



Hackensack
Meridian *Health*
Joseph M. Sanzari
Children's Hospital

Audrey Hepburn Children's House
Northern Regional Diagnostic Center for Child Abuse and Neglect
Joseph M. Sanzari Children's Hospital
Hackensack University Medical Center

**PSYCHOLOGY POSTDOCTORAL FELLOW
EVALUATION FORM**

Name of Fellow:

Date:

Supervisor:

Evaluation Period:

This form will be used to assess both baseline competencies, administered for self-rating at the beginning of the training year, and development throughout the course of the year. As such, it is formally completed by supervisors at the 6-month and 12-month periods. Evaluation methods include but are not limited to direct observation, review of documentation, feedback from staff, etc. Please note, while it is expected that all doctoral Fellows within the program will succeed and develop the following competencies across the year, scores lower than a 3 may result in the initiation of due process procedures. Information regarding Fellows' progress will be provided to the Clinical Training Directors from their doctoral education institutes. Feedback will be provided to the Clinical Training Directors at 6-month and 12-month intervals. Clinical Training Directors will also be contacted at any other time when a training concern emerges so they will be able to assist in addressing the concern, including the development of a remediation plan. Fellows will be encouraged to discuss disagreements or lack of understanding regarding any aspect of the evaluation.

1-Remedial- Significant skill development required; remediation necessary

2-Beginning/Developing Competence- Expected level of competency at Fellowship, close supervision required on most cases

3-IntermediateCompetence- Expected level of competence for a Fellow at the mid-point of the Fellowship on each element, routine or minimal supervision required on most cases

4-Proficient Competence- Expected level of competency for a Fellow at the completion of the Fellowship on each element, ready for entry-level practice

5-Advanced Competence- Rare rating for Fellowship able to function autonomously with a level of skill that is beyond the expected range at the conclusion of Fellowship training.

N/A- Not applicable at this time



	DOMAIN I: RESEARCH	1	2	3	4	5	NA
1	Demonstrates the substantially independent ability to critically evaluate and disseminate research or other scholarly activities (e.g., case conference, presentation, publications).						
2	Disseminate research or other scholarly activities (e.g., case conference, presentation, publications at the local (including the host institution), regional, or national level.						
Elaboration on strengths and challenges:							

	DOMAIN II: ETHICAL AND LEGAL STANDARDS	1	2	3	4	5	NA
1	Be knowledgeable of and act in accordance with each of the following: <ul style="list-style-type: none"> ○ the current version of the APA Ethical Principles of Psychologists and Code of Conduct; ○ Relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional, and federal levels; and ○ Relevant professional standards and guidelines. 						
2	Recognize ethical dilemmas as they arise, and apply ethical decision-making processes in order to resolve the dilemmas.						
3	Conducts self in an ethical manner in all professional activities.						
4	Recognizes the ethical responsibility for cultivating appropriate self-care.						
5	Demonstrates awareness that practice requirements and legal standards vary between criminal and civil matters.						
Elaboration on strengths and challenges:							



	DOMAIN 3. INDIVIDUAL AND CULTURAL DIVERSITY	1	2	3	4	5	NA
1	An understanding of how their own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves.						
2	Knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service.						
3	The ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles.						
4	The ability to apply a framework for working effectively with areas of individual and cultural diversity.						
5	The ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own.						
Elaboration on strengths and challenges:							

	DOMAIN IV: PROFESSIONAL VALUES, ATTITUDES, and BEHAVIORS	1	2	3	4	5	NA
1	Behave in ways that reflect the values and attitudes of psychology, including cultural humility, integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others.						
2	Engage in self-reflection regarding one's personal and professional functioning; engage in activities to maintain and improve performance, well-being, and professional effectiveness.						
3	Actively seek and demonstrate openness and responsiveness to feedback and supervision.						
4	Respond professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training.						
5	Fellows complete evaluations and other required paperwork in a timely manner.						
Elaboration on strengths and challenges:							



