

Practicum Competencies and Evaluations
 Community Counseling Program
 Counseling Psychology Department
 Lewis & Clark College

Supervisee Name: _____ Date: _____

Practicum/Internship Site: _____ Supervisor: _____

The following criteria for evaluation serve as competency guidelines and outcome assessments for the development of clinical skills and professional counselor qualities. These competencies reflect the mission and training philosophy of the Lewis and Clark Community Counseling Program and are aligned with competencies established by the Council for Accreditation in Counseling and Related Educational Programs for Community Counseling Programs. In this evaluation process, it is important to keep in mind that the Lewis and Clark Community Counseling Program frames all therapeutic work within the broader project of recognizing and addressing issues of social justice. This means that factors such as the following are acknowledged as essential in considering how power and oppression impact the well-being of each individual and the relationships in their lives: physical ability, culture, race/ethnicity, social and political processes, socioeconomic status, exile/migration, religious and spiritual beliefs, language, education, gender, sexual orientation and age.

Scoring Key

Evaluation of Clinical Skills & Professional Qualities

0-1	2-3	4-5	6-7	8-9	10
Not Met Competency	Attempts Skill	Emerging Skill	Consistent Use	Integrated Style	Professional Style

Expected levels of performance: Practicum 3-7 (NA Not Applicable)

Practicum: 0-1 levels of performance require a meeting with Lewis and Clark Faculty supervisor.

Clinical Skills

Please write the numerical score that best represents a student's level of skill next to each item

Building a Therapeutic Relationship

1. _____ Client welfare is the priority of therapeutic work
2. _____ Establishes an environment of safety, trustworthiness and beneficence
3. _____ Clients are treated with respect especially in honoring their values and unique worldviews
4. _____ Explains and maintains limits of confidentiality
5. _____ Displays empathy and mindfulness when working with client
6. _____ Embraces cultural awareness and seeks to understand client's worldview
7. _____ Maintains self-awareness of projecting personal values & biases onto client
8. _____ Establishes a working relationship with clients
9. _____ Is genuine and congruent in emotional presence
10. _____ Demonstrates awareness of power differences in counseling relationship

0-1	2-3	4-5	6-7	8-9	10
Not Met Competency	Attempts Skill	Emerging Skill	Consistent Use	Integrated Style	Professional Style

Expected levels of performance: Practicum 2-7 (NA not applicable)

Comments: _____

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Micro Skills

1. _____ Uses paraphrasing and "encouragers" for non-directive deep listening
2. _____ Able to reflect client's thoughts for understanding and implied meanings
3. _____ Able to reflect client's emotions for awareness, expression and exploration
4. _____ Uses questions with intent to gather information, to clarify or to challenge
5. _____ Notes with intent connections, themes or discrepancies in client's portrayals
6. _____ Is able to reflect deeper client meanings and can reframe client's experience
7. _____ Uses appropriate self-disclosure for client benefit
8. _____ Able to summarize client concerns and focus client work
9. _____ Able to frame the client's goals and work towards "solutions"
10. _____ Uses silence with comfort and intent.

0-1 **2-3** **4-5** **6-7** **8-9** **10**
Not Met Competency Attempts Skill Emerging Skill Consistent Use Integrated Style Professional Style

Expected levels of performance: Practicum 2-7 (NA not applicable)

Comments: _____

Please write the numerical score that best represents a student's level of skill next to each item

Conceptualization

1. _____ Employs useful theory as a framework for understanding clients
2. _____ Utilizes developmental and lifespan models to understand client
3. _____ Employs critical elements of client's worldview and life circumstance to frame understanding
4. _____ Recognizes elements of client concerns that are "normative" from problematic issues
5. _____ Discriminates and tracks the main issues presented by the client
6. _____ Can identify cognitive components of client issues
7. _____ Can identify affective components of client issues
8. _____ Can identify behavioral components of client issues
9. _____ Can identify systemic components of client issues
10. _____ Understands clients implied and underlying deeper meanings

0-1 **2-3** **4-5** **6-7** **8-9** **10**
Not Met Competency Attempts Skill Emerging Skill Consistent Use Integrated Style Professional Style

Expected levels of performance: Practicum 2-7 (NA not applicable)

Comments: _____

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Interventions

1. _____ Can develop and implement appropriate interventions
2. _____ Is comfortable with a variety of feelings and issues shared by the client
3. _____ Provides support to the client when appropriate
4. _____ Challenges the client when appropriate
5. _____ Assists client in translating problems into realistic outcome goals
6. _____ Evaluates the client's stability and revises intervention plans accordingly
7. _____ Keeps the client and session moving forward in collaborative goals
8. _____ Good timing, responds in the optimal moment
9. _____ Employs well thought out interventions with a clear understanding of desired outcomes
10. _____ Utilizes sound clinical hunches and educated intuitions

0-1	2-3	4-5	6-7	8-9	10
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Expected levels of performance: Practicum 2-7 (NA not applicable)

Comments: _____

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Managing the Session

1. _____ Makes and keeps client appointments
2. _____ Explains to client the informed consent document including the client's rights
3. _____ Helps client understand the nature of the counseling process
4. _____ Conducts timely and appropriate intake/first session
5. _____ Employs appropriate methods for assessing client status
6. _____ Takes and utilizes appropriate clinical notes
7. _____ Completes required paperwork
8. _____ Is timely, guides session within timeframe and ends session on time
9. _____ Understands when and how to terminate client services
10. _____ Uses appropriate referral process

0-1	2-3	4-5	6-7	8-9	10
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Legal Responsibilities

