Resident:	Rating period:	Training year:	Date:
Supervisor:			
	1. Adva	nced Research 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 Research 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.

Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
1. Knowledge and skills in the application of diverse										
methodologies to address contextual, culturally										
appropriate, psychosocial and biological processes as										
they relate to health promotion, illness prevention, and										
disease progression.										
2. Awareness, and sensitivity to issues of cultural and										
individual diversity relevant to scholarly inquiry.										
3. Knowledge of current research in the area of cultural										
advocacy and cultural humility in the context of										
appropriate and flexible treatment models for culturally										
diverse populations.										

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 strengt	hs the	resider	nt poss	esses a	nd 2-3	areas	that t	he res	sident	
could show improvement in. Areas of Strength:										
Areas of concern:										
Corrective Action Plan:										
This evaluation has been completed in consultation betweevaluation, the Resident participated in the completion of evaluation.			-	_					me of	the
Resident's Signature:					Date:				_	
Primary Supervisor's Signature:					Date:					
Delegate Supervisor's Signature:					Date:					

Supervisor:										
2. Adva	inced E	thical ar	nd Legal	Compet	tency					
Please rate the Resident's skill level using the	scale	below:								
1-2 Novice Beginning of Residency first year				etency G					_	ul 40
3-4 Intermediate Post Doc first year at 6 month			·	etency: I ns, 18 mc						
period				onths).	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	ia at tire	ciid oi	the train		iam
5-6 Advanced Post Doc first year at 12 month			First Y	'ear:						
period								0/ 5:1		
7-8 Proficient Post Doc second year, at the 18				6 monthetency ev		-				
month period										
9-10 Expert Post Doc second year at 24 month				e 12 mon etency ev		-				
period (Full Performance Level)							, , , , ,			
			Secon	d Year:						
				18 mont		-				
			compe	etency ev	<i>r</i> aluatio	n must k	oe rated	at level	/ or abov	ve.
				24 mont		-				is
				24 mont		-				is
Commente maior anno atad in the	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
Competencies expected in the	1	2				-				10
following:	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities.	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input.	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or professional associations when needed.	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or professional associations when needed. 4. Knowledgeable of current state laws,	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or professional associations when needed. 4. Knowledgeable of current state laws, mandated reporting, HIPAA and other	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or professional associations when needed. 4. Knowledgeable of current state laws, mandated reporting, HIPAA and other regulations pertinent to the practice of	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or professional associations when needed. 4. Knowledgeable of current state laws, mandated reporting, HIPAA and other regulations pertinent to the practice of clinical psychology.	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or professional associations when needed. 4. Knowledgeable of current state laws, mandated reporting, HIPAA and other regulations pertinent to the practice of clinical psychology. 5. Awareness of and adherence to APA	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or professional associations when needed. 4. Knowledgeable of current state laws, mandated reporting, HIPAA and other regulations pertinent to the practice of clinical psychology. 5. Awareness of and adherence to APA ethical guidelines in assessment.	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or professional associations when needed. 4. Knowledgeable of current state laws, mandated reporting, HIPAA and other regulations pertinent to the practice of clinical psychology. 5. Awareness of and adherence to APA ethical guidelines in assessment. 6. Awareness of and adherence to APA	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or professional associations when needed. 4. Knowledgeable of current state laws, mandated reporting, HIPAA and other regulations pertinent to the practice of clinical psychology. 5. Awareness of and adherence to APA ethical guidelines in assessment. 6. Awareness of and adherence to APA ethical guidelines in interventions.	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level :	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or professional associations when needed. 4. Knowledgeable of current state laws, mandated reporting, HIPAA and other regulations pertinent to the practice of clinical psychology. 5. Awareness of and adherence to APA ethical guidelines in assessment. 6. Awareness of and adherence to APA ethical guidelines in interventions. 7. Awareness of and adherence to APA	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level :	10.	
following: 1. Overall awareness of APA ethical guidelines and ethics that arise in professional activities. 2. Consistently recognizes ethical and legal issues, uses reliable clinical judgment as to when consultation is required and appropriately asks for supervisory input. 3. Consults with governing boards or professional associations when needed. 4. Knowledgeable of current state laws, mandated reporting, HIPAA and other regulations pertinent to the practice of clinical psychology. 5. Awareness of and adherence to APA ethical guidelines in assessment. 6. Awareness of and adherence to APA ethical guidelines in interventions.	1	2	compe	etency ev	/aluatio	n must k	oe rated	at level :	10.	

