



Psychology Internship Consortium

Requirements for Successful Internship Performance

Expected Competencies

The Sanford Health-Psychology Internship Consortium (SH-PIC) requires that interns demonstrate minimum levels of achievement across all training competencies, as outlined in the *SH-PIC's Aims and Competencies*. Interns are formally evaluated by their primary supervisor three times during their internship; after 3 months, 7 months, and at the end of the training year. The evaluation form includes information about the interns' performance regarding all SH-PIC's expected competencies and the related training elements.

All SH-PIC interns are expected to complete 2000 hours of training during the internship year of which a minimum of 500 hours must be face-to-face clinical service delivery. 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 as indicated by accompanying copies of the intern's formal evaluations from the training year.

In addition to the evaluations described above, interns must complete a self-evaluation form at the beginning and end of the internship year. Interns will also complete a Program Evaluation survey at the end of the internship year. This feedback will inform changes or improvement to the training program.

Completion of the internship program includes regular attendance at all didactic activities, seminars, case conferences, and supervision sessions. Interns will also have demonstrated the highest ethical and professional standards and will demonstrate completion of all administrative requirements including reports, notes, and medical records documentation.

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.

The scoring rubric for intern evaluations uses a Likert scale, with the following rating values:

A(4) Advanced; Skills comparable to autonomous practice at the licensure level

I(3) Intermediate; Supervision is developmental in nature

B(2) Beginning; Continued intensive supervision is needed

NI(1) Needing Improvement

U(0) Unsatisfactory/Fail

N/A Not Applicable/Not Observed/Cannot Say

If an intern receives a score less than “2” on any component of the 3-month evaluation; receives less than “2” on any element or less than two “3” scores on the 7-month evaluation; or receives less than “3” on any competencies during the 12-month, final evaluation, the program’s Due Process procedure will be initiated. Additionally, if supervisors have reason to be concerned about the intern’s performance or progress, the program’s Due Process procedure may be initiated. The Due Process procedure can be found on www.sh-pic.org.

If successful completion of the program comes into question at any point during the internship year, or if an intern enters 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 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 SH-PIC because of the Due Process procedure, up to and including termination from the program.

Reviewed and approved by SH-PIC Training Committee on 08/31/2023.