

Practicum and Internship Handbook Clinical Mental Health Counseling



Department of Psychological Science and Counseling
Austin Peay State University
P.O. Box 4537
Clarksville, TN 37044

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Contact Information
Department of Psychological Science and Counseling
Austin Peay State University

Department of Psychological Science & Counseling

Department Chair:

Dr. Nicole Knickmeyer

Email: knickmeyern@apsu.edu

Telephone: (931) 221- 7232

Coordinator of Counseling Programs:

Dr. Eva Gibson

Email: gibsone@apsu.edu

Telephone: (931) 221-6224

Health Professions Building, 202F

Clinical Mental Health Counseling Clinical Coordinator:

Dr. Lara Strate

stratel@apsu.edu

Telephone: (931) 221-7211

Health Professions Building, 207C

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Introduction

The **Practicum and Internship Clinical Coordinator** oversees the clinical training portion of students' education. This role involves securing and approving appropriate field placement sites, ensuring compliance with CACREP standards, and supporting both students and site supervisors throughout the practicum and internship process. The coordinator provides orientation, tracks documentation (e.g., hours, evaluations), consults on ethical or professional concerns, and serves as a liaison between the university and community partners to ensure quality clinical training and student development.

The Practicum and Internship experience represent opportunities to apply theory, develop and enhance skills for client assessment, evaluation, and planning through professional practice. As such, it represents the "real world" of counseling more closely than any other aspect of the academic program.

Here's a more polished, professional version in third-person narrative suitable for a graduate counseling practicum and internship handbook.

Practicum and internship represent critical components of counselor preparation, providing students with the opportunity to apply and refine counseling knowledge and skills in supervised clinical settings. Under the guidance of qualified site supervisors and university faculty supervisors, students develop counseling competencies while receiving ongoing feedback, support, and professional mentorship. These field experiences also provide opportunities to work with clients from diverse backgrounds, fostering the multicultural awareness and clinical proficiency essential to effective counseling practice.

All approved practicum and internship placement sites identify counseling as a primary professional responsibility and provide supervision by a qualified professional who holds, at minimum, a master's degree in counseling or a closely related field and has at least two years of post-master's professional counseling experience.

This handbook serves as a comprehensive guide to successfully completing the practicum (COUN 5170) and the internship (COUN 5720 and COUN 5730) field experiences. It outlines program expectations, policies, procedures, and requirements to support students throughout their clinical training. Students should also refer to the course descriptions below for a summary of the specific practicum and internship requirements.

COUN 5170: Practicum in Mental Health Counseling:

The Practicum in Mental Health Counseling constitutes the initial comprehensive field experience for students in the Mental Health Counseling track. Students will spend at least **100** clock hours in a mental health agency; of these hours, at least **40** will be direct client contact (this includes individuals, couples, families, co-facilitation, psychoeducation, assessment, or groups). The clinical standards for Practicum and Internship specify that observing others provide counseling or related services, record keeping, administrative duties, and clinical and/or administrative supervision would not be considered direct service. The remaining **60** hours will be spent in consultation with peers and the site supervisor, attendance at staffing meetings, case conferences, or professional education workshops. Students will meet individually or in triadic supervision with their site supervisor and in a seminar with the APSU supervisor throughout the semester for supervision and instruction on various topics related to the practicum. The CACREP practicum standard requires that the duration of the student's supervised practicum experience extend across a full academic term to facilitate the development of basic counseling skills and the integration of knowledge. Extra hours obtained during the practicum experience will not be counted toward the 600 clock-hour internship requirements. Practicum supervision involves 1.5 hours of weekly group supervision with the university supervisor and 1-hour weekly supervision with the site supervisor.

COUN 5720 and 5730: Mental Health Counseling Internship:

After the successful completion of Practicum, students in the mental health counseling concentration will complete a total of **600** clock hours working in a mental health counseling setting for the Internship clinical experience. Of the **600** hours to be completed by mental health counseling interns, at least **240** hours must be spent in direct contact (including, but not limited to, individual counseling sessions, assessments, psychoeducation, intakes, groups, couples, and families).

The intern is primarily responsible to the agency supervisor but reports to the university supervisor at specified intervals. The internship will be the culminating experience of the student's master's degree program. Internship supervision involves 1.5 hours of weekly group supervision with the university supervisor and 1 hour of weekly supervision with the site supervisor.

CACREP Standards

CMHC C.1.b	Understands theories and models related to clinical mental health counseling.
CMHC C.1.c	Demonstrates understanding of principles, models, and documentation formats of biopsychosocial case conceptualization and treatment planning.
CMHC C.1.e	Knows psychological tests and assessments specific to clinical mental health counseling.
CMHC C.2.a	Has a basic understanding of roles and settings of clinical mental health counselors.
CMHC C.2.d	Shows appropriate understanding of the diagnostic process, including differential diagnosis and the use of DSM and ICD classification systems.
CMHC C.2.e	Understands potential for substance use disorders to mimic and/or co-occur with neurological, medical, and psychological disorders.
CMHC C.2.g	Knows the impact of biological and neurological mechanisms on mental health.
CMHC C.2.h	Understands classifications, indications, and contraindications of commonly prescribed psychopharmacological medications for appropriate referral.
CMHC C.2.j	Appreciates cultural factors relevant to clinical mental health counseling.
CMHC C.2.k	Has a basic understanding of professional organizations, preparation standards, and credentials relevant to clinical mental health counseling.
CMHC C.2.l	Knows legal and ethical considerations specific to clinical mental health counseling.
CMHC C.3.a	Demonstrates understanding of intake interview, mental status evaluation, biopsychosocial and mental health history, and psychological assessment.
CMHC C.3.b	Shows understanding of techniques and interventions for the prevention and treatment of a broad range of mental health issues.
CMHC C.3.c	Provides appropriate strategies for interfacing with the legal system regarding court-referred clients.
CMHC C.3.d	Incorporates strategies for interfacing with integrated behavioral health care professionals.
CMHC C.3.e	Understands strategies to advocate for persons with mental health issues.

Timetable for Practicum (P) or Internship (I) Activities

Time Frame	Activity
One Year Prior to Clinical Experience	Student submits application to APSU supervisor in Experiential Learning Cloud Student interviews potential site supervisors Student & site supervisor agree on placement Student obtains professional liability insurance
Prior to Beginning Clinical Experience	Student and site supervisor sign <i>Agreement</i> form Student performs background check and pre-orientation activities Student and site supervisor sign <i>Statement of Understanding</i> Student must have professional liability insurance
Beginning of Term	Student submits relevant forms to APSU supervisor APSU Supervisor conducts orientation on the first night of Practicum Site supervisor conducts orientation for student at site Student and site supervisor establish individual objectives Student and site supervisor establish work schedule Student begins work at site
Throughout Term	Student meets regularly with site supervisor for individual supervision Student meets with APSU supervisor for group supervision Student continues work at site Student maintains weekly log of activities and documentation in Experiential Learning Cloud
Middle of Term	Site supervisor completes mid-term evaluation in Experiential Learning Cloud APSU supervisor confers with site supervisor regarding student progress
End of Term	Site Supervisor completes final evaluation of student Student submits relevant documentation in Experiential Learning Cloud Student completes evaluation of APSU supervisor Student completes evaluation of site/supervisor APSU supervisor assigns grade

Practicum

Practicum and internship students are not combined for group supervision.

