



Counselor Education Department  
College Student Development and Counseling Practicum and Internship  
Clinical Evaluation

Name of Practicum/Internship Student: \_\_\_\_\_ Date: \_\_\_\_\_  
Practicum Experience: \_\_\_\_\_ Internship Experience: \_\_\_\_\_ Semester/Year: \_\_\_\_\_  
Name of Site Supervisor: \_\_\_\_\_ School Site: \_\_\_\_\_  
Email address: \_\_\_\_\_  
Phone number: \_\_\_\_\_

**Directions: For each of the performance sections, evaluate the student using the following scale. Shaded items indicate advanced counseling and leadership skills. If the number 3 is shaded for an item, this indicates an advanced level of performance and should generally be considered for internship students only.**

Scale Explanations:

**NA = Not able to observe**

**0 = Unsatisfactory:** Attribute/skill/behavior is not evident, implemented, or is used inappropriately.

**1 = Basic (Acceptable):** Attribute/skill/behavior is demonstrated but may still need refining.

**2 = Effective:** Attribute/skill/behavior is used appropriately and consistently.

**3 = Proficient:** Attribute/skill/behavior is highly developed and consistently performed.

For example, the first disposition is “Demonstrates a positive attitude.” You might use a ranking of “0” if the student does not demonstrate a positive attitude, a ranking of “1” if the student usually demonstrates a positive attitude, a ranking of “2” if the student demonstrates a positive attitude even in challenging situations, and a ranking of “3” if the student operates from a positive asset and strengths-based perspective.

**Section I Dispositions**

1.	Demonstrates optimism and a positive attitude	NA	0	1	2	3
2.	Seeks out, responds appropriately, and integrates feedback	NA	0	1	2	3
3.	Adheres to professional codes of ethics	NA	0	1	2	3
4.	Demonstrates honesty and integrity	NA	0	1	2	3
5.	Accepts responsibility	NA	0	1	2	3
6.	Demonstrates initiative	NA	0	1	2	3
7.	Practices wellness	NA	0	1	2	3
8.	Exhibits flexibility	NA	0	1	2	3
9.	Advocates for self and others	NA	0	1	2	3
10.	Exhibits professionalism	NA	0	1	2	3
11.	Demonstrates empathy, a nonjudgmental attitude and a sincere interest in the welfare of others	NA	0	1	2	3
12.	Exhibits authenticity, warmth, and appropriate interpersonal skills	NA	0	1	2	3

13.	Exhibits humor, when appropriate	NA	0	1	2	3
14.	Maintains appropriate boundaries	NA	0	1	2	3
15.	Manages conflict effectively	NA	0	1	2	3
16.	Exhibits maturity	NA	0	1	2	3
17.	Open to self-examination	NA	0	1	2	3
18.	Capable of handling stress	NA	0	1	2	3

**Section II Counseling Skills**

19.	Demonstrates <i>basic</i> counseling skills appropriately (e.g., active listening, reflecting, summarizing, paraphrasing, appropriate use of open/closed questions )	NA	0	1	2	3
20.	Demonstrates <i>advanced</i> skills appropriately (e.g., humor, self-disclosure, confrontation, interpretation)	NA	0	1	2	3
21.	Explains the rationale for specific interventions (including use of theory)	NA	0	1	2	3
22.	Develops rapport by communicating interest in and acceptance of clients	NA	0	1	2	3
23.	Demonstrates awareness of personal issues and their potential impact on the counseling relationship (defensiveness/counter-transference)	NA	0	1	2	3

24.	Recognizes own skills, competencies, and need for growth	NA	0	1	2	3
25.	Reflects on one's impact on others	NA	0	1	2	3
26.	Selects and uses a variety of interventions	NA	0	1	2	3
27.	Demonstrates an understanding of diversity issues (e.g., race, ethnicity, class, gender, sexual orientation, religion, language, and disability)	NA	0	1	2	3
28.	Addresses and challenges personal biases	NA	0	1	2	3

**Section III Program Organization, Implementation, Delivery, and Assessment**

29.	Effectively uses appropriate technology as a management, evaluation and counseling tool	NA	0	1	2	3
30.	Initiates and maintains open and accurate communication with site supervisor, university personnel, and other relevant parties	NA	0	1	2	3
31.	Demonstrates the ability to assess client needs	NA	0	1	2	3
32.	Collects and analyzes data to guide decision making	NA	0	1	2	3
33.	Develops plans to address identified client needs (individual, small group, student affairs programming)	NA	0	1	2	3
34.	Plans and implements groups effectively	NA	0	1	2	3
35.	Demonstrates effective group leadership skills	NA	0	1	2	3
36.	Plans and implements student affairs programming effectively	NA	0	1	2	3

37.	Demonstrates effective presentation skills	NA	0	1	2	3
38.	Understands the site’s emergency management plan and the roles and responsibilities of the counselor during crises, disasters, and other trauma-causing events	NA	0	1	2	3
39.	Provides crisis counseling (prevention, intervention, and post-crisis counseling)	NA	0	1	2	3
40.	Communicates in an appropriate manner in oral, written, and electronic formats	NA	0	1	2	3
41.	Consults with colleagues and other professionals (maintaining appropriate levels of confidentiality)	NA	0	1	2	3
42.	Understands referral process and possesses knowledge of community resources	NA	0	1	2	3

**Section IV Professional Development**

43.	Joins professional organizations	NA	0	1	2	3
44.	Attends and/or participates in professional development opportunities such as conferences and workshops	NA	0	1	2	3
45.	Uses current literature in counseling activities	NA	0	1	2	3

**Section V Demographic Data of Students**

Please check “yes” or “no”.

During this clinical experience, has the graduate student worked with or observed university students:

- 1. With limited English proficiency? Yes \_\_\_\_\_ No \_\_\_\_\_
- 2. With disabilities? Yes \_\_\_\_\_ No \_\_\_\_\_
- 3. Who are racially diverse? Yes \_\_\_\_\_ No \_\_\_\_\_

II. Narrative Section: Share several strengths and any concerns you may have about the practicum/intern student.

III. Additional comments:

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**The Intern has been involved in an evaluation process and this assessment has been shared with him/her. The student's signature below indicates this document has been read and reviewed. It does not necessarily reflect agreement.**

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Practicum/Intern Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
School or University Supervisor Signature

\_\_\_\_\_  
Date