

# Evaluation and Feedback Structure

The supervisory process's evaluation and outcome is integral to the development of school clinicians. The evaluation of the clinician, as well as the evaluation of the impact and outcome of supervision, is a significant responsibility of the clinical supervisor. Competency-based clinical supervision supports formative and summative assessment by articulating the knowledge, skills, and attitudes that comprise the competencies that are the focus of training. Such an approach minimizes confusion, eliminates final evaluation "surprises," and sets the supervisory agenda.

The [School Clinician Supervision Report form](#) (Appendix E) is the tool used to capture a clinician's summative evaluation. The form is completed by the supervising clinician at the end of 180 days of supervised employment and again at 360 days. Once completed, the forms are shared with the clinician and their administrative supervisor, signed by all parties, and sent to the Professional Certification Unit. The School Clinician Supervision Report form indicates if a clinician meets the clinical competencies required for permanent certification.

The [Clinical Supervision Contact form](#) (Appendix D) is used to document and provide feedback to the clinician after each clinical supervision activity. They also inform summative evaluation by documenting clinician strengths, opportunities for growth, goals, and outcomes.

Throughout the supervision experience, clinicians will receive ongoing formative feedback from their clinical supervisor to inform their work. The clinical supervision feedback and evaluation model indicates a five-phase cycle to provide formative feedback. This cycle is illustrated below (Figure 1).

**Figure 1**

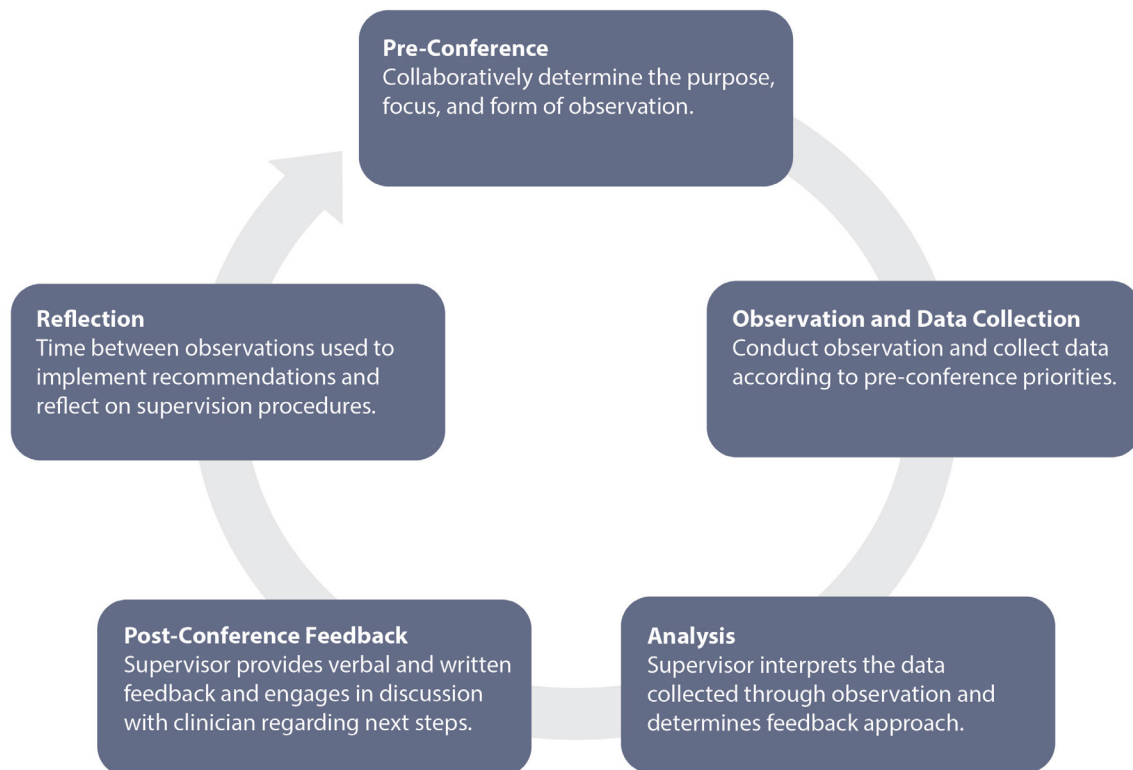


Figure 1 – Five-stage cycle for clinical supervision (Gürsoy et al., 2013)