	1	2	3	4	5	NA
7.	Abides by institution/agency policies	1	2	3	4	5	NA
8.	Participates in professional activities	1	2	3	4	5	NA
9.	Exhibits consistent and expected documentation	1	2	3	4	5	NA
10.	Promotes ethical decision-making	1	2	3	4	5	NA

D. Major Strengths:

E. Areas for Improvement:

G. Additional Comments/Concerns:

Site Supervisor Signature

Date