



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

**FORENSIC PSYCHOLOGY INTERN
EVALUATION FORM**

Name of Intern:

Date:

Supervisor:

Evaluation Period:

This form will be used to assess both baseline competencies, administered for self-rating at the beginning of the pre-doctoral year, and development throughout the course of the year. As such, it will be formally completed by supervisors at the 6-month and 12-month period. 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 interns within the program will succeed and develop the following competencies across the year, scores lower than a 2 may result in the initiation of due process procedures. Information regarding interns progress will be provided to the Training Directors from their doctoral education institutes. Feedback will be provided to the Training Directors at the 6-month and 12-month intervals. 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 development of a remediation plan. Interns will be encouraged to discuss disagreements or lack of understanding regarding any aspect of the evaluation.

1-Significant improvement needed (significant improvement needed to meet expectations, fails to meet expectations, remediation required)

2-Developing skill level (expected level of competency pre-internship, marginally meets expectations, close supervision required on most cases)

3-Intermediate skill level (expected level of competency for an intern at mid-point of internship, routine or minimal supervision required on most cases)

4-Advanced skill level (expected level of competency for an intern at completion of internship, exceeds expectations, able to function largely autonomously)

5-Seasoned professional skill level (rare rating for internship, exceeds expectations, functions autonomously with a skill level representative of experience)

N/A- Not applicable at this time



DOMAIN 1. PROFESSIONAL VALUES, ATTITUDES and BEHAVIORS

		1	2	3	4	5	NA
<i>General Practice</i>							
1	Conducts themselves in ways that demonstrate integrity, accountability and concern for others						
2	Continues to develop an identity as an early career professional, both as related to general clinical psychology and the practice of forensic psychology						
3	Engages in self-reflection in both personal and professional functioning; actively involved in activities that maintain and improve performance, well-being and professional effectiveness						
4	Actively seeks and demonstrates an openness and responsiveness to feedback and supervision.						
5	Appropriately balances the need for supervision with increased professional autonomy. Responds professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training						
<i>Forensic Practice</i>							
1	Can articulate how forensic practice differs from general clinical practice on multiple levels						
2	Recognizes and appreciates appropriate role boundaries with all parties (e.g., DYFS workers, Prosecutors, physicians) involved in forensic and general clinical work.						
3	Differentiates the varied roles of forensic specialists (i.e., evaluator, consultant, treatment provider).						
4	Shows familiarity with major scholarly works and ongoing debates in areas of practice.						
5	Describes efforts to maintain and enhance knowledge and skills in the full scope of forensic practice.						



6	Demonstrates an awareness of the potentially profound implications of forensic work and how their opinions are used by the fact finders.						
7	Demonstrates their commitment to providing accurate information to the fact finder and advocating for their data, rather than advocating for a particular side or outcome.						
8	Understands the limits of clinical opinions within a reasonable degree of psychological certainty and practices within these bounds						
Elaboration on strengths and challenges:							

DOMAIN 2. ETHICS AND LEGAL STANDARDS

		1	2	3	4	5	NA
1	Demonstrates awareness of relevant national (APA) and state (NJ) ethical principles and laws in forensic and clinical practice.						
2	Articulates appropriate applications of the <i>Specialty Guidelines for Forensic Practice</i> .						
3	Demonstrates methods for resolving ethical dilemmas.						
4	Describes the legal context for various types of evaluations in his/her jurisdiction.						
5	Describes relevant case, statutory, and regulatory law associated with practice area. This includes an ability to provide an historical overview of the law, including the names and impact of relevant cases.						
6	Recognizes and discusses complex legal and ethical issues applicable to his or her practice.						
7	Demonstrates awareness that practice requirements and legal standards vary across jurisdictions.						
8	Interns conducts him/herself in an ethical and professional manner in all professional activities.						



	Elaboration on strengths and challenges:
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DOMAIN 3. INDIVIDUAL AND CULTURAL DIVERSITY

		1	2	3	4	5	NA
1	Recognizes and values individual and group differences, diversity, and culture, and appreciates their impact within a psycholegal context.						
2	Recognizes the effect their own cultural worldview and biases have on their professional work.						
3	Demonstrates an awareness of the need to educate oneself about unfamiliar cultures and subcultures.						
4	Provides examples of efforts to gain awareness of and minimize the impact of own biases.						
5	Evidences ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles (e.g., research, services, and other professional activities). This includes the ability to apply a framework for working effectively with areas of individual and cultural diversity not previously encountered over the course of their careers. Also included is the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own						
6	Describes the potential impact of an examinee's race, ethnicity, native language, etc. on the forensic evaluation process.						
7	Describes how common challenges inherent to working with a diverse population are addressed.						
	Elaboration on strengths and challenges:						

