

Competency 1: Proficiency in Clinical Assessment

A psychologist is proficient in the most appropriate and valuable assessment strategies for the individual being served and the clinical situation being addressed.

How the Training Goal is Met and Measured		
Behavioral Health Services	Applied Behavioral Services	MEASUREMENT
1. The intern completed six clinical interviews which met supervisor's standard.	1. The intern completed three clinical interviews which met supervisor's standard.	Direct observation, review during supervision, or permanent product review.
2. The intern completed at least one structured interview which met supervisor's standard.	2. The intern completed at least two structured interviews which met supervisor's standard.	Permanent product review.
3. The intern completed three clinical evaluations that incorporated the use of a standardized assessment tool (psychological test or symptom rating scale) which were written into a report that met the supervisor's standard.	3. The intern completed three clinical evaluations which incorporated the use of functional assessment tools (indirect observation tools, behavior rating scales, etc.) which were written into a report that met the supervisor's standard.	Review during supervision, or permanent product review.
4. In each of the above outcomes, the intern diagnosed clinical conditions accurately, using the appropriate and most current DSM nosology.	4. In each of the above outcomes, the intern identified and objectively defined behaviors of concern and developed a functional hypothesis for each.	Review during supervision, or permanent product review.
5. In each of the above outcomes, the intern could also describe all relevant medical, psychological, developmental, family, and cultural factors which influence the clinical presentation.	5. In each of the above outcomes, the intern could also describe all relevant medical, psychological, developmental, family, and cultural factors which influence the clinical presentation.	Direct observation by instructor.

Competency 2: Proficiency in Clinical Intervention Design and Implementation:

A psychologist is proficient in the planning and implementation of empirically supported interventions appropriate for the individual being served and the setting where services are provided.

How the Training Goal is Met and Measured		
Behavioral Health Services	Applied Behavioral Services	MEASUREMENT
1. The intern designed and implemented six treatment plans incorporating strategies supported in the research literature, which met the supervisor's standard.	1. The intern designed and implemented six treatment plans incorporating strategies supported in the research literature, which met the supervisor's standard.	Direct observation, review during supervision, or permanent product review.
2. When asked by a supervisor, the intern could explain the relevant research which supports the interventions prescribed.	2. When asked by a supervisor, the intern could explain the relevant research which supports the interventions prescribed.	Direct observation, review during supervision, or permanent product review.
3. The intern demonstrated the ability to develop and sustain a therapeutic relationship.	3. The intern demonstrated the ability to develop and sustain a therapeutic or consultative relationship.	Direct observation, review during supervision, or permanent product review.
4. The intern designed and implemented at least one treatment plan based on cognitive-behavioral intervention strategies, which met the supervisor's standard.	4. The intern designed and implemented at least one intervention based on antecedent control strategies, which met the supervisor's standard.	Direct observation, review during supervision, or permanent product review.
5. The intern participated in treatment planning meetings and other utilization review requirements for the clinical setting.	5. The intern designed and implemented at least one intervention based on consequence control strategies, which met the supervisor's standard.	Direct observation, review during supervision, or permanent product review.
6. Where necessary, the intern identified a need for specialty consultation (psychopharmacology, medical, allied health, psychological testing, etc.) and included that recommendation in her/his treatment plan.	6. Where necessary, the intern identified a need for specialty consultation (psychopharmacology, medical, allied health, psychological testing, etc.) and included that recommendation in her/his treatment plan.	Direct observation or review during supervision.
7. During clinical case presentations to colleagues and supervisor, the intern demonstrated the ability to explain the intervention and rationale to the satisfaction of the clinical supervisor.	7. The intern demonstrated the ability to teach behavioral interventions to an implementing staff and conduct ongoing technical consultation, which met the supervisor's standard.	Direct observation or review during supervision.

Competency 3: Proficiency in Clinical Research and Practical Application:

A psychologist is proficient in the application of research knowledge and analytic skills to clinical service delivery and clinical service delivery systems.

How the Training Goal is Met and Measured		
Behavioral Health Services	Applied Behavioral Services	MEASUREMENT
1. The intern completed a single-subject case design, using a clinical case from their caseload, and described it in a written report that met the standard of the Research Instructor.	1. The intern completed a single-subject case design, using a clinical case from their caseload, and described it in a written report that met the standard of the Research Instructor.	Direct observation by instructor.
2. The intern applied research and analytic skills to evaluate a clinical services program, and described the outcome in a written report that met the standard of the Research Instructor.	2. The intern applied research and analytic skills to evaluate a clinical services program, and described the outcome in a written report that met the standard of the Research Instructor.	Direct observation and permanent product review by instructor.
3. When presenting her/his research before faculty and peers, the intern could explain the nature of the project, methods, and outcomes to the satisfaction of the Research Instructor.	3. When presenting her/his research before faculty and peers, the intern could explain the nature of the project, methods, and outcomes to the satisfaction of the Research Instructor.	Direct observation and permanent product review by instructor.
4. While conducting research, the intern adhered to all ethical standards as outlined in the APA "Ethical Principles of Psychologists and Code of Conduct."	4. While conducting research, the intern adhered to all ethical standards as outlined in the APA "Ethical Principles of Psychologists and Code of Conduct."	Direct observation by instructor.

