

APPENDIX J-3

THE COLLEGE OF NEW JERSEY
DEPARTMENT OF COUNSELOR EDUCATION
CLINICAL MENTAL HEALTH COUNSELING PROGRAM

SUPERVISOR'S EVALUATION OF COUNSELOR

Directions: This evaluation form is to be completed by the Site Supervisor of the Counselor. In your evaluation, assess the student's performance relative to a Masters level student counselor. When the evaluation form has been completed, please forward to the student's group supervisor at the following address:

The College of New Jersey
Department of Counselor Education
PO Box 7718
Ewing, NJ 08628-0718

Name of student counselor _____

School grade levels or kinds of clients with whom counselor worked _____

Name of Site Supervisor _____

Period covered by this evaluation _____

Directions: Circle the number which best describes the level of performance of your student counselor in the following areas:

1 = unsatisfactory, 2 = adequate, 3 = does well, 4 = outstanding, NA = not applicable
Please comment regarding the appropriateness of the clinical setting for meeting course objective.

A. The Counselor's Personal Characteristics

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|--|---|---|---|---|----|
| 1. A perceptive person | 1 | 2 | 3 | 4 | NA |
| 2. Degree of acceptance of other's values | 1 | 2 | 3 | 4 | NA |
| 3. Awareness of own strengths and weaknesses | 1 | 2 | 3 | 4 | NA |
| 4. Openness to growth and learning | 1 | 2 | 3 | 4 | NA |
| 5. Conducts self in a professional manner (B1) | 1 | 2 | 3 | 4 | NA |

B. The Counselor's Skills in Counseling

1. Acceptance of the client	1	2	3	4	NA
2. Gains the confidence of the client	1	2	3	4	NA
3. Demonstrates good listening skills	1	2	3	4	NA
4. Adherence to ethical standards and confidentiality (B1)	1	2	3	4	NA
5. Perceptive in handling client's cues	1	2	3	4	NA
6. Understands the situation the client is trying to present	1	2	3	4	NA
7. Assists the client in formulating concrete counseling goals (D1)	1	2	3	4	NA
8. Communicates empathy to the client	1	2	3	4	NA
9. Facilitates the client's resolution of concerns	1	2	3	4	NA
10. Ability to provide a theoretical rationale for use of known counseling strategies	1	2	3	4	NA
11. Demonstrates effective consultation skills to coordinate treatments of clients (L2)	1	2	3	4	NA
12. Works effectively with clients in individual counseling	1	2	3	4	NA
13. Works effectively with clients in groups	1	2	3	4	NA
14. Assesses client concerns using appropriate diagnostic Tools (D1) (L1)	1	2	3	4	NA
15. Able to develop multiaxial diagnosis and apply differential diagnoses (L1; L2)	1	2	3	4	NA
16. Conducts thorough intake interviews (H2)	1	2	3	4	NA
17. Demonstrates skills in utilizing appropriate assessments (Mental Status Exam, Biopsychosocial assessment, etc.) (H2)	1	2	3	4	NA
18. Conducts proper screening to determine risk factors (addictions, danger to self/others, co-occurring disorders, etc.) (H3)	1	2	3	4	NA
19. Develops appropriate treatment/counseling plan (D1)	1	2	3	4	NA
20. Utilizes appropriate preventative counseling strategies leading to positive outcomes (D1)	1	2	3	4	NA
21. Able to use procedures for assessing and managing suicide risk	1	2	3	4	NA
22. Effectively terminates counseling relationship with clients (D1)	1	2	3	4	NA
23. Promotes optimal mental health, growth and wellness of clients through prevention, advocacy and education (D3)	1	2	3	4	NA

C. The Counselor's Skills in Educational and Career Counseling

1. Aware of career development theories	1	2	3	4	NA
2. Familiar with current tools and approaches to career exploration	1	2	3	4	NA
3. Able to use current sources of career information	1	2	3	4	NA
4. Able to help clients interpret and accumulate career information	1	2	3	4	NA
5. Able to assist clients with career concerns	1	2	3	4	NA
6. Able to assist clients with educational planning	1	2	3	4	NA

D. The Counselor's Referral Skills

1. Knowledgeable of available sources in the community and helps clients in accessing them (D4)	1	2	3	4	NA
2. Maintains up-to-date referral resources (F1)	1	2	3	4	NA
3. Able to make reasonable and effective referrals (F1)	1	2	3	4	NA

E. The Counselor's Multicultural Competencies

1. Awareness about and understanding of the culturally diverse populations served by the agency (D2)	1	2	3	4	NA
2. Offers culturally sensitive case conceptualizations (D2)	1	2	3	4	NA
3. Skillful in developing culturally responsive treatment planning (D2)	1	2	3	4	NA
4. Considers a client's cultural background when making referrals and/or terminating services (D2)	1	2	3	4	NA\
5. Utilizes appropriate counseling modalities to provide culturally responsive counseling services (D5)	1	2	3	4	NA

F. The Counselor's Skills Associated with Working Effectively with the Organization, Administration and Culture of the Agency

1. Able to collaborate with other mental health professionals at the agency	1	2	3	4	NA
2. Able to address client advocacy issues with the agency and other institutions (F2)	1	2	3	4	NA
3. Knowledgeable about organizational policy and procedures of the agency, including pertinent					

ethical and legal considerations (B1)	1	2	3	4	NA
4. Knowledgeable about the agency's crisis intervention policies and procedures	1	2	3	4	NA
5. Maintains updated and accurate documentation and records (D7)	1	2	3	4	NA

G. The Counselor's Skills Associated with Program Development and Delivery of Counseling Services

1. Able to design, implement and evaluate appropriate counseling programs and treatments using measurable outcomes (J2)	1	2	3	4	NA
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SUMMARY NOTES:

Counselor's strong points:

Counselor's needs for improvement:

Signature of Individual Supervisor _____ Date _____

*Signature of Student _____ Date _____

*Signature indicates review of the evaluation rather than agreement with it.

Note: Specific CACREP standards are indicated in parenthesis for the accreditation assessment proposes.