

**RUTGERS SCHOOL PSYCHOLOGY INTERNSHIP CONSORTIUM**  
**INTERN EVALUATION FORM**

**Intern:** \_\_\_\_\_ **Supervisor:** \_\_\_\_\_  
**Training Director:** \_\_\_\_\_ **Site:** \_\_\_\_\_

**Dates of Evaluation:**                      **Start Date:** \_\_\_\_\_ **End Date:** \_\_\_\_\_

**Methods of Evaluation (Please check all that apply):**

_____ <b>Direct Observation</b>	_____ <b>Review of Audio/Video</b>
_____ <b>Case Presentation</b>	_____ <b>Documentation Review</b>
_____ <b>Supervision</b>	_____ <b>Comments from Staff/faculty</b>

NOTE: This form is designed to provide interns with comprehensive, formal feedback on strengths and areas for growth. As described in the Intern Evaluation, Retention, and Termination Policy, a score less than 2 on any broad competency on either the second or third of three reviews will initiate the program's Due Process procedures. A score of 0 on any element during any review will also initiate the program's Due Process procedures. Interns must receive a rating of 2 or higher on all broad competencies to demonstrate that they are prepared for entry level independent practice and licensure, and to successfully complete internship.

**DIRECTIONS:** When making a rating about a student's skills for a given competency, please use the following criteria:

- 4** = Exhibits competency of an **advanced** school psychologist; no additional supervision is needed
- 3** = Exhibits competency **beyond an entry level** school psychologist; no additional supervision is needed
- 2** = Exhibits competency of an **entry level school psychologist**; no additional supervision is needed
- 1** = Exhibits competency expected of a **beginning doctoral-level intern**; continues to need moderate guidance and supervision
- 0** = Has not exhibited **minimum competency** expected for a doctoral-level intern; needs intensive additional guidance and supervision
- NA** = Not Applicable; I do not have knowledge of the student's functioning in this area.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected intern level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**1. Research:** To understand and engage competently in research and other scholarly activities that contribute new scientific, psychological, or professional knowledge.

**1.1:** Critically evaluates and synthesizes the research literature to formulate research questions and hypotheses.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**1.2:** Designs studies and applies principles of scientific method to generate new knowledge.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**1.3:** Critically interprets and applies empirical findings to address problems, make decisions, and enhance the social, behavioral, and/or academic functioning of children and youth.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**1.4:** Independently and critically evaluates and disseminates research or other scholarly activities at the local, regional, or national level.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**Mean for Competency 1 - Research**

Sum Total Score for Elements

1.1 to 1.4 (max total score 16): \_\_\_\_\_ /4 = \_\_\_\_\_

**Comments about the intern’s competence in Research (Optional):**

**2. Ethics and Legal Standards:** To understand and apply ethical and legal principles to the practice of psychology in schools and other service delivery settings.

**2.1:** Demonstrates knowledge of and adherence to APA Ethical Principles, Code of Conduct, and relevant laws, professional standards, and guidelines governing psychological practice.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**2.2:** Recognizes ethical dilemmas as they arise, and applies ethical decision-making processes in order to resolve those dilemmas.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**2.3:** Conducts self in an ethical manner across professional activities.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**Mean for Competency 2 - Ethics and Legal Standards**

Sum Total Score for Elements  
 2.1 to 2.3 (max total score 12): \_\_\_\_\_ /3 = \_\_\_\_\_

**Comments about the intern’s competence in Ethics and Legal Standards (Optional):**

**3. Individual and Cultural Diversity:** To display adequate knowledge and professional skills to address issues of human diversity, especially in terms of students in schools and other service-delivery settings, and to develop skills for working with individuals and groups from diverse racial, cultural/ethnic, linguistic, socioeconomic, gender, and other backgrounds.

**3.1:** Displays an awareness of how personal bias and cultural history, attitudes, and biases affect understanding and interactions with people different from themselves.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**3.2:** Demonstrates knowledge of current theoretical and empirical models to support human diversity across core professional roles.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**3.3:** Demonstrates the ability to consider and integrate cultural and diversity concepts in the design, implementation, and evaluation of programs, products, and services.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**3.4:** Works effectively with diverse individuals and groups, including those whose group membership, demographic characteristics, or worldviews create conflict with their own.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**3.5:** Demonstrates the ability to independently apply this knowledge and approach in working effectively with a diversity of individuals and groups.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**Mean for Competency 3 - Individual and Cultural Diversity**

Sum Total Score for Elements

3.1 to 3.5 (max total score 20): \_\_\_\_\_ /5 = \_\_\_\_\_

**Comments about the intern’s competence in Individual and Cultural Diversity (Optional):**

**4. Professional Values and Attitudes:** To maintain self-awareness, beliefs, and behaviors that reflect the values and principles of school psychology.

**4.1:** Behaves in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**4.2:** Exhibits behaviors that reflect an openness and responsiveness to feedback and supervision.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**4.3:** Engages in self-reflection and professional and personal growth activities to maintain and improve performance and professional effectiveness.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**Mean for Competency 4 - Professional Values & Attitudes**

Sum Total Score for Elements

4.1 to 4.3 (max total score 12): \_\_\_\_\_ /3 = \_\_\_\_\_

**Comments about the intern’s competence in Professional Values and Attitudes (Optional):**

**5. Communication and Interpersonal Skills:** To demonstrate effective interpersonal and communication skills within schools, other professional practice settings, and community contexts, in the service of the psychological development and educational achievement of children and adolescents.