Practicum is designed to provide students with supervised, applied experience in professional counseling settings. Building upon the foundational knowledge and counseling skills developed through coursework, the practicum experience allows students to integrate theory with practice while developing counseling competencies in a clinical environment. By this stage in the program, students have acquired essential counseling knowledge and skills through academic preparation and have gained exposure to the roles and responsibilities of professional counselors across a variety of settings. Practicum provides the opportunity to further develop these competencies through direct client interaction, professional supervision, and reflective practice.

During the practicum, students will focus primarily on the following:

- learning good counseling practices by observing and participating in joint experiences;
- developing skills by counseling in groups and individually under close supervision;
- becoming familiar with various types of educational and/or mental health agencies, services, referral sources, professional orientation, staff development, organizational development, technology, etc.;

During the practicum, students will be working in an agency for one semester, accumulating at least **100** hours of experience. Although responsibilities will vary according to the requirements of the site supervisor and the nature of the clientele served, students will spend the first part of the practicum observing, or "shadowing" their supervisor and/or other counseling professionals. Through observation, students will become familiar with counselors' responsibilities and the facility's organizational structure. Students will begin working with clients, either in conjunction with their supervisor, other clinicians, or alone. The expectation is that the licensed site supervisor or an appropriate clinician is always present in the building during the student's time at the site and has a written emergency plan in place if the approved clinical mental health service providers are unavailable. Additionally, students will have opportunities to participate in ancillary responsibilities at the practicum site, such as staff meetings, in-service training sessions, and record-keeping.

Of the 100 hours required in the practicum, at least **40** must be direct client contact. This refers to individual, group, couples, and family counseling; and/or intake, assessment, psychoeducation, and exit interviews with clients. Of the **total accumulated direct** hours, no more than **half of them** can be spent co-facilitating with another professional (this will be evaluated on a case-by-case basis). **Twenty-five percent of the total direct hours can be from telehealth counseling if the agency provides ethical oversight of this modality.** At least 4-6 hours of group counseling facilitation/co-facilitation must be documented in *either* practicum or internship (if the site does not provide a group experience, students may substitute those hours through enrollment in COUN 5430: Group Theories and Techniques during the same semester as their practicum and internship). Students can begin accumulating hours after their first night of the group supervision course. Practicum is to be completed across one full semester, with a minimum of 8 weeks. If students complete the required 100 hours before the end of practicum, they are required to attend and actively engage in the corresponding practicum course until the end of the semester. Additionally, students should maintain active engagement with their site. Students may begin accruing internship hours after the end of the Fall semester, upon site and university supervisor approval. Students must also submit a signed Waiver of Supervision form in Experiential Learning Cloud (ELC) on the final night of practicum class. Those internship hours will accrue the Monday following commencement.

If a student is dissatisfied with the level of supervision or the site of choice, students are encouraged to discuss clinical needs with their site supervisor. If no adequate solution is provided, students should take the next course of action by communicating with the clinical mental health coordinator before proceeding to terminate from the site early. To prevent further disruption between the graduate program and placement site, students should follow the appropriate protocol to ensure adequate removal from the site and appropriate transition into another site. Some transitions may not occur until the following semester, beginning with internship. Failure to comply with such protocol may result in failure of the course.

Internship

The Internship must be completed over the last two (2) semesters of graduate study; Practicum and internship students are not combined for group supervision.

If the student reaches the required **600 hours** (with a minimum of **240 face-to-face hours**) before the end of the semester, they must remain at the site through the **5th week** in summer term, before terminating their experience. An appropriate two weeks' notice must be provided to the site supervisor to remain in professional standing; additionally, to remain in good standing and to conduct an ethical, professional termination, students must provide their clients with 30 days' notice for appropriate client transition.

These terms are subject to site approval, as some locations require students to complete their experience for the entire semester. If the site allows early termination upon completion of the hours' requirement, the student is expected to attend and actively participate in the internship class until the end of the semester.

The following courses must have been completed prior to the beginning of the internship:

COUN 5080 Diagnosis and Psychopathology (3)
COUN 5110 Lifespan Development (3)
COUN 5170 Practicum in Mental Health Counseling (3)
COUN 5180 Theory and Practice in Clinical Supervision(3)*
COUN 5190 Psychological Assessment and Appraisal (3)
COUN 5200 Foundations of Clinical Mental Health Counseling (3)
COUN 5400 Theories of Counseling (3)
COUN 5410 Counseling Techniques (3)
COUN 5420 Advanced Counseling Techniques (3)
COUN 5430 Group Theories and Techniques (3)*
COUN 5600 Theories and Counseling in Career Development(3)
COUN 5993 Addictions Counseling (3)
COUN 6010 Ethical, Legal and Professional Issues in Counseling(3)

**Classes may also be taken concurrently with the first semester of Internship.*

Internship is the culminating clinical experience in the master's counseling program. By the start of internship, students have completed most of their academic coursework and developed foundational counseling competencies through classroom instruction and supervised practicum experiences. Internship provides the opportunity to refine counseling skills, integrate theory with practice, and assume increased responsibility in the delivery of counseling services under the supervision of qualified site and university supervisors. This experience prepares students for competent, ethical, and culturally responsive professional counseling practice. The primary tasks in internship will be to:

- become comfortable with a counseling model and thoroughly develop skills;
- counsel people with difficult issues while under supervision;
- explore areas of personal interest such as grief counseling, counseling children, or counseling people with eating disorders; and
- become involved in the professional community through membership in professional associations; attendance at workshops, conferences, and other staff development activities; and by participation in informal networking groups.

In an internship, students will gain much experience working on their own or as colleagues with other counselors at their internship site. Although interns may observe and shadow periodically, they should establish their own client load and be given responsibilities like those held by other staff members at the site. The expectation is that the licensed supervisor or an appropriate clinician is present in the building during the intern's time at the site and has a written emergency plan in place if the approved clinical mental health service providers are unavailable. Of the **600** hours to be completed by mental health counseling interns, at least **240** hours must be spent in direct contact (individual counseling sessions, assessments, intakes, etc.). **Twenty-five percent of the total direct hours can be from telehealth counseling if the agency provides ethical oversight of this modality.** Students are strongly encouraged to devote hours to group and/or family counseling. In the event that a total of 600 hours is not obtained prior to graduation, students must have completed at least 500 hours by graduation, with a completion plan, in collaboration with the site supervisor, to complete the remaining 100 hours within 30 days of commencement and degree conferral.

The Application Process

Deadlines

Students must apply for the clinical experience one academic year prior to the fall term in which they intend to enroll. Deadlines for the application are as follows:

Deadline for Fall Practicum/Internship: November 15

Students must apply for the clinical experience in Experiential Learning Cloud (ELC) once they are permitted by the clinical coordinator.

A meeting for all beginning practicum/internship students is held each October, approximately one month prior to the application deadline. At this meeting, the requirements of the field experience will be reviewed, sites discussed, and questions answered. For sites that require an application prior to this meeting, students will be notified of those dates.

Selecting a Practicum/Internship Site

There are many things to consider when choosing a site for practicum or internship. Some are:

- | | |
|------------|---|
| Clientele: | What type of population do you want to work with: young children? Inner city students? Hospitalized adults? People with specific issues such as addictions or eating disorders? |
| Locale: | What type of agency are you most interested in? Hospital? Private practice? University? |
| Service: | Are you more interested in trauma counseling or developmental counseling? An emphasis on family interventions? |

After you have determined the type of agency and work that you want to pursue in your practicum/internship, the next step will be to interview with potential supervisors at several comparable agencies.