Competency 4: Proficiency in Clinical Services to Diverse Groups/Sensitivity to Diversity in Clinical Practice:

A psychologist is sensitive to the influence of culture, ethnicity, and other individual differences (such as gender, age, education, economics, etc.) in clinical service delivery and is proficient at incorporating knowledge of diversity into her/his practice.

How the Training Goal is Met and Measured		
Behavioral Health Services	Applied Behavioral Services	MEASUREMENT
1. During clinical supervision, the intern could identify aspects of cultural and ethnic diversity, and individual differences in current cases and used that information to alter clinical approach, interactions, and treatment, as necessary.	1. During clinical supervision, the intern could identify aspects of cultural and ethnic diversity, and individual differences in current cases and used that information to alter clinical approach, interactions, and treatment, as necessary.	Direct observation and permanent product review by instructor.
2. The intern incorporated knowledge of cultural and ethnic diversity, and individual differences within her/his caseload when developing case conceptualizations and intervention design and implementation.	2. The intern incorporated knowledge of cultural and ethnic diversity, and individual differences within her/his caseload when developing case conceptualizations and intervention design and implementation.	Direct observation by supervisor.

Competency 5: Proficiency in Professional Ethics and Development.

A psychologist is proficient in the knowledge and application of the ethical practice of professional psychology. A psychologist is professional in conduct and demeanor while functioning as a psychologist. A psychologist is aware of standard paths to professional licensure and board certification.

How the Training Goal is Met and Measured		
Behavioral Health Services	Applied Behavioral Services	MEASUREMENT
1. While providing psychological services, the intern adhered to all ethical standards as outlined in the APA "Ethical Principles of Psychologists and Code of Conduct."	1. While providing psychological services, the intern adhered to all ethical standards as outlined in the APA "Ethical Principles of Psychologists and Code of Conduct."	Direct observation throughout the internship period and review during supervision.
2. While conducting research, the intern adhered to all ethical standards as outlined in the APA "Ethical Principles of Psychologists and Code of Conduct."	2. While conducting research, the intern adhered to all ethical standards as outlined in the APA "Ethical Principles of Psychologists and Code of Conduct."	Direct observation throughout the internship period and review during supervision.
3. During all activities while in the role of psychology intern, the intern conducted her/himself professionally, and in a manner that reflects positively upon the profession of psychology.	3. During all activities while in the role of psychology intern, the intern conducted her/himself professionally, and in a manner that reflects positively upon the profession of psychology.	Direct observation throughout the internship period and review during supervision.
4. The intern demonstrated an understanding of the process of licensure application and exam preparation which met the standard set by the Ethics Instructor.	4. The intern demonstrated an understanding of the process of licensure application and exam preparation which met the standard set by the Ethics Instructor.	Direct observation by instructor.
5. The intern demonstrated an understanding of the process of professional board certification and its value to their professional goals which met the standard set by the Ethics Instructor.	5. The intern demonstrated an understanding of the process of professional board certification and its value to their professional goals which met the standard set by the Ethics Instructor.	Direct observation by instructor.

Competency 6: Introduction to Supervision and Management of Psychological Services.

A psychologist understands the standards for clinical supervision, ethical issues inherent in supervision, and basic principles of effective supervision and management.

How the Training Goal is Met and Measured		
Behavioral Health Services	Applied Behavioral Services	MEASUREMENT
1. The intern demonstrated understanding of the standards of clinical supervision, which met the standard of the Ethics Instructor.	1. The intern demonstrated understanding of the standards of clinical supervision, which met the standard of the Ethics Instructor.	Direct observation by instructor.
2. The intern demonstrated understanding of the various ethical considerations of clinical supervision, which met the standard of the Ethics Instructor.	2. The intern demonstrated understanding of the various ethical considerations of clinical supervision, which met the standard of the Ethics Instructor.	Direct observation by instructor.
3. The intern completed a workshop which reviewed psychological principles of effective supervision and management.	3. The intern completed a workshop which reviewed psychological principles of effective supervision and management.	Direct observation by instructor.