

**UNIVERSITY OF CALIFORNIA, SAN DIEGO
COUNSELING AND PSYCHOLOGICAL SERVICES (CAPS)**

POST-DOCTORAL RESIDENT EVALUATION

Postdoctoral Resident Name: _____

Evaluation Period: _____

Supervisor's Name: _____

Date of Evaluation: _____

Methods of Evaluation:

- | | |
|---|---|
| <input type="checkbox"/> Video Review | <input type="checkbox"/> Direct Observation |
| <input type="checkbox"/> Client Experience Survey | <input type="checkbox"/> Case Presentation |
| <input type="checkbox"/> Self Evaluation | <input type="checkbox"/> Staff/Peer or Student Feedback |
| <input type="checkbox"/> Client File Review | <input type="checkbox"/> Case Discussion |
| <input type="checkbox"/> Co-Counseling | |

Competency Ratings:

5 Highly proficient; Can teach this skill and be a role model

(This is performance well above what would be expected for a postdoc who was successfully completing residency. This may be a significant area of expertise for this postdoc, or a skill that is far above what would ordinarily be seen)

4 Proficient and autonomous; Consistently uses this skill independently

(Postdoc is performing quite well and is surpassing expectations)

3 Satisfactorily proficient; Uses this skill effectively most of the time

(Postdoc is performing at a level of a postdoc who is meeting expectations. This means the postdoc is doing well and is on track in this area to successfully complete residency. Most postdocs would be expected to receive a large number of 3 ratings)

2 Minimal proficiency; Requires some improvement and work

(This should indicate an area for further experience or more focused work in supervision)

1 No proficiency; Serious problem in performance

(Postdocs receiving this score should know that they are likely to receive formal remediation in this area)

N/A Not able to be assessed by the rater

Minimum level of achievement constitutes an average of "3" in each area, with no more than two scores of two overall and across sections, and no scores of one.

INTEGRATION OF SCIENCE AND PRACTICE

Scientific Foundation of Psychology and Professional Practice

- | | | | | | | |
|---|---|---|---|---|---|-----|
| 1. Demonstrates knowledge of scientific literature relevant to clinical work with clients | 1 | 2 | 3 | 4 | 5 | N/A |
| 2. Applies knowledge from the scientific literature to the practice of clinical work with clients | 1 | 2 | 3 | 4 | 5 | N/A |

Average Score _____

Research and Program Evaluation

- | | | | | | | |
|---|---|---|---|---|---|-----|
| 1. Develops and implements program evaluations and/or research projects to improve program efficacy | 1 | 2 | 3 | 4 | 5 | N/A |
|---|---|---|---|---|---|-----|

2. Demonstrates consideration of diversity factors when developing program evaluation projects	1	2	3	4	5	N/A
3. Demonstrates competence in evaluating outcomes	1	2	3	4	5	N/A
4. Provides outcomes to colleagues and organizational leaders to improve programs	1	2	3	4	5	N/A

Average Score _____

Comments:

INDIVIDUAL AND CULTURAL DIVERSITY

Awareness

1. Demonstrates the ability to articulate own cultural identity/ies	1	2	3	4	5	N/A
2. Demonstrates the ability to articulate how own background has affected identity development, including oppression and privilege(s)	1	2	3	4	5	N/A
3. Demonstrates the ability to articulate own perspective(s) and bias(es)	1	2	3	4	5	N/A

Average Score _____

Comments:

Knowledge

1. Demonstrates openness and willingness to obtain working knowledge about a variety of cultural groups	1	2	3	4	5	N/A
2. Demonstrates the ability to use appropriate language when referring to people of various cultural backgrounds	1	2	3	4	5	N/A
3. Demonstrates working knowledge of the social, economic and political factors impacting the lives of persons of various cultural groups	1	2	3	4	5	N/A
4. Demonstrates working knowledge of the impact of privilege, prejudice, and discrimination on a client's functioning	1	2	3	4	5	N/A
5. Demonstrates working knowledge of the impact of a variety of cultural factors that may influence assessment, diagnosis, and treatment (e.g., beliefs about counseling; expectations of the therapeutic relationship)	1	2	3	4	5	N/A

Average Score _____

Comments:

