

Supervisor End of Placement Assessment Form

THE UNIVERSITIES OF COVENTRY AND WARWICK

Doctorate in Clinical Psychology (D. Clin. Psy.)

Supervisor End of Placement Assessment Form

To be completed by supervisor, in conjunction with the trainee at the end of the placement.

Please send this top copy to the Clinical Psychology Office at Coventry University **no later than 1 week after the end of the placement.**

Name of Trainee

Supervisor

Specialty

Location

Year 1 / 2 / 3

Overall Grade: PASS/FAIL*

(Please circle the recommended grade).

* A fail grade can only be assigned jointly with the Senior Clinical Tutor, and where required, Programme Director (refer to Course Handbook)

Essential Competencies

Several areas have been designated as **Essential Competencies** and are presented in bold. The implications of this are as follows:-

If a trainee is given a rating of Partial on one or two essential competencies this will be noted by the Appraisal Tutor who will discuss with the trainee and arrange support as required.

If a trainee is given a rating of fail on any essential competency or borderline on three or more essential competencies, then the Programme Director and a Clinical Tutor / Appraisal Tutor must be involved in assigning an overall grade.

GOALS

Were the placement goals (as revised where necessary) at the mid placement visit(s) fulfilled? YES/NO

Comments on the fulfilment of goals by the trainee or reasons why goals could not be achieved

CPR/ACADEMIC WORK

What discussions have you had with the trainee about their CPR in the remainder of the placement, since the mid-placement visit?

Have you seen the signed consent form from the client whose material has been used for this piece of work?
(Process Report Only) YES/NO

OBSERVATION

Did the trainee observe your clinical work during this placement? YES/NO
Did you observe the trainee's clinical work during this placement? YES/NO

Please note any feedback from service users/carers/other professionals

No. of client hours:

No. of supervision hours:

No. of completed days on placement:

Supervisor's signature

Date:

Trainee's initials:

Date:

NB Please retain a copy for your own records. Trainees should also keep a copy.

EVALUATION OF CLINICAL COMPETENCIES

The form is divided into 7 sections covering the following areas of competency:

- 1) **ENGAGEMENT SKILLS**
- 2) **ASSESSMENT**
- 3) **FORMULATION SKILLS**
- 4) **INTERVENTION SKILLS**
- 5) **PERSONAL AND PROFESSIONAL DEVELOPMENT**
- 6) **SERVICE DELIVERY**
- 7) **DIVERSITY**

Each section contains a list of competencies which the trainee is expected to achieve by the end of their training (*not necessarily in a single placement*). Please use these competencies as a guide and give detailed feedback about the trainee's strengths and learning needs, *taking into account the trainee's developmental stage*.

As the supervisor we ask that you give a "**Pass / Partial / Fail / NA**" rating for each section as well as for the placement as a whole.

Pass The trainee has demonstrated the level of competence in this area, appropriate to their stage of training

Partial The trainee has demonstrated partial competence in this area but requires additional development of their skills to achieve the standard expected for their stage of training

Fail The trainee has not demonstrated the required level of competence in this area despite opportunity to do so

N/A The trainee has not had opportunity on this placement to demonstrate competency in the area.

If you have any questions about evaluating the trainee's clinical performance, please contact the appraisal tutor/clinical tutor.

Engagement Skills

The trainee should be able to engage, develop and maintain effective working alliances with clients including, individuals, carers, families and services (see specific competencies a to e):

COMPETENCY	RATING: PASS/PARTIAL/FAIL/N/A
a) Relationships with individual clients	
b) Relationships with families	
c) Relationships with carers	
d) Relationships with services (engaging, assessing and working therapeutically with complex service systems).	
e) Staff groups/MDT	

Strengths:

Needs:

In your opinion, is the trainee demonstrating competence in the area of engagement at a level expected for their stage of training?

YES / NO

Assessment skills

Trainee should be able to choose, use and interpret a broad range of assessment methods appropriate to the client and service delivery system and the type of intervention which is likely to be required (see specific competencies a to h):

COMPETENCY	RATING: PASS/PARTIAL/FAIL/N/A
a) Develop skills in systematic clinical interviewing – knowledge of what to ask and how to ask it?	
b) Develop skills in systematic clinical interviewing – knowledge of and sensitivity to when to ask?	
c) Reading and understanding relevant literature and demonstrate an awareness of evidence base around relevant assessment methods.	
d) Use of other systematic approaches i) Systematic client self monitoring (keeping diaries etc.); knowledge of what to collect and how to use it ii) Direct observation techniques – collection and use of data	
iii) Psychometric assessment – use of standardized questionnaire and scales	
iv) Formal Neuropsychological assessment	
e) Awareness of therapeutic process with assessment	
f) Develop networking skills – data from other sources/agencies- who to ask and how to use it.	
g) Show awareness of risk factors and risk management procedures	
h) Develop skills in systematic risk assessment (i.e. formal measures used)	

Strengths:

Needs:

In your opinion, is the trainee demonstrating competence in the area of assessment at a level expected for their stage of training?

YES / NO

Formulation skills

Trainees should be able to test clinical hypotheses, to develop psychological formulations and communicate these to clients and others (see specific competencies a-d):

COMPETENCY	RATING: PASS/PARTIAL/FAIL/N/A
a) Develop and refine psychological formulations which integrate information from assessments within a coherent framework that draws upon psychological theories and evidence based practice.	
b) Share formulations in form and language appropriate to :	
Clients	
Referrer - to assist multi-professional communication and understanding of clients care	
Colleagues - to assist multi-professional communication and understanding of clients care	
c) Use formulations to plan appropriate interventions	
d) Where necessary revise formulations in the light of ongoing intervention monitoring	

Strengths:

Needs:

In your opinion, is the trainee demonstrating competence in the area of formulation at a level expected for their stage of training?

