

Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
4. Awareness and use of current literature, research and theory in Evidence Based Practices, Community Defined Practices and culturally relevant interventions.										
5. Utilizes available databases, professional literature, conferences, seminars, training sessions, and other resources to enhance clinical practice.										
6. Provides quality oral presentation and discussion of scholarly topics in case conferences, seminars, etc.										
7. Ability to set and propose realistic goals for scholarly activities throughout the year.										
8. Knowledge and skills in conceptualizing and formulating a comprehensive and encompassing research project in regards to best practices and client/community needs.										
9. Skill and knowledge in generating independent scholarly questions/hypotheses and takes steps to enhance her/his own learning towards the goal of proposing a research project.										
10. Presents and communicates findings of scholarly endeavors through posters, presentations, professional papers, local or national seminars.										
11. Awareness of, and adherence to APA ethical guidelines and ethics in scholarly research projects.										

Please provide written comments including 2-3 strengths the resident possesses and 2-3 areas that the resident could show improvement in.

Areas of Strength:

Areas of concern:

Corrective Action Plan:

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Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
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.										

Please provide written comments including 2-3 strengths the resident possesses and 2-3 areas that the resident could show improvement in.

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Areas of concern:

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Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
7. Knowledge of current theoretical and empirical knowledge base as it relates to diversity and clinical treatment of clients.										
8. Resident is aware of the potential impact of ethnicity, cultural and diversity factors in the provision of psychotherapy										
9. Discusses individual differences with clients and discusses the power differential that exists in the therapeutic relationship.										
10. Acknowledges and respects differences that exists between self and clients in terms of race, ethnicity, culture and other individual difference variables.										
11. Is aware of own limitations in competence in providing services to clients with diverse backgrounds.										
12. Resident 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.										
13. Resident applies appropriate clinical interventions to a diverse multicultural population, identifying differences and similarities and creating a connecting bridge.										
14. Resident is aware of socioeconomic and political factors that significantly impact the psychosocial, political and economic development of ethnic and culturally diverse groups										
15. Resident 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.										

Please provide written comments including 2-3 strengths the Resident possesses and 2-3 areas that the Resident could show improvement in.

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Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
7. Resident is able to demonstrate critical thinking and analysis across a broad range of professional activities.										
8. Resident takes responsibility and accountability relative to their own level of training and seeking consultation when needed.										
9. Resident evaluates goals and objectives for their training experience during Residency.										
10. Resident continues to evaluate their professional and personal strengths and weakness as they relate to their career development and professional identity.										
11. Demonstrates willingness to acknowledge errors and willing to accept feedback for the purposes of correction and growth as a professional.										
12. Resident responds professionally in increasingly complex situations with a greater degree of independence.										
13. Resident demonstrates flexibility in adapting different professional roles and activities in the best interest of client care.										
14. Resident participates actively in professional organizations, groups for the purpose of development and advancement of the profession of psychology.										
15. Resident demonstrates awareness of increasing sense of self as a Psychologist.										
16. Manages own stress associated with providing services to clients by actively creating a support system and consultation network with other psychologists.										
17. Identifies clinical situations in which intra- and inter-disciplinary consultation are indicated.										
18. Resident is aware of common interpersonal challenges and experiences and engages in active practice of self-care.										
19. Demonstrates openness and responsiveness to feedback from supervisors and program managers.										
20. As a supervisee, demonstrates ability to have effective supervisor/supervisee relationship and is involved in the process of supervision.										
21. As a supervisee, makes appropriate use of supervision for the advancement of client's progress in treatment.										

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

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Post-Doctoral Residency Evaluation

Resident:

Rating period:

Training year:

Date:

Supervisor:

5. Advanced Communication and Interpersonal Skills Competency

Please rate the Resident's skill level using the scale below:

1-2 Novice Beginning of Residency first year

3-4 Intermediate Post Doc first year at 6 month period

5-6 Advanced Post Doc first year at 12 month period

7-8 Proficient Post Doc second year, at the 18 month period

9-10 Expert Post Doc second year at 24 month period (Full Performance Level)

Competency Goals for Advanced Communication and Interpersonal Skills Competency : Each resident will be evaluated at 6 months, 12 months, 18 months, and at the end of the training program (24 months).

First Year:

At the 6 month evaluation period, 100% of items in this competency evaluation must be rated at level 3 or above.

At the 12 month evaluation period, 100% of items in this competency evaluation must be rated level 5 or above.

Second Year:

At the 18 month evaluation period, 100% of items in this competency evaluation must be rated at level 7 or above.

At the 24 month evaluation period, 100% of items in this competency evaluation must be rated at level 10.

Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
With patients/clients/families from different or similar cultural backgrounds:										
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										
With colleagues from different or similar cultural backgrounds:										
5. Ability to support others and their work and to gain support for one's own work										
6. Ability to provide helpful feedback to peers and receive such feedback non defensively from peers										

Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
With supervisors, the ability to make effective use of supervision, including:										
7. Ability to work collaboratively with the supervisor										
8. Ability to prepare for supervision										
9. Ability to follow through on recommendations										
10. Ability to negotiate needs for autonomy from and dependency on supervisors										
11. 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										
With support staff:										
12. Ability to be respectful of support staff roles and persons										
With community professionals:										
13. Ability to communicate professionally and work collaboratively with community professionals										
For the Residency site itself:										
14. Ability to understand and observe agency's operating procedures										
15. Ability to participate in furthering the work and mission of the Residency site										
16. Ability to contribute in ways that will enrich the site as a resident experience for future residents										
Produce and comprehend oral, nonverbal, and written communications										
17. Develop and hone professional clinical documentation and report writing skills										
18. Completion of clinical work and documentation within agency standards										

Please provide written comments including 2-3 strengths the resident possesses and 2-3 areas that the resident could show improvement in.

Areas of Strength:

Areas of concern:

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Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
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.										

Please provide written comments including 2-3 strengths the resident possesses and 2-3 areas that the resident could show improvement in.

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Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
6. Recognizes, responds, and manages client crises appropriately.										
7. Awareness of personal issues 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. Knowledge that ethnicity and culture has an impact on client behavior .										
11. Knowledge of and adherence to APA ethical guidelines and ethics in treatment.										
12. Resident utilizes at least one Community Defined Practices when clinically appropriate.										
13. Resident uses client's feedback during the creation of treatment plans and during the therapeutic process.										

Please provide written comments including 2-3 strengths the resident possesses and 2-3 areas that the resident could show improvement in.

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Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
8. Demonstrates familiarity with different supervision methods.										
9. Demonstrates ability to consult with supervisors and other members of multidisciplinary team 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 2-3 strengths the resident possesses and 2-3 areas that the resident could show improvement in.

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Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
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. Resident 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.										

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Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
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. Ability to perform effectively in the event of a community crisis in collaboration with other crisis management team agencies/departments to provide psychological first aid.										
12. Knowledge of mandated reporting/confidentiality issues during potential suicidal/homicidal crisis situations.										
13. Ability to properly document all suicidal/homicidal data into client's health record in an ongoing and thorough manner.										

Please provide written comments including 2-3 strengths the resident possesses and 2-3 areas that the resident could show improvement in.

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Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
5. Resident presents an extended advocacy project that will be provided to community agencies.										
6. Resident 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.										
8. Resident conducts a community needs assessment by gathering information from community agencies that are involved in providing services for the individual, families and the community to identify gaps in services to culturally diverse target populations.										
9. Resident participates and initiates interdisciplinary collaboration and consultation directed towards meeting client advocacy needs.										
10. Resident provides effective presentation of information during lectures or public forums to various community agencies/organizations for the purpose of educating them about the importance of how meeting clients' advocacy needs positively enhances the promotion of community wellness.										

Please provide written comments including 2-3 strengths the resident possesses and 2-3 areas that the resident could show improvement in.

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