When you interview, be sure to obtain information about the following:

1. Is an orientation to the agency provided? If so, when, and how extensive is it?
2. Who will be your direct supervisor? What are the credentials of that person? What type of supervision will you receive? How often? Will audio taping or videotaping be allowed? What are your supervisor's expectations of you in terms of service, hours, and skills?
3. What will be your hours and days of the week? Are you expected to work weekends or nights?
4. Am I expected to work on-site during APSU breaks (i.e. Winter)?
5. Can the agency guarantee you enough contact hours to meet the University requirements? Will your supervisor help you obtain clients?
6. What will be the general format of the practicum or internship? Is there a period of observation or shadowing? Will you be able to co-lead groups or do individual counseling with a co-therapist prior to seeing clients on your own?
7. Will there be opportunities to participate in staff development activities while doing your practicum or internship?
8. What are the formal and informal rules of the organization as they pertain to dress, lunch hours, etc.
9. Exactly what types of work will you be able to do during the practicum or internship? Will you be restricted to a particular type or mode of delivery (such as individual counseling on a short-term basis) or will you have opportunities to experience a variety of services (such as testing, group work, etc.)
10. What are the agency's expectations of your skills at the beginning of your practicum or internship? Will you need to be able to write treatment plans or to diagnose clients? Will you be required to have knowledge of disorders or problems such as addictions?

A complete list of frequently asked questions during interviews are available upon request.

Completing Hours at Your Job Site

Occasionally, students will request to complete their field experience at their place of employment. The use of employment as the clinical experience is strongly discouraged. The purpose of an internship is to prepare you for an advanced degree and associated skills.

Internships are defined as an opportunity to gain additional knowledge and work experience in a particular area. If a student chooses to use employment as their clinical experience, they must make a strong case for how their employment tasks are different from and unique to their clinical experience. In these situations, students must receive prior approval from their APSU supervisor.

The site supervisor and student must establish a specialized learning contract describing specific responsibilities which are beyond the scope of their current employment responsibilities. For example, if the student works as a case manager, they could make the case for taking on a therapeutic case load by differentiating the roles/tasks for each position. If the current employer hired you to do the work of a "clinician", "counselor", or "therapist", the student must provide specific and irrefutable evidence on how the internship would prepare them for the field at an advanced level. For practicum, students are limited to use 8-10 hours of employment as clinical experience. For internship, students can use up to 25 hours of employment as clinical experience.

Consult with your APSU supervisor to plan a specialized learning contract.

Multiple Sites

Most students elect to complete their internship at one site. Occasionally, students are permitted to complete their internship hours in more than one setting. If this is the case, students need to secure a site supervisor at each site who meets the necessary qualifications and can provide a minimum of one hour of documented supervision per week, per site.

Finalizing The Practicum/Internship Placement

Students must have scheduled a site and met with their site supervisor to finalize details of their placement prior to the first week of the semester. Faculty reserve the right to de-register or administratively withdraw students who do not comply with this requirement. During the planning meeting with the site supervisor for practicum or internship placement, students will need to complete several forms to submit in ELC at the first meeting of the term. These forms, which are in the Appendix, include the following:

1. **Practicum/Internship Agreement Form.** This form specifies the roles and responsibilities of the student, site supervisor, and university supervisor.
2. **Practicum/Internship Statement of Understanding.** This form acknowledges the student's commitment to ethical practice, client/student welfare, and professional responsibility. By signing, students acknowledge their obligation to practice within their level of competence, follow ethical standards, and accept the supervisory responsibility of university and site supervisors to address concerns related to professional conduct, competence, or potential harm to clients.
3. **Practicum/Internship Information Sheet.** This form outlines the expected fieldwork schedule.
4. **Field Site Supervisor Registration.** This form collects supervisor qualifying information.
5. **Emergency/Crisis Management Plan.** This form is used to detail site processes, expectations, and appropriate contacts in the event of a crisis.
6. **Practicum/Internship Learning Contract.** This form documents student-selected projects or activities completed during practicum or internship. In collaboration with site and/or university supervisors, students will establish measurable objectives that are reviewed and approved by the APSU supervisor. Site supervisors will evaluate the completion of objectives as part of the final internship evaluation process.

Drug Free Workplace & Campus

The Counseling program fully supports and follows the APSU Drug-free workplace policy ([Policy 3:006](#); Drug-Free Workplace Act of 1988). Although we do not have a policy for drug testing, all who work during the clinical experience are regularly evaluated by supervisors and program faculty. If concerns about a student's well-being, substance use/relapse, or other issues arise, the student must meet with the faculty. Program faculty will ultimately determine any student's appropriateness for work at the site and may require a remediation plan or other steps before a student may resume any clinical work.

Many clinical placements maintain their own policies regarding substance use. Students are expected to abide by the policies of their site during their clinical placements. As a note, items that include CBD, including Delta-8 among others, will also show up as positive on a drug test and may influence outcomes at clinical placements as described by placement policies and in the relevant program handbooks.

Responsibilities of Site Supervisors

Site supervisor will be given guidelines for their responsibilities for practicum and internship supervision. Most site supervisors have worked with many counselor education students over the years and are extremely comfortable with the process. It is important for students to be aware of what the supervisor is expected to do and what the supervisor expects of them. The licensed supervisor or an appropriate clinician should always be present in the building during the student's time at the site and have a written emergency plan in place if the approved clinical mental health service providers are unavailable.

Qualifications

Supervisors must have a master's degree in counseling or a closely related field; active, unrestricted licensure (LPC, LPC-MHSP, LMFT, LMHC, Licensed Social Worker, or Licensed Psychologist) and/or certifications; and must have at least two years' experience as a professional counselor beyond the master's. In addition, supervisors must have completed formal training in supervision skills, techniques, and relevant training in supervision technology and distance counseling supervision.

Supervision

Supervisors will be expected to participate in supervision with the supervisee for at least 1 hour per week throughout the fieldwork experience. Primary supervision should be conducted individually, although it is appropriate for a supervisor to meet with two students at a time. Phone supervision should be limited to five sessions per semester. Additionally, students may participate in group supervision with 3 or more practicum students or interns. Supervisors should have relevant training for in-person and/or distance counseling supervision. Supervisors must also have relevant training in the technology utilized for supervision.

It will be important for supervisors to review supervisee counseling skills throughout the internship, through video, audio, or direct observation. (See **Appendices** for a sample "Permission to Record and Consult" form). Students are also required to document their site supervision each week in ELC. **Failure to attend site supervision with your site supervisor will result in no face-to-face contact with clients that week. Work with clients will resume once you have completed appropriate supervision.**

Evaluation

Students are continuously evaluated during their fieldwork experiences. This occurs during weekly supervision meetings when students receive feedback from supervisors and peers regarding their performance, and formally at midterm and at the conclusion of the practicum/internship experience and the semester. Completed formal evaluations will be reviewed and placed in the students' practicum and internship files. Scores below 80% may result in a recommendation plan, a remediation plan, or possible course failure. Students who fail the course must repeat the clinical experience, and this is subject to approval by program faculty. A sample of the mental health evaluation form is provided in the **Appendices**.