Skills

1. Demonstrates the ability to communicate effectively and appropriately with clients of all cultural backgrounds, including use of an interpreter when necessary	1	2	3	4	5	N/A
2. Demonstrates the ability to develop and maintain rapport with clients from a variety of cultural backgrounds	1	2	3	4	5	N/A
3. Demonstrates the ability to be flexible when working with clients from a variety of cultural groups	1	2	3	4	5	N/A
4. Demonstrates the ability to provide clinical services in a manner that is culturally appropriate	1	2	3	4	5	N/A

Average Score _____

Comments:

ETHICAL AND LEGAL STANDARDS

1. Demonstrates working knowledge of the APA ethical guidelines	1	2	3	4	5	N/A
2. Demonstrates working knowledge of HIPAA and California laws governing professional practice (e.g., WIC 5150)	1	2	3	4	5	N/A
3. Practices within established level of competence	1	2	3	4	5	N/A
4. Demonstrates the ability to recognize potential ethical dilemmas with colleagues	1	2	3	4	5	N/A
5. Demonstrates the ability to recognize potential ethical dilemmas with clients	1	2	3	4	5	N/A
6. Establishes appropriate boundaries with clients	1	2	3	4	5	N/A
7. Maintains appropriate boundaries with clients	1	2	3	4	5	N/A
8. Demonstrates an understanding of when consultation is necessary	1	2	3	4	5	N/A
9. Provides appropriate referral(s), when necessary	1	2	3	4	5	N/A

Average Score _____

Comments:

PROFESSIONAL VALUES, ATTITUDES AND BEHAVIORS

Demeanor & Conduct

1. Complies with CAPS' dress code	1	2	3	4	5	N/A
2. Attends all scheduled meetings with clients, colleagues and supervisor(s)	1	2	3	4	5	N/A
3. Is on time for all scheduled meetings with clients, colleagues and supervisor(s)	1	2	3	4	5	N/A

4. Establishes and maintains effective professional relationships with co-workers	1	2	3	4	5	N/A
5. Establishes and maintains appropriate boundaries with co-workers and members of the campus community	1	2	3	4	5	N/A
6. Establishes and maintains appropriate boundaries with clients	1	2	3	4	5	N/A
7. Demonstrates time management skills	1	2	3	4	5	N/A

Average Score_____

Comments:

Professional Development

1. Demonstrates awareness of strengths as a clinician	1	2	3	4	5	N/A
2. Demonstrates awareness of areas for growth as a clinician	1	2	3	4	5	N/A
3. Independently accepts personal responsibility across settings and contexts	1	2	3	4	5	N/A
4. Maintains an appropriate balance between professional and personal life to prevent burnout	1	2	3	4	5	N/A
5. Works toward studying for the EPPP and/or required state exams in the jurisdiction in which licensure is desired	1	2	3	4	5	N/A
6. Demonstrates knowledge of how to pursue completion of all supervised hours required for licensure	1	2	3	4	5	N/A
7. Has completed all forms required for licensure in the desired jurisdiction(s)	1	2	3	4	5	N/A

Average Score_____

Comments:

INTERVENTION

Administrative Skills

1. Prepares case notes and assessment reports in a timely manner	1	2	3	4	5	N/A
2. Consistently prepares case notes and clinical records in a professional manner within CAPS' forms requirements	1	2	3	4	5	N/A

Average Score_____

Comments:

Clinical Evaluation

1. Gathers all relevant information during intake sessions	1	2	3	4	5	N/A
2. Demonstrates the ability to critically evaluate information gathered during intake sessions in an efficient manner	1	2	3	4	5	N/A
3. Provides appropriate DSM diagnosis/es, when necessary	1	2	3	4	5	N/A
4. Conceptualizes cases appropriately	1	2	3	4	5	N/A
5. Demonstrates flexibility in case conceptualization and modifies as necessary throughout treatment	1	2	3	4	5	N/A

Average Score_____

Comments:

