



# Performance Rating Scale

- 1 **Introductory skill level:** The student clinician is functioning at the "**Beginning Stage.**" The CI tells the student clinician what to do and the student clinician does it. The CI provides feedback on performance and gives another directive, repeating the cycle as often as needed. The student clinician follows directives.
- 2 **Developing skill level I:** The student clinician is beginning to function at an "**Intermediate Stage.**" Periodically more responsibility is placed on the student clinician for independent thought. The student clinician is expected to come to the supervision meetings having spent time thinking through the therapy and ready to make suggestions. The CI may need to ask questions that lead the student clinician to think in the right direction.
- 3 **Developing skill level II:** Frequently, the student clinician demonstrates in depth thought. The student clinician is expected to come to supervision meetings having thought through therapy and ready to make suggestions and to state his/her ideas. Student clinician may continue to need provocative questions.
- 4 **Developing skill level III:** The student clinician is functioning at an intermediate level. More responsibility is consistently placed on the student clinician for independent thought. Considerable opportunity should be provided for the student clinician to state his/her ideas before the CI discusses relevant factors in the situation.
- 5 **Mastery skill level:** This style is appropriate for the student clinician who is functioning at the "**Advanced Stage.**" The student clinician and CI relate almost as colleagues. The student clinician is responsible for solving problems and making decisions as if he/she were a certified or licensed professional. All professionals consult with others in order to arrive at good and ethical decisions. Functioning at the consultative level is fostered by this style of supervision. The student clinician functions independently and consults with the CI when needed. The minimum 25% supervision is observed; however, the CI is able to refrain from directly intervening.

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