YES / NO

Intervention skills

Trainees should be able to (see specific competencies a to j):

COMPETENCY	RATING: PASS/PARTIAL/FAIL/N/A
a) On the basis of a formulation, plan and implement a psychological intervention appropriate to the presenting problem, and to the personal and social circumstances of the client, in collaboration with:-	
Individual Clients	
Couples	
Families/Carers	
Services/Organisations	
b) Implement the intervention through others (e.g. formal carers, families, other professionals)	
c) Being sensitive and responsive to developments within the therapeutic relationship	
d) Ability to monitor intervention appropriately	
e) Recognise when (further) intervention is appropriate and communicate this sensitively to clients and others.	
f) Understand, acknowledge and use the therapeutic relationship as part of the intervention	
g) Terminate therapeutic involvement appropriately	
h) Ability to evaluate outcome of clinical work – knowledge of appropriate outcome measures and their application.	
i) Modes of psychological therapy: (n.b please add therapeutic approaches as necessary)	
i) Behaviour therapy (e.g. functional analysis, operant techniques, exposure)	
ii) Cognitive Behavioural Therapy	
iii) Dynamic Therapy	
iv) Systemic (Family)Therapy	
v) Cognitive Analytic Therapy	
Other (please specify)	
j) Ability to deliver intervention within a group setting	

Strengths:

Needs:

In your opinion, is the trainee demonstrating competence in the area of intervention at a level expected for their stage of training?

YES / NO

Placement Connect

Personal and professional development

The trainee should be able to (see specific competencies a to o):

COMPETENCY	RATING: PASS/PARTIAL/FAIL/N/A
a) Understand ethical issues and apply these in complex clinical contexts, ensuring that informed consent underpins all contact with clients	
b) Work effectively at an appropriate level of autonomy, with awareness of the limits of own competence, and accepting accountability to relevant managers	
c) Manage own personal learning needs and develop strategies for meeting these	
d) Use supervision to reflect on practice, and respond appropriately to feedback received.	
e) Develop strategies to handle the emotional and physical impact of own practice and seek support when necessary	
f) Develop appropriate professional boundaries	
g) Work collaboratively and constructively with colleagues and service users	
h) Able to tolerate and respond appropriately when in conflict with others	
i) Note taking, clinical records and case file organisation completed appropriately	
j) Written communication and reports are clear	
k) Verbal communication is clear	
l) Develop case management skills	
m) Develop time management skills	
n) Demonstrate an appropriate level of professional practice in accordance with BPS Code of practice.	
o) Participated effectively in inter-professional work and multi-agency approaches to health and social care	

Strengths:

Needs:

In your opinion, is the trainee demonstrating competence in the areas of personal and professional development at a level expected for their stage of training?

YES / NO

Service delivery

Trainees should be able to adapt their practice to a range of organisational contexts on the basis of an understanding of pertinent organisational and cultural issue (see specific competencies a to h):

COMPETENCY	RATING: PASS/PARTIAL/FAIL/N/A
a) Understand the organization of the clinical team/service and roles and functions therein.	
b) Become involved in coordinated activities in relation to clients and problems e.g. cross-agency meetings.	
c) Understand consultancy models and the contribution of consultancy to practice	
d) Develop awareness of the legislative and national planning context of service delivery and clinical practice.	
e) Develop skills in individual, group or project work on user and/or carer involvement.	
f) Work effectively in multi-disciplinary teams	
g) Demonstrate familiarity with needs assessment and care planning e.g. CPA.	
h) Ability to teach and present information to others	

Strengths:

Needs:

In your opinion, is the trainee demonstrating competence in the area of service delivery at a level expected for their stage of training?

YES / NO

Consideration of diversity

Trainees should be able to apply their skills, knowledge and values to work effectively with clients from a diverse range of backgrounds see specific competencies a to b):

COMPETENCY	RATING: PASS/PARTIAL/FAIL/N/A
a) Understand and respect the impact of difference and diversity (e.g. age, disability, gender, sexuality, ethnicity, physical ill-health or class) on the lives of clients.	
b) Be able to address and adapt approaches to life stages and levels of ability	
(i) of children and young people	
(ii) of working age adulthood	
(iii) of older adults (aged 65 years and upwards)	
(iv) of clients with disabilities (all forms)	

Strengths:

Needs:

In your opinion, is the trainee demonstrating competence in the area of understanding, and respecting, the impact of diversity at a level expected for their stage of training?

YES / NO

CONTINUATION SHEET

Trainee Name.....

Specialty

Year 1/2/3

THIS PAGE WILL BE SHOWN TO THE NEXT SUPERVISOR TO MAKE THEM MORE AWARE OF THE TRAINEE'S STRENGTHS AND AREAS WHERE THEY MAY NEED TO DEVELOP. IT WILL BE HELPFUL IN GUIDING GOALS AND CONTRACTS ON FUTURE PLACEMENTS.

THIS SHEET WILL BE FORWARD TO THE NEXT SUPERVISOR BY THE PROGRAMME TEAM

The trainee has strengths in these areas:-

Suggested areas for future development:-

Core competencies they need to focus on in future placements to strengthen their competency base:-

Supervisor

Supervisor's signature:

Trainee's initials

Date: