

# Fellow Evaluation and Feedback

## **Fellow Evaluation and Feedback:**

Evaluation and feedback are essential components of CentraCare's Psychology Postdoctoral Training Program. In following with APA guidelines for Clinical Supervision in Health Service Psychology (2014), "Assessment, evaluation, and feedback are essential components of ethical supervision in effective and ethical training programs, "further" to be effective, assessment, evaluation, and feedback need to be directly linked to specific competencies, to observed behaviors, and be timely." Both formative (evaluation and feedback provided throughout the year), as well as summative (integrated overview of skills at program completion) evaluations are provided as part of the fellowship training program. We utilize a competency-based training model, reflected in a competency-based measure of fellow skills with clear behavioral anchors. A competency-based measure provides descriptions of developmental levels of professional conduct and skills, to help ensure that timing, amount, and focus of feedback is appropriate and meaningful.

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Evaluation and feedback are provided verbally and in written form throughout the training year. Feedback on clinical and professional competencies will be provided verbally during supervision sessions, and as needed, verbally and/or in writing, prior to co-signing charts. Competencies are listed in the "Training Aims and Competency" section of the fellowship training manual. Per APA guidelines, supervisors aspire to provide feedback that is direct, clear, and timely, behaviorally anchored, responsive to the supervisee reactions, and mindful of the impact on the supervisory relationship. Supervisors recognize the value of and support supervisee skills in self-assessment competence and incorporate supervisee self-assessment into the evaluation process (APA 2014). At any time in the training year, if there are concerns that a fellow is not meeting the expected level of clinical and or professional competency, due process procedures will be initiated (see Due Process section of training manual). The following components are included in the formal evaluation and feedback of the fellow's clinical and professional competencies:

Supervisee Competency Self-Assessment: The Psychology Fellowship Competency Self-Assessment (see Appendices) will be completed by the supervisee at the beginning of the year to help set specific supervision goals and objectives to be incorporated into the Supervision Contract, as well as to encourage supervisee self-reflection of strengths and areas for further development and refinement during the fellowship training year. Responses are provided to the training director (TD) and become part of the fellow's file in the training program.

Formative Supervisor Competency Assessments: The Psychology Fellowship Competency Assessment (see Appendices) can be reviewed whenever deemed appropriate by the supervisee or supervisor during the training year to evaluate progress toward training goals and/or set new goals and/or objectives.

The Psychology Fellowship Competency Assessment will be completed by each of the fellow's supervisors at six months to assess progress toward goals and to set goals for the remainder of the training year. Supervisors will share verbal feedback with fellows related to their progress toward competency goals, including strengths and areas of

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training needs and fellows are given an opportunity to provide a written response. Feedback from this assessment form will also be provided to the TD, to be stored in the fellow's training program file and to provide input during the mid-year conversation with the TD.

The Psychology Fellowship Competency Assessment form will also be completed at completion of the fellowship program to ensure that competencies for independent practice in psychology are adequately met prior to completion of the program. Supervisors will share verbal feedback from this assessment with trainees and fellows are given an opportunity to provide a written response. Feedback from this form will be provided to the TD to be included in the fellow's training program file and to provide input for the fellow's summative evaluation with the TD.

Mid-Year Conversation with TD: A mid-year conversation of the fellow's overall performance will be held at six months with the TD, taking feedback from multiple supervisors into account. This conversation will consist of three questions to check in with the fellow regarding their progress including:

- How are you progressing in your career?
- What additional learning do you need to be more successful?
- Do you feel you can be the best version of yourself?

Following the mid-year conversation, the fellow is given the opportunity to provide written response.

Summative Evaluation with TD: A written summative evaluation of the fellow's overall performance will be provided by the TD at the completion of the training (12 months), taking feedback from multiple supervisors into account. This evaluation will include an overall summary with ratings and comments from the TD and fellow. It evaluates performance goals (goals throughout the year that were set by fellow or by the TD) and assesses core training competencies to ensure that competencies for independent practice in psychology are adequately met prior to completion of the program.