Training year:

Date:

Rating period:

Resident:

Competencies expected in the	1	2	3	4	5	6	7	8	9	10
following:										
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	2.0 :			d				11		

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:

This evaluation has been completed in consultation between the evaluation, the Resident participated in the completion of the evaluation.	
Resident's Signature:	Date:
Primary Supervisor's Signature:	Date:
Delegate Supervisor's Signature:	Date:

1-2 Novice Beginning of Residency first year3-4 Intermediate Post Doc first year at 6 month period	Competency Goals for Advanced Individual and Cultural Diversity Competency: Each resident will be evaluated at 6 months, 12 months, 18 months, and at the end of the traini program (24 months).									at 6
5-6 Advanced Post Doc first year at 12 month period	First Year: At the 6 month evaluation period, 100% of items in this									
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)	co At co Se At co	the 12 mpeter the 18 mpeter the 18 mpeter the 24	ncy evontency evontenco evontency evontency evontency evontency evontency evontency ev	aluatic :h eval aluatic h evalu aluatic	uation mus	t be ra period t be ra period t be ra period	ted at I, 100% ted lev , 100% ted at	devel 3 of iter sel 5 or of item level 7 of	or above ms in this above. In this or above ms in this or above ms in this	ss s e.
Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
 Resident is aware of and follows APA Guidelines for Providers of Psychological Services to Ethnic, Linguistic, and Culturally Diverse Populations. Resident has knowledge of self in the context of diversity including their own values, attitudes and skills as they provide clinical services to clients from diverse backgrounds. 										
3. Displays sensitivity to cultural, ethnicity, religious,										
gender, sexual orientation, disability, sexual orientation/expression, immigration, and socioeconomic differences of target population.										
orientation/expression, immigration, and socioeconomic										

3. Advanced Individual and Cultural Diversity Competency

Training year:

Date:

Rating period:

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

Resident:

Supervisor:

	1	2	3	4	5	6	7	8	9	10
Competencies expected in the following:	1		3	4)	0		0	3	ΤΩ
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.										
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 to could show improvement in. Areas of Strength:	he Res	sident	posse	esses a	and 2-9	3 area	s that	the Re	esident	
Areas of concern:										
Corrective Action Plan:										
This evaluation has been completed in consultation betwee evaluation, the Resident participated in the completion of evaluation.			-		_	•				f the
Resident's Signature:					Dat	e:				
Primary Supervisor's Signature:					Dat	te:				
Delegate Supervisor's Signature:					Da	ate: _				

Resident:	Rating period:	Training year:	Date:
Supervisor:			
4. Ad	vanced Professional Values, Attitude	es and Behaviors Competency	
Please rate the Resident's skil	ll 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 Professional Values, Attitudes and Behaviors 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.

Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
1. Resident has raised his/her self-awareness and capacity for self-evaluation both clinically and professionally.										
2. Resident uses supervision to recognize how one's own background and beliefs impact psychological work with clients.										
3. Resident develops 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.										
4. Resident consistently examines how personal values effect reactions to particular clients from different cultural groups.										
5. Resident examines how his/her personal cultural values and perceptions affect reactions to particular clients from different cultural groups.										
6. Awareness level of types of clients and clinical issues that are most challenging and difficult for the clinician to manage, and work towards overcoming limitations.										

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.

Areas of Strength:

Areas of concern:	
Corrective Action Plan:	
This evaluation has been completed in consultation between the Primary evaluation, the Resident participated in the completion of the evaluation evaluation.	
Resident's Signature:	Date:
Primary Supervisor's Signature:	Date:
Delegate Supervisor's Signature:	Date:

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.

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										
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 re-	sident	poss	esse	es and	d 2-3	areas	s that	the	reside	nt could
show improvement in.										
A constant										
Areas of Strength:										
Areas of concern:										
Corrective Action Plan:										
This evaluation has been completed in consultation between the		-		_		-				ie of the
evaluation, the Resident participated in the completion of the e	valuati	on a	nd h	nas re	eceive	ed a c	ору	of his	/her	
evaluation.										
Resident's Signature:					Date	e:				
Primary Supervisor's Signature:										
Delegate Supervisor's Signature:										
O										-

Resident:	Rating period:	Training year:	Date:	
Supervisor:				
	6- Advanced As	sessment Competency		
Please rate the Resident's s	kill level using the scale belo	w		

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

1-2 Novice Beginning of Residency first year

- **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 Assessment 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.