Communication

During the practicum and internship experience, the APSU course supervisor will email/phone the site supervisor at the beginning of the semester, then arrange a site visit at the convenience of both the site supervisor and the APSU supervisor during the clinical experience cycle. Additionally, the APSU supervisor will consult with the site supervisor mid-semester and at the end of the semester to discuss student progress further. **Please note that ongoing consultation will occur throughout the semester as appropriate for the student, site supervisor, and university supervisor.**

Responsibilities of APSU Supervisors

Practicum/Internship Meetings

During group supervision, the focus will be on developing counseling skills, discussing current counseling topics, and strengthening students' skills in counseling-related areas. The faculty-to-student ratio is 1:12; no more than 12 students are assigned per course. Students will have opportunities to work with their supervisor or another faculty member on special activities such as supervision, research, training, writing, relevant technology, or making presentations at conferences and workshops. **If you do not attend supervision with your APSU supervisor, you must receive supervision with your site supervisor to resume face-to-face contact with clients that week. Work with clients will continue once you have completed appropriate supervision.**

Evaluation

Students are continuously evaluated during their fieldwork experiences. This occurs during weekly supervision meetings when students receive feedback from supervisors and peers regarding their performance. Additionally, with recommendation from your site supervisor, your APSU supervisor will assign your final grade in practicum/internship. Scores below 80% may result in a remediation plan and possible course failure. Students who fail the course must repeat the clinical experience, and this is subject to approval by program faculty. Additionally, your overall progress in the program will be reviewed by program faculty. A sample of the faculty internship evaluation form is provided in the **Appendices**.

Communication

During the practicum and internship experience, the APSU course supervisor will email/phone the site supervisor at the beginning of the semester, then arrange a site visit at the convenience of both the site supervisor and the APSU supervisor during the clinical experience cycle. Additionally, the APSU supervisor will consult with the site supervisor mid-semester (October/March) and at the end of the semester (December/May) to further discuss student progress. **Please note that ongoing consultation will occur throughout the semester as appropriate for the student, site supervisor, and university supervisor.**

The Clinical Experience

Liability Insurance

Regardless of the practicum or internship setting, students are required to be covered by professional liability insurance. Students can obtain insurance through one of several professional organizations. The American Counseling Association and the American Mental Health Counselors Association provide insurance at reasonable rates for their student members. Information about the organizations and the purchase of insurance is presented at Practicum/Internship Orientation meetings. **Students cannot begin practicum or internship client contact until their insurance is in effect.**

Establishing a Schedule

Students are expected to collaborate with their site supervisors to establish and maintain a consistent practicum or internship schedule. Students are strongly recommended to work at their sites at least one full day per week and several partial days. Participation in agency meetings, trainings, and other professional activities recommended by the site supervisor is encouraged, even if these occur outside of regularly scheduled field placement hours. Students should provide advance notice of any schedule changes. If field placement activities continue during interim academic breaks (e.g., winter break or May term), students must maintain weekly supervision with their site supervisors and submit a completed *Waiver of Supervision* Form.

Maintaining a Log

It will be important for students to keep a daily record of their activities and the time spent on each throughout practicum or internship. These hours will be recorded in Experiential Learning Cloud (ELC). The daily log will be helpful when students meet with their site or university supervisor to discuss their counseling cases and related activities. **For licensure purposes, ensure that you have your site supervisor sign a practicum and internship supervision verification form in the state you plan to pursue licensure. Thus, whether you choose to seek professional licensure right after graduation or in the future, that form is in your possession.**

Individual Counseling

Individual counseling is a primary component of most practicum and internship experiences. Students are encouraged to work with clients over multiple sessions whenever possible, as ongoing counseling relationships provide valuable opportunities to develop case conceptualization, treatment planning, and intervention skills. Site supervisors can provide guidance regarding agency procedures, including scheduling, intake, informed consent, documentation, and other clinical responsibilities.

During counseling sessions, students are expected to apply counseling theories and evidence-based interventions learned throughout the program. Practicum and internship are designed to promote skill development through supervised practice, allowing students to refine their clinical competencies while receiving constructive feedback and support from their site and university supervisors.

Group or Family Counseling

Students should plan to spend some of their counseling time working with groups or with families. It is important to spend time observing and co-leading counseling or psychoeducational groups before working independently, since different agencies may follow specific formats when working with multiple clients or families. At least 4-6 hours of group counseling facilitation/co-facilitation must be documented in *either* practicum or internship. Consider developing a structured group built on a specific topic.

Related Responsibilities

Practicum and internship encompass a wide range of professional counseling responsibilities beyond individual and group counseling. Students are expected to engage in activities such as case conceptualization, treatment planning, clinical documentation, consultation, case presentations, interdisciplinary collaboration, staff meetings, and other responsibilities consistent with the mission and operations of the placement site. These experiences provide opportunities to develop the professional competencies required for effective counseling practice. **Please note that**

handling money, taking payment on behalf of the agency, or creating your own funding management profile is strictly prohibited. Accepting any method of payment or taking on billing responsibilities without the oversight and approval of your site supervisor may result in termination from the site by either party and will result in an automatic "F" for the course.

Supervision

A critical element of the practicum/internship experience is the extensive supervision provided to counselor trainees. Counselor trainees are expected to share client cases and professional issues for review and discussion in individual supervision with the faculty supervisor (individual and group supervision), their field site supervisor (site supervision), and their peers (group supervision during class).

Supervisors will be expected to participate in supervision with the supervisee for at least 1 hour per week throughout the fieldwork experience. Primary supervision should be conducted individually, although it is appropriate for a supervisor to meet with two students at a time.

Students will meet with their APSU faculty supervisor for 1½ hours per week on campus. During these sessions, the focus will be on group supervision of counseling skills, sharing and receiving feedback on experiences, discussing current topics in counseling, and further developing skills as a professional counselor. Students are required to attend all group supervision sessions for the duration of the academic semester. Separate supervision sessions are held for practicum and internship students. Each supervision group will include no more than 12 students.

Missing supervision meetings or being unprepared for supervision will result in an unsatisfactory grade. A defensive or non-receptive position regarding supervision is unacceptable behavior and will seriously impair the trainee's progress through the clinical sequence.

Professional Association and Memberships

Students are encouraged to become involved in local, state, and national professional counseling organizations as part of their professional identity development. Membership and participation in professional associations provide opportunities to engage with current research, access professional resources, attend workshops and conferences, network with practicing counselors, and stay informed about issues impacting the counseling profession and the clients served.

As students progress through practicum and internship, professional literature and training opportunities often become more meaningful as they connect classroom learning with real-world counseling experiences. Involvement in professional organizations also supports career development, advocacy efforts, and the formation of lasting professional relationships.

Professional Counseling Organizations

- American Counseling Association (ACA) - <https://www.counseling.org>
- American Mental Health Counseling Association (AMHCA) - <http://www.amhca.org>
- Association for Counselor Education & Supervision (ACES) - <http://www.acesonline.net>
- Tennessee Counseling Association (TCA) - <http://www.tncounselors.org>
- Tennessee Mental Health Counseling Association (TMCHA) - <http://www.tncounselors.org/tmhca>
- Tennessee Licensed Professional Counseling Association (TLPCA) - <http://www.tlpca.net>

Professional Development Opportunities

Professional development is an integral component of counselor preparation and lifelong professional practice. As students progress through their practicum and internship experiences, they are expected to engage in ongoing learning that enhances their clinical knowledge, counseling skills, and professional identity.

