Agency Supervisor’s Final Evaluation
of Intern’s Performance
Therapeutic Recreation Program
The University of Iowa

This Evaluation is to be completed by the Agency Supervisor and discussed with the Intern prior to submission to the University Supervisor.

Intern Name ________________________________________________________________

Agency ______________________ Agency Supervisor __________________________

Based on the intern’s performance during the entire internship, rate the student on the competencies listed below. Please use the following scale and place the appropriate number in the space provided before each statement. Then, please provide written comments and/or observations about the intern’s performance. Thank you.

NA = Not Applicable  2 = Improvement Needed  4 = Good
1 = Unacceptable  3 = Average  5 = Superior

Knowledge Competencies

_____ Objectives: Based on the job description of the intern position, the intern met specified criteria and fulfilled the Agency’s goals as outlined.

_____ Intern’s Goals and Project: Intern’s progress toward goal attainment and project completion was appropriate.

_____ Application of Knowledge: Applied previously learned academic content to the work setting.

_____ Processing: Actively applied assessment, planning, implementation, and evaluation steps to work assignments.

_____ Organization Skills: Displayed ability to analyze complex situations and problems to systematic knowledge and took appropriate courses of action.

_____ Technical/Clinical Skills: Demonstrated appropriate development of technical and/or clinical skills.

_____ Leadership Skills: Demonstrated appropriate development of the ability to supervise, to lead and direct people, programs, and/or resources.


Interpersonal Competencies

_____ Oral Communication: Communicated ideas and feelings to others in easily understandable fashion. Oral communication was clear and effective.

_____ Written Communication: Presented clear, concise, and thorough written work. Grammar and spelling were appropriate.

_____ Empathy: Displayed empathy toward clients, supervisors, coworkers.

_____ Respect: Demonstrated respect and tact with clients, supervisors, and coworkers.
Professional Attitudes and Behaviors

_____ Professional Attitude and Behavior: Intern displayed positive, optimistic and constructive attitude. Remained calm and composed, especially in times of strain and anxiety.

_____ Adaptability: Adjusted to new situations, new clients, new staff, changes in assignments.

_____ Creativity: Displayed imagination, ingenuity, and creativity with common sense.

_____ Motivation, Enthusiasm, Initiative: Demonstrated motivation and enthusiasm for work responsibilities, and initiative when appropriate.

_____ Time Management: Demonstrated desirable work habits (e.g., consistently on time, reliable, completes assignments in efficient manner).

Professional Judgment

_____ Professional Judgment: Analyzed situations and made appropriate comments, advice and decisions in relation to the goals of the Agency.

_____ Constructive Criticism: Accepted constructive criticism.

_____ Supervision: Sought/accepted direct and indirect supervision when appropriate.

_____ Ethics: Followed ethical standards of the profession and the Agency.

General Comments and/or Observations:
Agency Supervisor’s Final Evaluation of Intern’s Performance

My attitude toward retention of this student for my staff, if a position were available, is as follows:

_____ Particularly wish to retain

_____ Pleased to retain

_____ Satisfied to retain

_____ Prefer not to retain

Please supplement the above rating with a brief narrative statement noting characteristics or abilities that will particularly qualify, or problems that will affect the student for the profession. Thank you.