Competencies expected in the following:	1	2	3	4	5	6	7	8	9	10
1. Knowledge and skill in conducting diagnostic										
interviews.										
2. Knowledge of differential diagnostic skills and										
proficient in using DSM 5/ICD- 10.										
3. Selection of appropriate assessment instruments										
that are valid for assessing culturally diverse groups										
while being sensitive to cultural diversity issues										
which may impact the interpretation of assessment										
results										
4. Administration and scoring of psychological tests.										
5. Interpretation of psychological test data.										
6. Interpretation of psychological test data while										
considering the cultural and linguistic characteristics										
of the client being assessed.										
7. Recognizes and elaborates on how presenting										
symptoms could reflect cultural variables rather than										
psychopathology.										

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 stre could show improvement in.	ngths t	he resid	ent pos	ssesses	and 2-3	areas	that t	he res	ident	
Areas of Strength:										
Areas of concern:										
Corrective Action Plan:										
This evaluation has been completed in consultation be evaluation, the Resident participated in the completio evaluation.			-						me of	the
Resident's Signature:		-			Date:				_	
Primary Supervisor's Signature:		_			Date:				_	
Delegate Supervisor's Signature:		_			Date:					

Resident:	Rating period:	Training year:	Date:
Supervisor:			
	7- Advanced Intervention	s 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 Interventions 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.

Competencies expected in the	1	2	3	4	5	6	7	8	9	10
following:										
1. Discusses issues of confidentiality and										
informed consent with all clients.										
2. Establishes and documents therapy goals										
and development of individual treatment										
plans while considering possible cultural										
resources and limitations.										
3. Formulates accurate case										
conceptualization and provides										
interventions from at least one relevant										
theoretical perspective.										
4. Formulates accurate case										
conceptualization from an integrative										
theoretical perspective.										
5. Establish and maintain a respectful,										
effective therapeutic relationship with all										
clients.										

Competencies expected in the	1	2	3	4	5	6	7	8	9	10
following:										
6. Recognizes, responds, and manages										
client crises appropriately.										
7. Awareness of personal issues that may							1			
interfere with effective therapeutic										
treatment with clients.										
8. Monitors and documents client progress										
towards client treatment goals.										
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.										
Areas of Strength:										
Areas of Strength: Areas of concern:										
Areas of concern:										
Areas of concern:				,	-	_	-			
Areas of concern: Corrective Action Plan: This evaluation has been completed in conseevaluation, the Resident participated in the	comple	etion of	the ev	,	-	as rece	-	opy of	his/h	er
Areas of concern: Corrective Action Plan: This evaluation has been completed in conseevaluation, the Resident participated in the evaluation.	comple	etion of	the ev	,	-	as rece	ived a c	opy of	his/h	er

Super	vision	Compe	tency						
e belov	w:								
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Training year:

Date:

Rating period:

Resident:

Supervisor:

Competencies expected in the	1	2	3	4	5	6	7	8	9	10
following:										
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	streng	ths the	e reside	nt pos	ssesse	s and	2-3 area	s that the	e reside	ent
could show improvement in.				•						
A										
Areas of Strength:										
Areas of concern:										
Corrective Action Plan:										
This evaluation has been completed in consultation				-		_	•			of the
evaluation, the Resident participated in the comp	ietion	of the	evaluat	ion ar	nd has	receiv	ved a co	py of his/	ner	
evaluation.										
Resident's Signature:						Dat	te:			
Primary Supervisor's Signature:						Da	te:			
Delegate Supervisor's Signature:						Da	te:			

Supervisor:												
9- Advanced Consultation and	Interprofessiona	l/Interdi	sciplir	nary Sl	kills C	omp	etend	у				
Please rate the resident's skill level using the so	ale 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 	Interest and Fire Att contact Att	Competency Goals for Advanced Consultation and Interprofessional/Interdisciplinary 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										
9-10 Expert Post Doc second year at 24 month period (Full Performance Level)	At col	Second Year: At the 18 month evaluation period, 100% of items in competency evaluation must be rated at level 7 or a At the 24 month evaluation period, 100% of items in competency evaluation must be rated at level 10.						ms in 7 or at ms in	this bove.			
Competencies expected in the follow	ing:	1	2	3	4	5	6	7	8	9	10	
Ability to effectively relate to other profession with their unique patient care roles.												
2. Understanding of the consultant's role as an in provider to another professional who will ultimate patient decision care maker.												
3. Knowledge of the unique patient care roles of professionals.4. Capacity for dialoguing with other professionals.												
use of psychological jargon. 5. Ability to choose an appropriate means of ass answer referral questions.												
6. Ability to implement a systematic approach to in a consultative role.												
7. Effective consultative skills while discussing as questions and recommendations to other clinicials.8. Actively seeks consultation when treating cor												
working with unfamiliar symptoms and/or diagn 9. Actively seeks consultation and supervision fr when faced with client crisis situations.												
10. Consults with other professionals and other staff members during Multidisciplinary Team me												