Students are encouraged to participate in professional development opportunities throughout their field experiences. Workshops, seminars, conferences, and other continuing education events are offered regularly in Clarksville, Nashville, and the surrounding region. Site supervisors and faculty supervisors can provide guidance in identifying professional development

activities that are relevant to students' current field placements and future career goals. Additionally, many professional organizations and training providers offer reduced registration fees for graduate students.

Participation in approved professional development activities may be applied toward non-direct service (indirect) practicum or internship hours in accordance with program requirements and site policies. Students are responsible for maintaining appropriate documentation of all professional development activities submitted for practicum or internship credit.

Evaluation of Practicum or Internship

At the end of each semester, students will have an opportunity to evaluate their supervisors and the effectiveness of the site placement, as well. The *Student Evaluation of APSU Practicum/Internship Supervisor* is shown in the **Appendices**; The *Student Evaluation of Practicum/Internship Site* also appears in the **Appendices** to provide examples of the questions asked in that process.

Student Conduct and Performance

All counselor trainees are expected to read these guidelines and policies prior to application for practicum or internship classes. All trainees are expected to follow these guidelines and policies.

Background Checks & Criminal Records

Background checks with results other than "no criminal indications" shall be reviewed by the MS in Counseling program to ensure the appropriate safety of students and clients. Additionally, counseling students with misdemeanor conviction(s) or charge(s) involving illegal drugs or endangerment of a child with any resolution other than acquittal would be examples of indications that would not be permitted for counseling students. Austin Peay State University shall take steps to ensure that this individual does not participate in the clinical/practicum program at the assigned site.

Professional Demeanor

Throughout the clinical experience, students are expected to perform in a manner suitable for a rising professional counselor. Counselor trainees should conduct themselves in a professional manner in dress and behavior at their field sites. Students should consult with their field supervisor about appropriate dress. The counselor trainee's professional demeanor must be consistent with the current ethical guidelines of the American Counseling Association as well as the guidelines set by the site and the site supervisor. Appropriate professional boundaries should be maintained at all times.

Confidentiality

Counselor trainees are responsible for maintaining the confidentiality of all information related to their clients. Trainees must understand the confidentiality practices of their field sites and maintain documentation in a secure manner. The maintenance of client confidentiality extends to supervision and viewing or listening to recorded counseling sessions. Never discuss clients outside of supervision or with anyone other than supervisors, APSU counselor education faculty members, and professionals at the field site.

Crisis Procedures

Counselor trainees must know the appropriate procedures at their field site regarding crisis situations (e.g. suicide, violent behavior). Trainees should notify their field site supervisors immediately of actual or potential crisis situations with clients and follow the supervisor's directives. In the event of a death (especially suicide or homicide) of a client, the counselor trainee must notify their practicum/internship faculty supervisor.

Removal for Cause of Trainee from Field Site

Academic and non-academic performance are weighted heavily during practicum and internship; adhering to codes of ethics, counseling program criteria, and site-specific policies are imperative toward degree completion. Failure to meet program and/or site expectations results in evaluation of student performance and fitness for the program. It is at the practicum and internship coordinator's discretion to determine if a student should remain on site. The counselor trainee may be removed from their field site placement for the following reasons:

- Failure to obtain and show proof of professional liability insurance
- Failure to function in a mature, responsible, and professional manner
- Failure to follow the ethical guidelines of the counseling profession
- Dishonesty regarding field placement log or contract or properly signed consent forms for taping
- Failure to maintain confidentiality of client records and/or client situations
- By request of field site administrator/field site supervisor

Removal from practicum/internship will result in a failing grade in the course and trigger a remediation plan. Major violations could result in removal from the Counseling Program. Students can appeal academic decisions by following the Graduate Appeal Processes in the Graduate Bulletin.

Course instructors, advisors, program faculty, and clinical coordinators take steps to prevent this course of action through

formative, summative, and ongoing evaluation. If scores at midterm evaluation are calculated below 80% in any content area, the course instructor and student will develop a collaborative performance improvement plan to improve overall performance. Examples of appropriate action steps include additional individual supervision, comprehensive case presentations, attending necessary trainings or workshops, role-plays and/or simulations. If there is no sufficient evidence of improvement (e.g., increased scores on final evaluation), this may result in failure of the course, remediation plan, or possible dismissal from the program. These courses of action are at the discretion of program faculty.

APPENDICES

PRACTICUM & INTERNSHIP FORMS CLINICAL MENTAL HEALTH COUNSELING

Note: These forms are provided for review only. Fieldwork forms should be completed in Experiential Learning Cloud (ELC). Paper forms will not be accepted.

Checklist of Clinical Mental Health Field Experience

Counselor Trainee: _____ Semester/Year: _____

Agency: _____ Site Supervisor: _____

The following items will be placed in the student's permanent file:

Initialed by:

Professor

Candidate

- | | |
|-------|---|
| _____ | 1. Checklist for Mental Health Counseling Field Experience |
| _____ | 2. Practicum/Internship Syllabus |
| _____ | 3. Practicum/Internship Agreement |
| _____ | 4. Proof of Liability Insurance |
| _____ | 5. Practicum/Internship: Understanding & Ethics Agreement |
| _____ | 6. Practicum/Internship Information Sheet |
| _____ | 7. Fieldsite Supervisor Registration |
| _____ | 8. Emergency/Crisis Management Plan |
| _____ | 9. Practicum/Internship Learning Contract |
| _____ | 10. Supervision Log |
| _____ | 11. Field Site Supervisor's Midterm Evaluation |
| _____ | 12. Field Site Supervisor's Final Evaluation |
| _____ | 13. Practicum/Internship Weekly log |
| _____ | 14. Student Evaluation of Practicum & Internship Supervisor |
| _____ | 15. Student Evaluation of Field Site & Supervisor |

NOTE: *These documents will verify your field experience hours. This is necessary when applying for licensure as a professional counselor. It is recommended that you keep copies of all these documents with this checklist.*

Practicum Agreement

The purpose of this document is to specify the terms of the agreement that will exist between the Mental Health Counseling Master of Science Program at Austin Peay State University (APSU) and _____ (site). The terms of the agreement will be subject to modification and/or amendment only if all parties are of one accord. The specific contract will exist between _____, On-Site Supervisor, _____, Clinical Mental Health Counseling Program Coordinator, and _____, MS intern.

The Practicum Program

The practicum program is to consist of a minimum of 100 hours to be completed between _____ and _____ for a total of 3 hours of graduate credit. This program is intended to fulfill the practicum requirement for the Master of Science degree in Counseling, Clinical Mental Health Counseling concentration.

Roles & Responsibilities of the Practicum Student

The practicum student shall be responsible for:

1. Completing a minimum of **100 hours** between _____ and _____ with **40 of the 100 hours** in **direct client service**;
2. Receiving supervision and instruction in the programs and procedures of _____ (site).
3. Maintaining an accurate record of activities and timely completion of all appropriate documentation as required by the On-Site Supervisor, _____, and the Clinical Mental Health Counseling Program at Austin Peay State University;
4. A log will be maintained of time spent and all practicum activities which will be reviewed on a weekly basis and verified by the On-Site Supervisor's signature;
5. Maintaining professional liability insurance;
6. Performing specific duties as assigned by the On-Site Supervisor to include the following: Conducting Intake Assessments, Individual Counseling, Group Counseling, Family Counseling, and other duties as assigned.
7. Adhering to any dress and/or behavioral codes established by the host agency;
8. Adhering to the attendance policies of _____ (site) and the agreed upon schedule;
9. Compliance with all legal and ethical regulations.

