

REQUIREMENTS FOR SUCCESSFUL INTERNSHIP PERFORMANCE

(Including expected competencies and minimal levels of achievement for completion)

EXPECTED COMPETENCIES

The Alaska Psychology Internship Consortium (AK-PIC) requires that interns demonstrate minimum levels of achievement across all training competencies, as outlined in the Competencies. Interns are formally evaluated by their primary supervisor twice annually, at the midpoint and end of the internship year. The evaluation form includes information about the interns' performance regarding all of AK-PIC's expected competencies and the related training elements.

Additionally, all AK-PIC interns are expected to complete 2000 hours of training during the internship year of which a minimum of 500 hours needs to be face-to-face. Meeting the hours requirement and obtaining sufficient ratings on all evaluations demonstrates that the intern has progressed satisfactorily through and completed the internship program. Feedback to the interns' home doctoral program is provided at the culmination of the internship year. Doctoral programs are contacted within one month following the end of the internship year and informed that the intern has successfully completed the program.

In addition to the evaluations described above, interns must complete a self-evaluation form at the beginning, mid-year, and end of the internship (for a total of 3 self-evaluations a year). Additionally, interns will complete a Program Evaluation Survey at the mid-year and end of the internship year, in order to provide feedback that will inform any changes or improvements in the training program.

MINIMAL LEVELS OF ACHIEVEMENT FOR COMPLETION

In addition to completing 2000 hours of training during the internship year, a minimum level of achievement on each evaluation is required.

At the end of internship, a minimum level of achievement on each evaluation is defined as a rating of "4" for each overall competency.

The rating scale for each evaluation is a 5-point Likert scale, with the following rating values:

<p>*1 - Substantial supervision required on all cases/projects; little to no autonomous judgment; Poor clinical judgment and safety concerns identified. Little to no confidence in ability to function independently at this time. (<i>Functioning below the minimal level expected during internship</i>)*<i>This level of competency prompts Due Process procedures</i></p>
<p>**2 - Supervision required on most straightforward cases/projects; rising concerns about clinical judgment (<i>Functioning at lower-level than expected based on intern's developmental training experience</i>) **<i>Triggers a remediation plan between the intern & supervisor</i></p>
<p>3 - Regular supervision required on challenging cases/projects and in new skill areas (<i>Functioning at entry-level consistent with starting internship experience</i>)</p>
<p>4 - Periodic supervision required on challenging cases/projects and in new skill areas; most cases/projects need consultation only (<i>Functioning at an entry level of professional psychology; internship competency (PWC) met</i>)</p>
<p>5- Sound critical thinking/judgment evident overall. Some consultation needed in advanced or specialized area(s) (<i>Functioning at level demonstrating intern is ready for post-internship supervised experience</i>)</p>

If an intern receives an average rating of a “2” or below on a broad competency on an Intern Competency evaluation, or if supervisors have reason to be concerned about the intern’s performance or progress, the program’s due process procedure will be initiated. The due process procedure can be found on AK-PIC’s website: www.ak-pic.org under Policies.

If successful completion of the program comes into question at any point during the internship year, or if an intern enters into the formal review step of the due process procedure due to a grievance by a supervisor or an inadequate rating on an evaluation, the home doctoral program will be contacted within 30 days. This contact is intended to ensure that the home doctoral program, which also has a vested interest in the interns’ progress, is kept engaged in order to support an intern who may be having difficulties during the internship year. The home doctoral program is notified of any further action that may be taken by AK-PIC as a result of the due process procedure, up to and including termination from the program.

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