

**CHATHAM UNIVERSITY COUNSELING CENTER-INDEPENDENCE HEALTH PSYCHOLOGY
INTERNSHIP CONSORTIUM
SUPERVISION AND EVALUATION POLICIES**

Supervision

- Interns are supervised by psychologists who are licensed in the state of Pennsylvania. Individual supervisor profiles are available on the Faculty/Staff section of our website. During orientation, interns meet all staff who are available to be primary supervisors and will submit their supervisor preferences to the Internship Training Director. She, in consultation with the Training Committee, matches interns and supervisors with consideration to theoretical orientation, interest areas, availability, and personality. Please note that at sites with one licensed psychologist, the choice of supervisors will be limited to that individual. However, supplemental supervision (one additional hour per week) can be explored, not for specific clinical work but for professional development, mentoring, theory and intervention development, work around providing culturally informed services, and other skills and awareness competencies related to becoming a psychologist.
- In the Spring semester, the intern may choose to continue with that supervisor for both hours of individual supervision or may request a second supervisor. In that case, the intern will remain with their original supervisor for one hour per week of individual supervision and will engage with a second licensed psychologist doctoral supervisor for their second hour of weekly individual supervision.
- All interns engage with other supervisors and trainers through weekly didactic seminars, group supervision, assessment and diversity supervision and other training experiences.
- Other weekly supervision experiences include:
 - of group supervision of individual therapy;
 - diversity and assessment supervision;
 - supervision of supervision (supervision opportunities vary by site);
 - supervision of group

Evaluation

- At the start of the year, we ask interns to complete a self-assessment of their strengths, goals, growth edges, hopes and worries about internship. At the start of individual supervision, interns and supervisors collaboratively review this document and confirm training goals for the intern. (see Intern Self-Assessment in Appendix D of the Consortium Training Manual). These training goals can be adjusted throughout the internship.
- Supervisors provide regular, ongoing feedback during weekly supervision and engage in conversation about the intern's goals, cultural integration, professional growth and development, and areas important for continued growth.
- Evaluation is based on the nine Profession Wide Competencies as defined by the APA Standards of Accreditation (SoA). Written evaluations occur twice a year, mid-year (December) and at the end of the internship year (late May/early June). (The written evaluation is available in our Internship Training Manual, starting on page 54.) The evaluations are completed by the intern's individual supervisor and are based on direct and recorded observations,

information from supervision, and information gathered in consultation with the training committee. The training committee consists of all staff involved in training activities, including group supervision, assessment/diversity supervision, didactics, and other collaborative direct service activities, such as co-facilitation of an outreach program or of a support group). Feedback is integrated into the evaluation, then reviewed with the intern and supervisor.

- The supervisor is expected to provide regular verbal feedback about intern performance (strengths and areas for growth) in supervision throughout the internship, not only at mid-year and final year points in time.