Roles & Responsibilities of the On-Site Supervisor

The On-Site Supervisor will serve as consultant and supervisor for the practicum student while the student is on-site. Regular weekly, face-to-face planning, evaluation or consultation sessions between the On-Site Supervisor and the student are recommended. The On-Site Supervisor is expected to be present in the building during the time the student is at the site and has a written emergency plan in place if the approved clinical mental health service providers are unavailable. Additionally, the On-Site Supervisor will complete a Midterm and Final Evaluation of the student.

Roles & Responsibilities of the University Supervisor

The University Supervisor shall meet with the student on a regular basis in an individual or group format for the purpose of:

1. Discussing the timely concerns and issues of the student enrolled in the Practicum course;
2. Being available as a faculty consultant to provide feedback and guidance related to students' placement concerns;
3. Making a site visit during the course of the semester to meet with the On-Site Supervisor.
4. The university supervisor of the practicum course will email/phone the site supervisor at the beginning of the semester (if needed). New agencies are required to meet with the university supervisor at the site at the beginning of the semester.
5. The university supervisor of the practicum course will also consult with site supervisor during mid-semester and at the end of the semester to further discuss student progress.

In the unlikely event that a problematic situation occurs between the On-Site Supervisor and the Practicum, which is difficult to resolve, either the On-Site Supervisor or the student may contact the student's University Supervisor, _____ (office number: _____; email: _____).

Student Signature

Date

On-Site Supervisor Signature

Degree/License/Certification

Date

University Supervisor Signature

Date

Internship Agreement

The purpose of this document is to specify the terms of the agreement that will exist between the Mental Health Counseling Master of Science Program at Austin Peay State University (APSU) and _____ (site). The terms of the agreement will be subject to modification and/or amendment only if all parties are of one accord. The specific contract will exist between _____, On-Site Supervisor, _____, Clinical Mental Health Counseling Program Coordinator, and _____, MS intern.

The Internship Program

The internship program is to consist of a minimum of 600 hours to be completed between _____ and _____ for a total of 6 hours of graduate credit. This program is intended to fulfill the internship requirement for the Master of Science degree in Counseling, Clinical Mental Health Counseling concentration.

Roles & Responsibilities of the Internship Student

The intern student shall be responsible for:

1. Completing a minimum of **600 hours** between _____ and _____ with **240 of the 600 hours in direct client service**;
2. Receiving supervision and instruction in the programs and procedures of _____ (site).
3. Maintaining an accurate record of activities and timely completion of all appropriate documentation as required by the On-Site Supervisor, _____, and the Clinical Mental Health Counseling Program at Austin Peay State University;
4. A log will be maintained of time spent and all internship activities which will be reviewed on a weekly basis and verified by the On-Site Supervisor's signature;
5. Maintaining professional liability insurance;
6. Performing specific duties as assigned by the On-Site Supervisor to include the following: Conducting Intake Assessments, Individual Counseling, Group Counseling, Family Counseling, and other duties as assigned.
7. Adhering to any dress and/or behavioral codes established by the host agency;
8. Adhering to the attendance policies of _____ (site) and the agreed upon schedule;
9. Compliance with all legal and ethical regulations.

Roles & Responsibilities of the On-Site Supervisor

The On-Site Supervisor will serve as consultant and supervisor for the intern student while the student is on-site. Regular weekly, face-to-face planning, evaluation or consultation sessions between the On-Site Supervisor and the student are recommended. **The On-Site Supervisor is expected to be present in the building during the time the student is at the site and has a written emergency plan in place if the approved clinical mental health service providers are unavailable.** Additionally, the On-Site Supervisor will complete a Midterm and Final Evaluation of the student.

Roles & Responsibilities of the University Supervisor

The University Supervisor shall meet with the student on a regular basis in an individual or group format for the purpose of:

1. Discussing the timely concerns and issues of the student enrolled in the Internship course;
2. Being available as a faculty consultant to provide feedback and guidance related to students' placement concerns;
3. Making a site visit during the course of the semester to meet with the On-Site Supervisor.
4. The university supervisor of the internship course will email/phone the site supervisor at the beginning of the semester (if needed). New agencies are required to meet with the university supervisor at the site at the beginning of the semester.
5. The university supervisor of the internship course will also consult with site supervisor during mid-semester and at the end of the semester to further discuss student progress.
6. Ongoing consultation occurs throughout the semester as appropriate for the student, site supervisor, and faculty member.

In the unlikely event that a problematic situation occurs between the On-Site Supervisor and the Internship, which is difficult to resolve, either the On-Site Supervisor or the Intern may contact the student's University Supervisor, _____ (office number: _____; email: _____).

Student Signature

Date

On-Site Supervisor Signature

Degree/License/Certification

Date

University Supervisor Signature

Date

Practicum/Internship in Clinical Mental Health Counseling Statement of Understanding and Ethics Agreement

Semester: _____

Year: _____

Trainees should read and sign this form for every practicum and internship class. The original is to be returned to the instructor, and the student should retain a copy.

I acknowledge that my primary obligation, as an internship student, is to do no harm to my clients or students. I therefore agree to maintain ethical behavior at all times during this field experience. I further acknowledge that my APSU and site supervisors are legally and ethically obligated to protect my clients from potential harm as much as possible through their supervision and review of my performance. In the event that any of my supervisors have reason to believe that I may harm my client through unethical or incompetent behavior, they have the right and responsibility to take immediate action. Such action may include removing me, temporarily or permanently, from the practicum or internship site.

1. I hereby attest that I have read and understood the current Code of Ethics of the American Counseling Association and will practice my counseling in accordance with these standards. **NOTE: the ACA Code of Ethics is posted on the Department website; trainees should download this for review and keep it with their Internship Handbook.**
2. I agree to adhere to the administrative policies, rules, standards, and practices of the practicum/internship site.
3. I understand that my responsibilities include keeping my faculty supervisor(s) informed regarding my training experiences.
4. I understand that I will not be issued a passing grade in counseling skills classes and internship unless I demonstrate the specified minimal level of counseling skill, knowledge, and competence and complete course requirements as outlined by my faculty instructor.
5. I understand that I may be required to become familiar with additional codes of ethics from related professional disciplines.

Counselor Trainee

Date

Site Supervisor

Date

University Supervisor

Date

Practicum/Internship Information Sheet

Student: _____ Date: _____

Address: _____

Home or Mobile Number: _____ Work Number: _____

Name of Agency: _____

Address: _____

Phone Number: _____ Supervisor: _____

Anticipated Days and Times at Practicum/Internship Site:

Monday	
Tuesday	
Wednesday	
Thursday	
Friday	
Weekend	

Expectations for Winter break: _____

Field Site Supervisor Registration

Clinical Mental Health Counseling

Counselor Trainee: _____ Semester/Year: _____

____ Practicum ____ Internship ____ Internship II Effective from ____/____/____ through ____/____/____

SITE INFORMATION

Placement Site: _____

Address: _____

FIELD SITE SUPERVISOR INFORMATION

Name: _____

Office phone: _____ Email: _____

Graduate degree: _____ Major/concentration (e.g., counseling, psychology) _____

License: _____ License #: _____

Expiration date: _____ State: _____

Supervisor's years of experience in clinical counseling: _____

Types of relevant training in supervision and in the technology utilized for supervision: _____

Emergency/Crisis Management Plan

Clinical Mental Health Counseling

Any situation involving a client that is of a serious nature requiring immediate medical or psychotherapeutic attention constitutes an emergency; for example,

1. Imminent suicide attempt
2. Drug overdose
3. Aggressive reaction (present or imminent)
4. Physical illness or adverse physical reactions requiring immediate medical attention
5. Psychotic reaction or other serious psychological disturbance
6. Report of child abuse
7. Severe depression, anxiety, etc.