Training year:

Date:

Rating period:

Resident:

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.											
Please provide written comments including 2-3 strengths the resid	lent po	ssesse	es and	2-3 a	areas	that	the r	eside	nt co	uld	
show improvement in.											
Areas of Strength:											
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Areas of concern:											
Corrective Action Plan:											
This evaluation has been completed in consultation between the R)rimarı	, and [Jologo	to cu	norvi	icor	Λ+ +h	o tim	o of	tho	
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evaluation, the Resident participated in the completion of the eva	luation	ı and r	ias rec	ceive	a a cc	ру о	r nis/	ner			
evaluation.											
Posident's Signature				Dato							
Resident's Signature:				Date	·						
Primary Supervisor's Signature:	Date:										
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Delegate Supervisor's Signature:				Date	:				_		

Resident: Rating period: Training year: Date: Supervisor:

Post-Doctoral Residency Evaluation

10- Advanced Risk Assessment and Management 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 Risk Assessment and Management 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.

Competencies expected in the	1	2	3	4	5	6	7	8	9	10
following:										
1. Effectively evaluates, manages and documents client's risk and protective factors.										
2. Effectively assesses immediate concerns such as suicidality, homicidality and other safety issues.										
3. Effectively assesses immediate concerns such as child, dependent adult and elder abuse.										
4. Demonstrates ability to conduct and document a comprehensive risk assessment evaluation with culturally diverse populations.										
5. Establishes appropriate short term crisis plans with clients, family or other appropriate support systems and resources in the community.										
6. Appropriately and efficiently evaluates the client's current mental status in urgent/emergency situations.										

Competencies expected in the	1	2	3	4	5	6	7	8	9	10
following:										
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 include	ding 2-3	strengt	ths the i	esident	posses	ses and	2-3 are	as that t	he resid	ent
could show improvement in.										
Avenue of Strongth.										
Areas of Strength:										
Areas of concern:										
Corrective Action Plan:										
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evaluation, the Resident participated in th	e comp	letion o	of the ev	<i>r</i> aluatio	n and h	as recei	ved a co	ppy of hi	s/her	
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Resident's Signature:						Da	τe:			
Primary Supervisor's Signature:						Da	ıte:			
i iiiiai y Supei visoi s Signature.						Da				
Delegate Supervisor's Signature:						Da	ate:			

Resident: Rating period: Training year: Date: Supervisor:

Post-Doctoral Residency Evaluation

11- Advanced Advocacy/Outreach and Engagement Competency

Please rate the Resident 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 Advocacy/Outreach and Engagement 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.

Competencies expected in the	1	2	3	4	5	6	7	8	9	10
following:										
Resident has overall awareness of the need to decrease social stigma of mental health.										
2. Resident shows overall awareness of existing disparities in availability and accessibility of mental health resources and provides feedback in weekly advocacy didactic and interactive seminars.										
3. Resident demonstrates ability to fully articulate and integrate the impact of immigration, acculturation, racism, and the sociopolitical system in this country and the person's home country on the client.										
4. Resident uses advocacy awareness skills to interact with policy makers and officials at the community, state, national and global level in order to decrease disparity in utilization of services.										

Competencies expected in the	1	2	3	4	5	6	7	8	9	10
following:										
5. Resident presents an extended advocacy		<u> </u>			<u> </u>					
project that will be provided to community										
agencies.										
6. Resident disseminates information		<u> </u>			<u> </u>					
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.					1					
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	g 2-3 st	trength	s the re	sident _l	possess	es and 2	2-3 area	s that tl	ne resid	ent
could show improvement in.										
Areas of Strength:										
Areas of strength.										
Areas of concern:										
Corrective Action Plan:										
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This evaluation has been completed in consu				-		_	•			of the
evaluation, the Resident participated in the o	omple	tion of	the eva	luation	and ha	s receiv	ed a co	py of his	s/her	
evaluation.										
Resident's Signature:						Dat	e:			
Primary Supervisor's Signature:										
Delegate Supervisor's Signature:										
Delegate Supervisor 3 Signature.						Da				