Agency Supervisor’s Mid-Semester 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 first one-half of the semester, 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 is meeting specified criteria and is fulfilling the Agency’s goals as outlined.

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

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

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

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

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

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


Interpersonal Competencies

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

_____ Written Communication: Presents clear, concise, and thorough written work. Grammar and spelling are appropriate.

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

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

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

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

_____ Creativity: Displays imagination, ingenuity, creativity with common sense.

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

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

Professional Judgment

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

_____ Constructive Criticism: Accepts constructive criticism.

_____ Supervision: Seeks/accepts direct and indirect supervision when appropriate.

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

General Comments and/or Observations:


Agency Supervisor Signature   Date   Intern Signature   Date