SITE POLICY: What is the site policy about counselor trainees managing a client crisis such as those listed above?

EMERGENCY/CRISIS PROCEDURES:

During Field Placement Hours

Who is the trainee to contact in case of an emergency/crisis situation?

Name: _____

Phone: _____

If this person is not available, who else can the trainee contact?

Name: _____

Phone: _____

Outside of Field Placement Hours: If trainees are concerned about clients and need to contact a supervisor outside of the regular field placement hours, what procedures should they follow?

Practicum/Internship Learning Contract

Directions: Students, in consultation with site and/or APSU supervisors, will choose projects or activities to complete during practicum or internship. Describe the projects or activities in terms of measurable objectives below. The APSU supervisor will review and approve the objectives at the beginning of the semester. The site supervisor will describe the degree of accomplishment of the objective, will sign below, and return this form to the APSU supervisor at the conclusion of internship with the students' final evaluation.

	Student Objectives	Site Supervisor Evaluation
1		
2		
3		
4		
5		

Counselor Trainee

Date

Site Supervisor

Date

Permission To Record and Consult

I, the client (or parent or guardian), consent to the recording of my counseling sessions for purposes of professional consultation with the goal of helping improve the counselor's effectiveness. This recording may be done by video and/or audiotaping.

This consent is being given in regard to the professional services provided by the counselor named below. I understand that I will be given counseling even if I choose not to sign this authorization. I understand that even if I sign this authorization, I may ask for the recording to be turned off or erased at any time during my sessions. All audio and videotapes will be kept in a safe location and will be destroyed at the end of the semester.

I further understand that to improve counseling techniques, my counselor may be consulting with the supervisor of this agency as well as my APSU faculty supervisor. My counselor may also select a portion of the videotape to be viewed by other counselor graduate trainees during group supervision. I therefore authorize any of the supervisors and graduate trainees to observe or have access to information relating to my treatment. It is understood that these professionals and their students are bound by state laws and by professional rules about client's privacy.

Printed Name _____

Signature _____
{Client or Parent/Guardian}

Date _____

I, the counselor, have discussed the issues above with the client (and/or their parent or guardian). My observations of this person's behavior and responses give me reason to believe that this person is fully competent to give informed and willing consent.

Counselor Signature

Date

Suggestions for Audio & Video Recording

It is the responsibility of counselor trainees enrolled in practicum and internship to supply a device for recording counseling sessions. *GoReact* is the approved recording platform and can be accessed via computers, tablets, or phone. Although *GoReact* is password-protected, the recording device should be as well (computer, tablet, or phone).

These recordings are the basis of individual supervision, group supervision, and evaluation leading to the final course grade. Video recordings are always preferable since it allows for visual review; however, some field placement sites will only allow audio recordings. Whatever format you use, remember that all recordings must be clearly audible.

There are some steps you can take to ensure you have the best recordings possible:

1. Laptop computers or iPads may be ideal recording methods. Be sure that the device is password protected.
2. Always check your equipment before a session to be sure it is working adequately. Recording devices should be aimed so as to include both counselor trainee and the client, not just the client. Remember to consider audio during camera placement.
3. All consent forms for taping must be signed **prior** to recording. Never tape a session if you do not have signed permission to do so. Provide copies of the consent forms to your supervisor/instructor when they receive a recording from you.
4. Label and store recordings securely. Never use a client name to label a recording; instead use some sort of code. The only people who should ever hear/see a counseling session tape are: your course instructor, your site supervisor, or your class. Do not review recordings where family members or friends can hear or see them. Be sure that your recordings are secure and password-protected.

You MUST dispose of all recordings by the end of the semester. Once you have reviewed them or used them for supervision/grade, be sure to dispose of them.

Supervisor Evaluation Form

CHECK ONE: ☐ Practicum ☐ Internship

Date: _____ ☐ Mid-term ☐ End of semester

If this is the Final Evaluation, please attach the student's Learning Contract to this form

Student Name: _____

Supervisor's Name: _____

Field Site: _____

This form is designed to help supervisors provide feedback about the performance of practicum and internship students. This form will become part of the intern's record for this course and may be considered in assigning grades for the internship.

Criteria: Use the following criteria to rate the intern's performance and growth while under your supervision.

1	Far Below Expectations	Needs much improvement, a concern
2	Below Expectations	Needs some improvement to meet standards
3	Acceptable	Meets standards at an average level for practicum/internship students
4	Above Expectations	Performs at above average level for practicum/internship student
5	Far Above Expectations	A definite strength, performs well beyond average levels for students
NA	Not applicable	There is no basis on which to evaluate the student for the item in question.

Basic Work Requirements

Arrives on time consistently	
Uses time effectively	
Informs supervisor and makes arrangements for absences	
Reliably completes requested or assigned tasks on time	
Completes required total number of hours or days on-site	
Is responsive to norms about clothing, language, etc., while on-site	

Ethical Awareness and Conduct

Knowledge of general ethical guidelines	
Knowledge of ethical guidelines of practicum/internship placement	
Demonstrates awareness and sensitivity to ethical issues	
Personal behavior is consistent with ethical guidelines	
Consults with others about ethical issues if necessary	

Knowledge and Learning

Knowledge level of client population at beginning of practicum/internship	
Knowledge level of client population at end of practicum/internship	
Knowledge of treatment approach at the beginning of practicum/internship	
Knowledge of treatment approach at the end of practicum/internship	
Knowledge of treatment setting at beginning of practicum/internship	
Knowledge of treatment setting at the end of practicum/internship	
Receptive to learning when new information is offered	
Actively seeks new information from staff or supervisor	
Ability to learn and understand new information	
Understanding of concepts, theories, and information	
Ability to apply new information in clinical setting	

Response to Supervision

Actively seeks supervision when necessary	
Receptive to feedback and suggestions from supervisor	
Understands information communicated in supervision	
Successfully implements suggestions from supervisor	
Aware of areas that need improvement	
Willingness to explore personal strengths and weaknesses	

Interactions with Clients

Appears comfortable interacting with clients	
Initiates interactions with clients	
Communicates effectively with clients	
Builds rapport and respect with clients	
Is sensitive and responsive to client's needs	
Is sensitive to cultural differences	
Is sensitive to issues of gender differences	

Interactions with Coworkers

Appears comfortable interacting with other staff members	
Initiates interactions with staff	
Communicates effectively with staff	
Effectively conveys information and expresses own opinion	
Effectively receives information and opinions from others	

Work Products

Reliably and accurately keeps records	
Written or verbal reports are accurate and factually correct	
Written or verbal reports are presented in professional manner	
Reports are clinically or administratively useful	

Overall, what would you identify as this student's strong points?

What would you identify as areas in which this intern could improve?