DOMAIN 4. COMMUNICATION, CONSULTATION, and INTERPERSONAL SKILL

		1	2	3	4	5	NA
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1	Develops and maintains effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services.						
2	Produces and comprehends oral, nonverbal, and written communications that are informative and well-integrated; demonstrates a thorough grasp of professional language and concepts.						
3	Demonstrates effective interpersonal skills and the ability to manage difficult communication well.						
4	Voices disagreements and responds to feedback and criticism with composure and in a professional manner.						
5	Exhibits a respectful and unbiased attitude toward the examinee, the legal system, and those who serve the legal system.						
6	Respects the effects of individual and cultural differences.						
Elaboration on strengths and challenges:							

DOMAIN 5. KNOWLEDGE OF TRAUMA and MALTREATMENT

		1	2	3	4	5	NA
1	Understands the possible impact of trauma from a developmental perspective						
2	Can explain factors contributing to child maltreatment						
3	Integrates assessment of strengths, resilience, and growth inot assessment and treatment						

DOMAIN 6. ASSESSMENT [FORENSIC and OTHER]

	1	2	3	4	5	NA



1	Clearly articulates the referral question and related issues.						
2	Conducts interviews efficiently, with appropriate pacing and use of open-ended questions; thorough.						
3	Organizes reports to guide the reader in understanding what forensic question was considered, what information the evaluator used, and how the evaluator reasoned from this information to reach his or her forensic conclusion.						
4	Attempts to eliminate jargon from one's reports.						
5	Includes only data relevant to answering the forensic question.						
6	Separates observations from inferences in forensic reports.						
7	Uses multiple sources of information to corroborate information received from sources.						
8	Well-versed in the current scientific literature regarding psychological measures used in their practice.						
9	Proficient in the administration, scoring, and interpretation of psychological tests used in their practice.						
10	Able to clearly explain the rationale for test selection, the strengths and weaknesses of tests used, and the description of test results.						
11	Articulates the uses and empirical limits of relevant assessment methods.						
12	Carefully considers what information can be drawn from psychological tests results and how this information applies to the specific forensic question at hand.						
13	Considers competing hypotheses and evidence for and against both.						
14	Opinions are supported by findings that are firmly grounded in the data.						



1 5	Clearly articulates the reasoning that connects the data to the forensic opinion, both orally and written						
1 6	Completes evaluations on a timely basis.						
Elaboration on strengths and challenges:							

DOMAIN 7. INTERVENTION

		1	2	3	4	5	NA
1	Evidences the ability to establish and maintain effective relationships, even with mandated or resistant clients						
2	Demonstrates understanding of professional literature in relevant intervention area. Evidences a wide knowledge of evidence-based interventions such as TF-CBT for both the general clinical population and those referred related to maltreatment.						
3	Develops evidence-based intervention plans specific to the service delivery goals.						
4	Able to discuss the rationale for interventions in forensic and general clinical cases.						
5	Describes the impact of legal and ethical issues on intervention in forensic cases.						
6	Appreciates the impact of the forensic setting on traditional therapeutic relationships and goals.						
7	Describes strategies for dealing with intervention issues specific to forensic or mandated clients.						
8	Evidences appropriate consideration of individual and cultural factors in intervention.						
9	Appropriately modifies case conceptualization and treatment plan based on ongoing contacts/intervention.						
10	Completes appropriate documentation including timely and appropriate progress notes.						



	Elaboration on strengths and challenges:
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DOMAIN 8. DIDACTICS

		1	2	3	4	5	NA
1	Participated in forensic interviewing training Finding Words/Words First NJ for qualification as a child forensic interview specialist.						
2	Attends in-house educational seminars.						
3	Reads all assigned readings prior to scheduled didactics and demonstrates an adequate working knowledge of content through discussions and practical application						
4	Participates in State and National organizations that address child abuse and neglect issues.						
	Elaboration on strengths and challenges:						

DOMAIN 9. RESEARCH

		1	2	3	4	5	NA
1	Demonstrates the ability to independently formulate research or other scholarly activities (e.g., critical literature reviews, dissertation, efficacy studies, clinical case studies, theoretical papers, program evaluation projects, program development projects) that are of sufficient quality and rigor to have the potential to contribute to the scientific, psychological, or professional knowledge base.						
2	Demonstrates the ability to critically evaluate and disseminate research or other scholarly activity via professional publication and presentation at the local (including the host institution), regional, or national level.						
	Elaboration on strengths and challenges:						



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This intern has demonstrated satisfactory performance during this period:

Yes No. If no – suggested course of action.

Comments/Remarks by Intern:

Intern _____
(Signature)

Date:

Supervisor _____
(Signature)

Date: