



Supervisor Evaluation Form for Field Placement in Supervision

Ph.D. in Counselor Education and Supervision, Waynesburg University

Doctoral Student's Name: Kayla Newkirk

Site Supervisor: Chelsea Scarmazzi

Check One:

☐ Mid-Semester Evaluation

☒ Final Evaluation

Directions: Examine all sources of evidence available and bear in mind the aspect of supervision for each of the four categories used in this form. Assign a rating for each of the three categories and then assign an overall evaluation of performance. The evaluation is to be signed by both the evaluator and the doctoral student following review of the evaluation.

I. Supervision Identity

- Demonstrates clinical intent in supervision style and strategies implemented.
- Able to articulate and demonstrate theoretical orientation of supervision.
- Able to reflect on personal style of supervision and its effectiveness with individual students.

Rating:

☐ Exemplary (3 Points): Consistently and thoroughly demonstrates indicators of progress.

☒ Proficient (2 Points): Usually and extensively demonstrates indicators of progress.

☐ Emerging (1 Point): Sometimes and adequately demonstrates indicators of progress.

☐ Unsatisfactory (0 Points): Rarely or never and inappropriately or superficially demonstrates indicators of progress.

II. Supervision Skills

- Adapts supervision style to meet individual needs of supervisees.
- Provides appropriate and effective feedback to supervisees on a regular basis.
- Able to incorporate appropriate legal, ethical and multicultural considerations into supervision sessions as relates to supervisees.
- Effectively manages time with one or more supervisees.

Rating:

☐ Exemplary (3 Points): Consistently and thoroughly demonstrates indicators of progress.

☒ Proficient (2 Points): Usually and extensively demonstrates indicators of progress.

☐ Emerging (1 Point): Sometimes and adequately demonstrates indicators of progress.

☐ Unsatisfactory (0 Points): Rarely or never and inappropriately or superficially demonstrates indicators of progress.

III. Collaboration and Professionalism

- Presents self in professional manner through dress, language, and demeanor
- Maintains regular contact with site supervisors regarding student progress and performance.
- Demonstrates ability to effectively collaborate with multiple individuals for consistent guidance of student counselors.
- Participates in weekly group/individual supervision with instructor supervisor.
- Maintains necessary paperwork documenting supervision sessions.

Rating:

☐ Exemplary (3 Points): Consistently and thoroughly demonstrates indicators of progress.

✓ Proficient (2 Points): Usually and extensively demonstrates indicators of progress.

☐ Emerging (1 Point): Sometimes and adequately demonstrates indicators of progress.

☐ Unsatisfactory (0 Points): Rarely or never and inappropriately or superficially demonstrates indicators of progress.

IV. Overall Rating

Rating:

☐ Exemplary (9 points): Consistently and thoroughly demonstrates indicators of progress.

✓ Proficient (6 to 8 points): Usually and extensively demonstrates indicators of progress.

☐ Emerging (3 to 5 points): Sometimes and adequately demonstrates indicators of progress.

☐ Unsatisfactory (0 to 2 Points): Rarely or never and inappropriately or superficially demonstrates indicators of progress.

Comments:

Kayla consistently provides meaningful feedback to peers during class. She has also shown growth in her supervisory style, which I have observed as flexible, genuine, encouraging, and aligning closely to her chosen theory.

Sources of Evidence Used for Assessment (check all that apply):

☐ Assessment Materials

✓ Supervision with Doctoral Student

✓ Doctoral student's documentation

☐ Observations of supervision

Kayla Newkirk 08/15/2025

Doctoral Student's Signature: Date

Chelsea Scarmazzi 08/17/2025

Site Supervisor's Signature: Date