Would you recommend this intern for employment at their present level? Please Explain:

Would you recommend this intern for continued graduate studies? Please Explain:

Supervisor Signature

Date

Student Evaluation of APSU Practicum/Internship Supervisor

0 = not helpful 1 = somewhat helpful 2 = helpful 3 = very helpful 4 = not applicable

Item	Rating
Assisted me in evaluating my readiness for practicum/internship	
Assisted me in selecting a practicum or internship site	
Provided me with information regarding expectations and requirements of practicum or internship	
Provided me with opportunities to consult, on an individual basis, regarding problems or issues concerning practicum/internship	
Allowed students to contribute input regarding the emphasis and direction of class discussion	
Led small group discussions of issues relevant to all practicum or internship students	
Provided structure for student-led case presentations	
Provided relevant literature and/or other resources relative to current topics of interest to all practicum/internship students	
Provided information related to licensure, certification, exams, continuing education, graduation, and professional organizations	
Provided information about opportunities to participate in community, agency, or school professional development activities	

Additional Comments:

Student Evaluation of APSU Practicum/Internship Field Site

Note: The information you provide may be shared *in general terms* with the site supervisor

Field Site: _____

Address: _____

Counselor Trainee: _____

Criteria: Use the following criteria to best describe your practicum/internship experience:

1	2	3	4	5
Poor	Adequate	Good	Very Good	Superior

Orientation

Time provided for orientation	
Comprehensiveness of orientation	
Overall quality of orientation	

Supervision

Supervision was regularly scheduled	
Supervision was appropriate for my needs	
Feedback from my supervisor was helpful	
Supervisor was accessible {beyond regularly scheduled times}	
Supportiveness of supervisor	
Overall quality of supervision	

Learning Experiences

Availability of clients	
Appropriateness of clients	
Suitability of tasks/duties	
Number of tasks/duties	
Overall quality of learning experiences	

Professionalism

Treatment as a professional	
Opportunities for input	
Inclusion/reception by staff persons	
Overall sense of professionalism	

Overall

Global Assessment of Internship	
---------------------------------	--

Would you recommend this site to others?

Yes: _____ **No:** _____

Why? Why not? Please explain below:

Additional Comments:

Please provide information for post-graduation alumni information:

Name: _____

Address: _____

Non-APSU email: _____

Faculty Internship Evaluation Form

Student Name: _____

University Supervisor: _____

This form is designed for university supervisors to provide feedback about the performance of practicum and internship students. This form will become part of the intern's record for this course and will be considered in assigning grades for the internship.

Criteria: The following criteria is used to rate the intern's performance.

1	Far Below Expectations	Needs much improvement, a concern
2	Below Expectations	Needs some improvement to meet standards
3	Acceptable	Meets standards at an average level for practicum/internship students
4	Above Expectations	Performs at above average level for practicum/internship student
5	Far Above Expectations	A definite strength, performs well beyond average levels for students
NA	Not applicable	There is no basis on which to evaluate the student for the item in question.

No.	Evaluation Areas	Item Scale					
		1	2	3	4	5	NA
1.	Reliably completes assignments on time						
2.	Student's knowledge of ethical guidelines						
3.	Personal Behavior is consistent with ethical guidelines						
4.	Knowledge level of different client populations						
5.	Knowledge of different treatment approaches						
6.	Receptive to learning when new information is offered						
7.	Actively seeks new information from faculty and supervisor						
8.	Understanding of concepts, theories, and information						
9.	Ability to apply new information in clinical setting						
10.	Actively seeks supervision when necessary						
11.	Receptive to feedback and suggestion from supervisor						
12.	Successfully implements suggestions from supervisor						
13.	Aware of areas that need improvement						
14.	Willingness to explore personal strengths and weaknesses						
15.	Appears comfortable interacting with clients						
16.	Communicates effectively with clients						
17.	Builds rapport and respect with clients						
18.	Is sensitive and responsive to client's needs						
19.	Is sensitive to cultural differences						
20.	Is sensitive to issues of gender differences						
21.	Shows the ability to grow from constructive criticism						
22.	Shows genuine interest in other students						
23.	Ability to empathize with students						
24.	Ability to conceptualize a case						
25.	Ability to make appropriate referrals						

TOTAL: _____

Waiver of Supervision

**Department of Psychological Science and Counseling
Austin Peay State University
Clarksville, TN 37044**

Date: _____

_____, a graduate student in the M.S. in Counselor Program at Austin Peay State University will be allowed to provide clinical counseling services at _____ under the following conditions:

- A. Permission is for the period: _____ through _____
- B. Approved terms: **mid-December to early-January** or **May/June** or **August**
- C. All counseling supervision will be the full responsibility of the site supervisor.
- D. Counseling supervision by Austin Peay State University will not be available for the above period.
- E. The above-named trainee will adhere to all American Counseling Association ethical standards.

Special questions may be directed to the individuals listed below:

_____ Internship Site Supervisor	_____ Email Address	_____ Phone #
_____ Internship Faculty Supervisor	_____ Email Address	_____ Phone #
_____ Graduate Student Trainee	_____ Email Address	_____ Phone #

Clinical Experience Recommendation Form

University Supervisor: _____

Date: _____

Student: _____

Date: _____

Check one: ☐ Mid-term Evaluation ☐ Final Evaluation

Reviewed Evaluation? ☐ YES ☐ NO

Discussed Progress? ☐ YES ☐ NO

Major topics that emerged during evaluation review:

Note strengths demonstrated by student:

Note concerns or areas of needed growth discussed during evaluation review:

List any potential goals, action plans or recommendations that emerged during the review:

I understand the purpose of this document is to demonstrate personal and professional development as a future counselor. As I continue through the program and execute the terms outlined in this review, I am responsible to attend weekly supervision meetings with my university supervisor to monitor my progress and fulfill the requirements of this plan. This plan is designed to improve overall performance in practicum or internship; however, it does not guarantee the successful completion of the course. Furthermore, this form will become part of my record and may be considered in assigning grades.

My university supervisor and I agree to meet a minimum of _____ times this semester to review goals and action plans. Our first scheduled appointment will be _____, 20__ at _____ am/pm.

Student

Date

University Supervisor

Date

This plan was prepared by:

University Supervisor
Clinical Coordinator of Clinical Mental Health Counseling
Academic Advisor

Grievance Form

This form is used to provide students the opportunity to give a formal complaint about their counseling practicum or internship site throughout the semester. You can use this form to submit experiences that you believe need additional review by the faculty. **This form is confidential, but not anonymous.**

Student Name: _____

Site: _____

Description of Issue:

Please include explanations of instances occurring at the site along with the date(s) of these occurrences and those present when the events happened (be as specific as possible).

Have you contacted your site supervisor? ____Yes ____No **If yes, was there a resolution?** ____Yes ____No

Describe the conversation with your site supervisor:

If you have not contacted your site supervisor, please describe your reservations below:

What do you hope with this grievance form?

- A. Supervisor Meeting (i.e., face to face conversation with both supervisors)
- B. University Supervisor Intervention (i.e., university supervisor contacts the site supervisor)
- C. Other: _____

Any additional information you would like your university supervisor to know:

Counseling Program Weekly Log of Clinical Activity

Practicum Or Internship (Circle One)

[illegible]

Student Signature

Date _____

Site Supervisor Signature

Date _____

University Supervisor Signature

Date _____