**5.1:** Develops and maintains effective relationships with students, teachers, parents, other health service professionals, and other stakeholders in the provision of psychological services.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**5.2:** Demonstrates skills in producing, comprehending, and integrating oral, nonverbal, and written communications that are informative and well-integrated across a range of situations, populations, and systems.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**5.3:** Demonstrates effective interpersonal skills and the ability to manage challenging interactions effectively and professionally.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**Mean for Competency 5 - Communication & Interpersonal Skills**

Sum Total Score for Elements

5.1 to 5.3 (max total score 12): \_\_\_\_\_ /3 = \_\_\_\_\_

**Comments about the intern’s competence in Communication and Interpersonal Skills (Optional):**

**6. Assessment:** To demonstrate knowledge of and skills in administering, interpreting, and communicating about evidence-based assessments.

**6.1:** Selects and conducts psychological assessments that are multi-method and multisource, technically adequate, and relevant to service recipient needs and the goals of the assessment.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**6.2:** Interprets and uses assessment results that guide case conceptualization, classification, and recommendations while recognizing the multiple systems impacting student functioning.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**6.3:** Communicates orally and in writing assessment results in an accurate and effective manner sensitive to a range of audiences.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**6.4:** Demonstrates current knowledge of diagnostic classification systems, adaptive and maladaptive behaviors, and the impact of client behaviors on functioning.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**6.5:** Demonstrates the ability to apply knowledge of functional and maladaptive behaviors to the assessment and/or diagnostic process.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**Mean for Competency 6 - Assessment**

Sum Total Score for Elements 6.1 to

6.5 *plus 10.1* (max total score 24): \_\_\_\_\_ /6 = \_\_\_\_\_

**Comments about the intern's competence in Assessment (Optional):**

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**7. Intervention:** To understand and apply evidence-based interventions across a range of professional contexts and populations.

**7.1:** Implements evidence-based interventions in classrooms, schools, and other service settings that are informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**7.2:** Identifies and develops evidence-based interventions in classrooms, schools, and other service settings that are informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**7.3:** Applies relevant literature and empirically-based principles to clinical decision making.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**7.4:** Modifies evidence-based approaches effectively when empirical data is lacking for a particular population, problem, or context.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**7.5:** Evaluates intervention effectiveness and adapts intervention goals and methods consistent with ongoing evaluation.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable



**7.6:** Establishes and maintains effective relationships with the recipients of psychological services.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**Mean for Competency 7 - Intervention**

Sum Total Score for Elements

7.1 to 7.6 (max total score 24): \_\_\_\_\_ /6 = \_\_\_\_\_

**Comments about the intern’s competence in Intervention (Optional):**

**8. Supervision:** To understand and apply knowledge of effective supervision practices regarding the provision of school psychology practices.

**8.1:** Demonstrates knowledge of principles of effective supervision in professional settings.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**8.2:** Demonstrates knowledge of supervision approaches demonstrated to support the implementation of effective interventions for children and youth

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**8.3:** Applies knowledge of effective supervision practices in direct or simulated practice with psychology trainees or other health professionals.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

### Mean for Competency 8 - Supervision

Sum Total Score for Elements

8.1 to 8.3 (max total score 12): \_\_\_\_\_ /3 = \_\_\_\_\_

### Comments about the intern's competence in Supervision (Optional):

**9. Consultation and Interprofessional/Interdisciplinary Skills:** To collaborate effectively with professionals and stakeholders to address problems, share knowledge, or promote high quality service delivery.

**9.1:** Demonstrates knowledge of and respect for the diverse roles, beliefs, and competencies of professionals and stakeholders working in schools, mental health organizations, and other relevant settings.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**9.2:** Provides evidence-based consultation and technical assistance to teachers, administrators, parents, and other health service professionals in order to identify effective strategies for addressing educational, social, and emotional problems and needs.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

### Mean for Competency 9 - Interprofessional/Interdisciplinary Skills

Sum Total Score for Elements

9.1 to 9.2 (max total score 8): \_\_\_\_\_ /2 = \_\_\_\_\_

**Comments about the intern’s competence in Interprofessional/Interdisciplinary Skills (Optional):**

**10. Systems-Based Practices:** To understand and apply a systems framework to school psychology research and practice at the individual and organizational levels.

**10.1\*:** Demonstrates an understanding of the impact of multiple systems on student development and functioning.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**10.2:** Demonstrates an understanding of schools and other service delivery settings, including knowledge of principles of quality instruction, the profession of teaching, and regular and special education policy.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

**10.3:** Utilizes knowledge of systems to design, implement, and evaluate assessment, intervention, consultation and/or other professional services.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>NA</b>
Not expected doctoral level	Beginning intern level	Entry psychologist	Beyond entry psychologist	Advanced psychologist	Not applicable

\*Element 10.1 is also relevant to the Assessment Competency (6).

**Mean for Competency 10 - Systems-Based Practices**

Sum Total Score for Elements  
 10.1 to 10.3 (max total score 12): \_\_\_\_\_ /3 = \_\_\_\_\_

**Comments about the intern's competence in Systems-Based Practices (Optional):**

**Comments on intern's OVERALL performance, including identified strengths and areas for growth:**

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Intern's signature

Date

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Supervisor's signature

Date

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Training Director's signature

Date