DOMAIN V: COMMUNICATION and INTERPERSONAL SKILL		1	2	3	4	5	NA
1	Develop and maintain effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services.						
2	Demonstrate a thorough grasp of professional language and concepts; produce, comprehend and engage in communications that are informative and well-integrated.						
3	Demonstrate effective interpersonal skills and the ability to manage difficult communication well.						
4	Expresses disagreements and responds to feedback and criticism with composure and in a professional manner.						
5	Demonstrates an understanding of how to communicate, consult and make useful recommendations to DCPP and the Prosecutor's Office with an unbiased attitude toward the examinee, the legal system, and those who serve the legal system.						
Elaboration on strengths and challenges:							

DOMAIN VI: ASSESSMENT		1	2	3	4	5	NA
1	Demonstrate current knowledge of diagnostic classification systems, functional and dysfunctional behaviors, including consideration of client strengths and psychopathology.						
2	Demonstrate understanding of human behavior within its context (e.g., family, social, societal and cultural).						
3	Demonstrate the ability to apply the knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process.						



4	Select and apply assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics; collect relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the service recipient.							
5	Interpret assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective.							
6	Communicate the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences.							
7	Conducts interviews efficiently, with appropriate pacing and use of open-ended questions.							
Elaboration on strengths and challenges:								

	DOMAIN VII. INTERVENTION	1	2	3	4	5	NA
1	Establish and maintain effective relationships with the recipients of psychological services.						
2	Develop evidence-based intervention plans specific to the service delivery goals.						
3	Implement interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables.						
4	Demonstrate the ability to apply the relevant research literature to clinical decision-making.						
5	Modify and adapt evidence-based approaches effectively when a clear evidence-base is lacking.						
4	Evaluate intervention effectiveness and adapt intervention goals and methods consistent with ongoing evaluation.						



5	Describe strategies for dealing with intervention challenges specific to forensic child maltreatment or mandated clients.						
Elaboration on strengths and challenges:							

DOMAIN VIII: SUPERVISION		1	2	3	4	5	NA
1	Apply supervision knowledge in direct or simulated practice with psychology trainees or other health professionals. Examples of direct or simulated practice examples of supervision include but are not limited to, role-played supervision with others, and peer supervision with other trainees.						
2	Apply the supervisory skill of observing in direct or simulated practice.						
3	Apply the supervisory skill of evaluating in direct or simulated practice.						
4	Apply the supervisory skills of giving guidance and feedback in direct or simulated practice.						
Elaboration on strengths and challenges:							

DOMAIN IX: CONSULTATION AND INTERPROFESSIONAL /INTERDISCIPLINARY SKILLS		1	2	3	4	5	NA
1	Demonstrate knowledge and respect for the roles and perspectives of other professions.						
2	Apply the knowledge of consultation models and practices in direct or simulated consultation with individuals and their families, other health care professionals, interprofessional groups, or systems related to health and behavior.						
Elaboration on strengths and challenges:							

PROGRAM SPECIFIC DOMAIN: KNOWLEDGE OF CHILD MALTREATMENT & FORENSICS AS IT RELATES TO CHILD MALTREATMENT		1	2	3	4	5	NA
1	Demonstrates ability to identify, diagnose						



	and describe the impact and related dynamics of child maltreatment including, neglect (medical, educational, environmental, secondary to exposure to Interpersonal Violence, secondary to substance abuse) physical abuse, sexual abuse, psychological abuse from a developmental perspective.						
2	Demonstrates ability to explain factors contributing to child maltreatment, interventions to reduce/eliminate future incidents of child maltreatment, and possible impact on children.						
3	Demonstrate ability to apply the relevant research literature regarding child maltreatment and trauma to treatment and evaluations.						
4	Demonstrate understanding of systemic response to Child maltreatment including Department of Child Protection and Permanency and legal/law enforcement.						
5	Demonstrates ability to articulate how forensic child maltreatment practice differs from general clinical practice. Including the varied forensic roles (i.e., evaluator, consultant, therapist).						
6	Demonstrates an awareness of the potential implications of forensic child maltreatment work and how their opinions are used by the fact finders.						
7	Demonstrates an appreciation for the impact of institutional racism on service provision in child protection.						
Elaboration on strengths and challenges:							

This Fellow has demonstrated satisfactory performance during this period:

Yes No. If no – suggested course of action.

Comments/Remarks by Fellow:

Fellow _____

Date:

(Signature)

Supervisor _____

Date:

(Signature)