Therapeutic Skills

1. Establishes rapport with clients	1	2	3	4	5	N/A
2. Demonstrates empathy for clients	1	2	3	4	5	N/A
3. Appropriately confronts clients, when necessary	1	2	3	4	5	N/A
4. Establishes effective and relevant treatment plans	1	2	3	4	5	N/A
5. Works collaboratively with the client to establish goals for therapy	1	2	3	4	5	N/A
6. Modifies treatment plan as necessary during the course of treatment	1	2	3	4	5	N/A
7. Effectively links theory with intervention(s) used	1	2	3	4	5	N/A
8. Demonstrates ability to utilize time-limited approaches	1	2	3	4	5	N/A
9. Demonstrates ability to work effectively with short-term clients	1	2	3	4	5	N/A
10. Demonstrates flexibility in theoretical orientation, based on the needs of the client	1	2	3	4	5	N/A
11. Demonstrates flexibility in the interventions used, based on the needs of the client	1	2	3	4	5	N/A
12. Demonstrates the ability to assess client readiness for termination	1	2	3	4	5	N/A
13. Demonstrates the ability to manage termination issues with clients	1	2	3	4	5	N/A
14. Attends to and manages countertransference	1	2	3	4	5	N/A
15. Demonstrates awareness of personal style and the use of self in providing psychological services	1	2	3	4	5	N/A

Average Score_____

Comments:

Crisis Intervention

1. Appropriately recognizes urgent/emergency situations	1	2	3	4	5	N/A
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2. Appropriately recognizes when a client is a Danger to Self, Danger to Other(s), or when there is evidence of child/dependent adult/elder abuse	1	2	3	4	5	N/A
3. Appropriately and efficiently evaluates the client's mental status in urgent/emergency situations	1	2	3	4	5	N/A
4. Maintains appropriate judgment in urgent/emergency situations	1	2	3	4	5	N/A
5. Provides interventions that are appropriate and based on the nature of the urgent/emergency situation	1	2	3	4	5	N/A
6. Provides appropriate referral(s) in urgent/emergency situations	1	2	3	4	5	N/A
7. Consults appropriately with university community members in urgent/emergency situations	1	2	3	4	5	N/A
8. Recognizes limits of competence in urgent/emergency situations	1	2	3	4	5	N/A
9. Seeks consultation when needed in urgent/emergency situations	1	2	3	4	5	N/A

Average Score_____

Comments:

Group Psychotherapy

1. Demonstrates the ability to identify clients who may benefit from group therapy and psycho-educational workshops	1	2	3	4	5	N/A
2. Demonstrates the ability to effectively compose a group and/or psycho-educational workshop	1	2	3	4	5	N/A
3. Demonstrates understanding of the stages of group development	1	2	3	4	5	N/A
4. Makes appropriate interventions at the individual and group level	1	2	3	4	5	N/A
5. Works effectively with group co-leader	1	2	3	4	5	N/A
6. Processes interactions with group co-leader in a constructive manner	1	2	3	4	5	N/A

Average Score_____

Comments:

CONSULTATION AND INTERPERSONAL/INTERDISCIPLINARY SKILLS

1. Responds appropriately and efficiently to requests for consultation from the campus community	1	2	3	4	5	N/A
2. Demonstrates the ability to plan outreach/consultation activities based on need in the campus community	1	2	3	4	5	N/A
3. Demonstrates the ability to deliver outreach/consultation	1	2	3	4	5	N/A

activities that are appropriate to the target audience

Average Score _____

Supervision

4. Maintains appropriate boundaries with supervisor(s)	1	2	3	4	5	N/A
5. Demonstrates willingness to discuss clinical material in supervision/seminars	1	2	3	4	5	N/A
6. Demonstrates familiarity with assigned readings through active discussion in meetings, seminars, and supervision	1	2	3	4	5	N/A
7. Presents cases in an effective and appropriate manner	1	2	3	4	5	N/A
8. Demonstrates openness to feedback from supervision	1	2	3	4	5	N/A
9. Demonstrates the ability to utilize supervision and consultation effectively	1	2	3	4	5	N/A

Average Score _____

Comments:

SUMMARY OF RESIDENT EVALUATION

Strengths

Areas of growth

Recommendations

I have read and discussed the contents of this evaluation with my supervisor. I understand that I have the right to provide comments to the evaluation (see below) and that my signature does not imply agreement with this evaluation. I understand that I have the right to receive a signed copy of this evaluation. I understand that this evaluation may be used to assist my supervisor and training director in providing future letter of recommendations.

Postdoctoral Resident signature: _____ Date: _____

Supervisor signature: _____

Date: _____

OPTIONAL

Postdoctoral Resident comments to the evaluation (attach additional sheets if necessary):

Postdoctoral Resident signature: _____ Date: _____