Clinical Mental Health Counselor Final Performance Evaluation
Department of Counselor Education and School Psychology

Student Counselor’s Name: _______________________________________________________

Placement Site: ________________________________________________________________

Site Supervisor’s Name: _________________________________________________________

Site Supervisor’s Title: _________________________________________________________

Date: _______________________________________________________________________

Directions

Rate the counselor’s performance using the four-point scale listed below. Do so by circling the appropriate value on the scale along side the item to be rated. If an item does not apply or you do not have enough information to assign a rating, then leave the item blank. Room for comments has been provided at the end of this form. Please document any comments you may have relevant to the counselor’s performance. You are expected to comment on any area in which the counselor’s performance was either poor or in need of improvement.

Definitions of rating values

Poor (P): The counselor’s practice so deviated from the usual or customary ethical or professional standards of practice that it was judged to be harmful or potentially harmful to the client or the client’s well being.

Improvement Needed (IN): The counselor’s performance shows a need for remediation or additional training.

Good (G): The counselor was able to demonstrate a satisfactory degree of competence in performing a given task or skill.

Superior (S): The counselor is proficient and shows a high degree of expertness in performing a given task or skill.

Personal Characteristics

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<th>P</th>
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<td>Personal appearance, grooming, and dress.</td>
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<td>Tolerance of other’s values and differences in opinions are in perspective.</td>
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<td>Openness to criticism and supervision.</td>
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<td>Professional and ethical conduct.</td>
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<td>Works cooperatively with other staff.</td>
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<td>Works cooperatively with other agencies and service providers.</td>
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<td>Effective verbal communication skills.</td>
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<td>Effective writing skills.</td>
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Counseling Theory and Technique

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<td>Able to conceptualize clients and client problems from within a theoretical rationale.</td>
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<td>Provides a theoretical rationale for the selection and use of counseling techniques.</td>
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<td>Awareness of and respect for multicultural issues and their effects on the client and counseling.</td>
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P I N G S Maintains the confidentiality of client records and information

P I N G S Develops a positive relationship with clients through the use of empathy, attending, reflection of feeling, immediacy, genuineness, concreteness, and positive regard.

P I N G S Creates a therapeutic environment that is safe, nondefensive supportive, respectful, and caring.

P I N G S Assists the client in developing new perspectives through the use of interpretation, confrontation, and cognitive restructuring.

P I N G S Develops effective, mutually agreed upon treatment plans.

P I N G S Gives effective case presentations.

P I N G S Writes accurate and complete case notes and completes them in a timely fashion.

P I N G S Completes effective discharge and follow-up plans.

P I N G S Recognizes limitations and makes appropriate referrals when necessary.

P I N G S Overall rating of counselor’s individual counseling skills.

P I N G S Overall rating of counselor’s family counseling skills.

P I N G S Overall rating of counselor’s group counseling skills.

**Assessment and Appraisal.**

P I N G S Selects appropriate comprehensive assessment interventions to assist in diagnosis and treatment planning, with an awareness of cultural bias in the implementation and interpretation of assessment protocols.

P I N G S Demonstrates skill in conducting an intake interview, a mental status evaluation, a biopsychosocial history, a mental health history, and a psychological assessment for treatment planning and caseload management.

P I N G S Screens for addiction, aggression, and danger to self and/or others, as well as co-occurring mental disorders.

P I N G S Applies the assessment of a client’s stage of dependence, change, or recovery to determine the appropriate treatment modality and placement criteria within the continuum of care.

P I N G S Counselor’s interviewing and questioning skills relevant to information gathering.

P I N G S Writes clear and complete case histories.

P I N G S Identifies appropriate information gathering devices such as tests, inventories, questionnaires, etc.

P I N G S Able to interpret test results and integrate those results into counseling in a meaningful way.

P I N G S Makes referrals for testing when appropriate.
Foundations
P IN G S Demonstrates the ability to apply and adhere to ethical and legal standards in clinical mental health counseling.

P IN G S Applies knowledge of public mental health policy, financing, and regulatory processes to improve service delivery opportunities in clinical mental health counseling.

Counseling, Prevention, and Intervention
P IN G S Uses the principles and practices of diagnosis, treatment, referral, and prevention of mental and emotional disorders to initiate, maintain, and terminate counseling.

P IN G S Applies multicultural competencies to clinical mental health counseling involving case conceptualization, diagnosis, treatment, referral, and prevention of mental and emotional disorders.

P IN G S Promotes optimal human development, wellness, and mental health through prevention, education, and advocacy activities.

P IN G S Applies effective strategies to promote client understanding of and access to a variety of community resources.

P IN G S Demonstrates appropriate use of culturally responsive individual, couple, family, group, and systems modalities for initiating, maintaining, and terminating counseling.

P IN G S Demonstrates the ability to use procedures for assessing and managing suicide risk.

P IN G S Applies current record-keeping standards related to clinical mental health counseling.

P IN G S Provides appropriate counseling strategies when working with clients with addiction and co-occurring disorders.

P IN G S Demonstrates the ability to recognize his or her own limitations as a clinical mental health counselor and to seek supervision or refer clients when appropriate.

Diversity and Advocacy
P IN G S Maintains information regarding community resources to make appropriate referrals.

P IN G S Advocates for policies, programs, and services that are equitable and responsive to the unique needs of clients.

P IN G S Demonstrates the ability to modify counseling systems, theories, techniques, and interventions to make them culturally appropriate for diverse populations.

Diagnosis
P IN G S Demonstrates appropriate use of diagnostic tools, including the current edition of the *DSM*, to describe the symptoms and clinical presentation of clients with mental and emotional impairments.

P IN G S Is able to conceptualize an accurate multi-axial diagnosis of disorders presented by a client and discuss the differential diagnosis with collaborating professionals.

P IN G S Differentiates between diagnosis and developmentally appropriate reactions during crises, disasters, and other trauma-causing events.
Comments

Counselor’s strengths:

Counselor’s needs for improvement:

Student’s comments:

_________________________________________  ______________________________
Site Supervisor’s Signature                      Date

_________________________________________  ______________________________
Student’s Signature                              Date

_________________________________________  ______________________________
Faculty Supervisor’s Signature                   Date

The student’s signature indicates that this evaluation has been discussed with the student. It does not necessarily mean that the student agrees with the evaluation.