1. _____ Understands the limits of client confidentiality including the use of informed consent
2. _____ Understands the criteria requiring the making of a mandated report
3. _____ Knows how to make a report and to which agency
4. _____ Understands the differences in legal status between minors and "legal" adults
5. _____ Follows state laws and seeks out consultation in every instance of legal uncertainty

0-1 **2-3** **4-5** **6-7** **8-9** **10**
Not Met Competency Attempts Skill Emerging Skill Consistent Use Integrated Style Professional Style

Expected levels of performance: Practicum 2-7 (NA not applicable)

Comments: _____

Please write the numerical score that best represents a student's level of skill next to each item

Group Work

1. _____ Demonstrates understanding of group dynamics and developmental stages
2. _____ Is able to facilitate group process including the relational process of the group
3. _____ Responds to and understands group member's roles and behaviors
4. _____ Utilizes skills to listen to the group and reflect the group work
5. _____ Is able to challenge the group and manage conflict within the group
6. _____ Addresses the relational issues presented by the nature of group diversity
7. _____ Establishes honoring, respect and inclusion for all group members
8. _____ Provides support for the voice and expression of all group members
9. _____ Establishes an environment of beneficence, trust and safety throughout the chaos of group process
10. _____ Addresses the unique aspects of confidentiality inherent in group work
11. _____ Assumes the role of group leader with intent and purpose
12. _____ Exhibits use of theory as well meaningful interventions to guide group work.

0-1 **2-3** **4-5** **6-7** **8-9** **10**
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Professional Qualities

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Multiculturalism & Diversity

1. _____ Knows client's worldview to consist of at least these elements: culture, age, gender, race, ethnicity, national origin, sexual orientation, physical challenges, intelligence, language, education, socioeconomic status, personal philosophies, religious/spiritual beliefs and practices and exile status.
2. _____ Embraces the reality of the forces of power and oppression inherent in the dynamics of the client's worldview and seeks to address these as essential elements impacting the well being of the client.
3. _____ Seeks out resources and consultation in order to understand client's worldview
4. _____ Engages in ongoing work to generate self-awareness of personal worldview as well as prejudices and biases
5. _____ Relates to clients with an attitude of honoring and respectfulness
6. _____ Considers and integrates a client's worldview as part of clinical conceptualizations and interventions
7. _____ Understands the influence of their own worldview to application of theory and interventions with clients
8. _____ Is able to openly and non defensively examine and challenge their own attitudes, biases, prejudices and assumptions
9. _____ Advocates for client's rights and actively seeks to remove barriers that impede access to fair treatment
10. _____ Participates in honoring and respectful portrayals of clients and their issues with the professional setting

0-1 not met competency **2-3** attempts **4-5** emerging **6-7** consistent **8-9** Integrated Style **10** Professional Style

Expected levels of performance: Practicum 2-7 (NA not applicable)

Comments: _____

Please write the numerical score that best represents a student's level of skill next to each item

Supervision & Consultation

1. _____ Seeks out both supervision and consultation with an attitude of openness
2. _____ Seeks out supervision and consultation appropriately and in a timely manner
3. _____ Follows directives of supervisor when related to well being of the client
4. _____ Remains open to learning from supervision, especially when confronted with concerns
5. _____ Maintains a good working relationship with supervisor and seeks to resolve issues

0-1 Not Met Competency **2-3** Attempts Skill **4-5** Emerging Skill **6-7** Consistent Use **8-9** Integrated Style **10** Professional Style

Expected levels of performance: Practicum 3-7 (NA not applicable)

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Ethics & Professional Integrity

1. _____ Possesses and references a copy of appropriate and current professional ethical guidelines
2. _____ Employs a clear ethical decision making model for analyzing and resolving issues
3. _____ Refrains from making statements that are false or misleading
4. _____ Avoids improper and potentially harmful dual relationships
5. _____ Respects fundamental rights, dignity and worth of all people including right to confidentiality and privacy
6. _____ Insures client choices regarding self-determination and autonomy
7. _____ Conducts self in an ethical manner
8. _____ Demonstrates sensitivity to real and ascribed differences in power
9. _____ Does not exploit or mislead people during or after professional relations
10. _____ Relates to peers, professionals and others in a manner consistent with professional standards

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Expected levels of performance: Practicum 2-7 (NA not applicable)

Comments: _____

Please write the numerical score that best represents a student's level of skill next to each item

Professional Role, Responsibility and Self-Management

1. _____ Demonstrates an awareness of own personal worldviews
2. _____ Exhibits appropriate levels of self-assurance and confidence
3. _____ Establishes appropriate boundaries within and outside of session
4. _____ Is able to manage personal stress effectively
5. _____ Is able to tolerate ambiguity and conflict
6. _____ Demonstrates comfort with individual and cultural differences
7. _____ Maintains appropriate self-control (anger/impulse) in relationships with faculty, supervisors, peers and others
8. _____ Has the ability to receive, utilize and integrate feedback from supervisors, peers, teachers and faculty
9. _____ Follows professionally established methods of conflict resolution , starting with addressing the issues with whom the conflict exists
10. _____ Takes responsibility for compensating for his/her deficiencies
11. _____ Takes responsibility for assuring other's welfare when encountering the boundaries of their expertise
12. _____ Provides only those services and applies only those techniques for which she/he is qualified by education, training and experiences

0-1	2-3	4-5	6-7	8-9	10
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Expected levels of performance: Practicum 2-7 (NA not applicable)

Comments: _____
