THE CLINICAL FIELDWORK MANUAL

A GUIDE TO THE PRACTICUM AND INTERNSHIP EXPERIENCE FOR THE REHABILITATION AND MENTAL HEALTH COUNSELING PROGRAM AT

Lewis College of Human Sciences
ILLINOIS INSTITUTE OF TECHNOLOGY
Department of Psychology

Revised: Fall 2016
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Dear Student:

Welcome to the beginning of your Practicum and Internship, the clinical experience component of your counselor training. It is now time for you to put formal knowledge into practice within the rehabilitation and mental health counseling field.

This handbook is designed to provide comprehensive information that will assist you in completing the Practicum and Internship experiences required for the completion of your degree program. We encourage you to become thoroughly familiar with its contents, much of which is designed to meet CORE and CACREP requirements, as well as state and national licensure and certification requirements.

We suggest that you set aside a minimum of one hour to read the information, to understand the process, and to grasp the minimal standards needed to have a successful Practicum and Internship experience.

You will be working closely with faculty members during this process as we help you to learn and grow as professionals. This is an important mentoring relationship; we look forward to working alongside of you and learning a great deal from you during this time, as we assist you in moving toward your goals of working in the rehabilitation and mental health counseling field.
Rehabilitation & Mental Health Counseling Program Fieldwork Manual: Guidelines for Supervised Fieldwork in Rehabilitation & Mental Health Counseling

INTRODUCTION

The mission of the Rehabilitation and Mental Health Counseling Program at IIT is to offer a student-focused and research-based rehabilitation and mental health counseling curriculum that prepares students to become professional counselors trained to assist a diverse group of people who experience chronic illness, disability and/or mental and emotional concerns across the lifespan. The rehabilitation and mental health counseling program prepares prospective counselors for employment in numerous settings including mental health settings, state-federal rehabilitation agencies, private rehabilitation services, hospitals, correctional institutions, public schools, rehabilitation centers, social service agencies, private counseling practice, and other organizations serving persons with chronic illness, disability and mental health issues. It also provides advanced training for persons presently employed in agencies and facilities providing counseling to these individuals.

There are two related objectives, which are primary to the training program mission:

1. To train individuals in knowledge most relevant to the practice of rehabilitation and mental health counseling, including:
   a. History, philosophy and trends of rehabilitation and mental health counseling;
   b. Professional, ethical and legal considerations that influence the practice of rehabilitation and mental health counseling;
   c. Intake, assessment and evaluation skills;
   d. Diagnosis of mental disorders;
   e. Rehabilitation and mental health counseling theory and evidence-based interventions;
   f. Role and function of clinical rehabilitation and mental health counseling within the context of a variety of clinical practice settings;
   g. Employment trends, career counseling, and job demands in a dynamic 21st century workforce;
h. Medical and psychological implications of chronic illness and disability including substance abuse, dependence and the potential for coexistence with other disorders;

i. Case management skills including the utilization of community resources and multidisciplinary team approaches in multiple clinical settings;

j. Multicultural counseling competencies;

k. Professional organizations, preparation standards and credentials relevant to the practice of clinical rehabilitation and clinical mental health counseling;

l. Crisis, disaster and trauma assessment, intervention and emergency preparedness;

m. Research methodology including program evaluation;

n. Critical evaluation of research and the ability to incorporate the evolving fund of knowledge in the professional literature into clinical counseling practice.

2. To develop mature, capable professionals who are able to relate constructively to clients, to understand human behavior, demonstrate therapeutic intervention skills, and facilitate the client's development of problem solving skills.

**DEFINITIONS**

In order to promote a clear understanding of the meanings intended in this handbook, a number of specific terms are defined.

**CACREP**—The Council for the Accreditation of Counseling and Related Educational Programs (CACREP) accredits masters and doctoral degree programs in counseling and its specialties that are offered by colleges and universities in the United States and throughout the world. The Rehabilitation and Mental Health Counseling program at IIT is CACREP accredited in Clinical Rehabilitation Counseling and Clinical Mental Health Counseling.

**CORE**—The Council on Rehabilitation Education (CORE) is a specialized accreditation organization that accredits graduate programs which provide academic preparation for a variety of professional rehabilitation counseling positions. CORE also accredits undergraduate programs in Rehabilitation and Disability Studies. The Rehabilitation and Mental Health Counseling program at IIT is CORE accredited in Clinical Rehabilitation Counseling.

**Clinical Coordinator**—This individual is responsible for oversight of clinical fieldwork. This includes approving placements sites, assisting in obtaining placement sites, overseeing supervision, approving and overseeing paperwork, and discussing specific requirements for the practicum/internship experience with the practicum student or intern, as well as site supervisors.

Dr. Kelly Kazukauskas currently occupies this position within the Rehabilitation and Mental Health Counseling Program and may be reached directly at (312) 567-3506 or
IIT Individual Faculty Supervisor—The person assigned to provide individual supervision to practicum and internship students at IIT. This supervisor is a faculty member in the Division of Counseling and Rehabilitation Science, or doctoral student working under the supervision of the Clinical Coordinator. This individual meets with students regularly, providing personalized supervision and a review of specific on-site cases encountered by the student. Supervision includes discussions of the student’s experiences, review of audio recordings, and evaluation of performance. The individual supervisor maintains regular communication with on-site supervisors and as indicated, makes on-site visits. Any dialogue regarding significant problems occurring on-site will be communicated through the individual faculty supervisor, including the practicum or internship instructor and clinical coordinator as needed. During Practicum students meet with their individual faculty supervisor weekly for an average of one-hour per week. During Internship, students will meet with their individual faculty supervisors as needed, but a minimum of three times per semester. All paperwork and evaluations must be reviewed and signed by the individual faculty supervisor, per the guidelines in the course syllabus.

Intern—A student in training who is enrolled in a specific internship course. By previously completing the academic and experiential requirements of the practicum course, this student has satisfied the prerequisites necessary to enroll in the internship component of the program.

Practicum/Internship Site—This is the field-based location where the practicum/internship experience occurs. This site must meet Illinois Institute of Technology training program standards for the practicum/internship experience. This site must be a clinical rehabilitation or clinical mental health site, involving the diagnosis and treatment of persons with disabilities, chronic illness, and/or mental and emotional disorders and conditions. A significant portion of the practicum/internship experience must involve direct client contact (see definition of direct client contact below).

Practicum/Internship Instructor—The faculty member who provides group supervision and instruction on a weekly basis for students in the Practicum and Internship courses. This class meets for 1.5 hours every week, during which individual student progress is monitored and individual case studies are presented. In this way, group supervision of students is provided. The practicum/internship instructor does NOT sign the student’s clinical documentation, but everything is turned in to and reviewed by the instructor at the end of each semester, as the instructor assigns your final grade.

Practicum Student—A student in training who is enrolled in a specific practicum course. The practicum course is an entry-level experience, focused on helping the student learn counseling and interviewing skills with individual clients.

Practicum/Internship Site Supervisor—This individual is a clearly designated and appropriately credentialed professional staff member at the practicum or internship site who is directly responsible for providing systematic, intensive supervision of the student's professional

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training activities and performance. The Practicum/Internship Site Supervisor must meet requirements defined by the IIT Division of Counseling and Rehabilitation Science, which are in line with CORE and CACREP standards. Specifically, site supervisors must provide clinical experiences in accordance with guidelines that include at least 1 hour of individual supervision every week that the student is on site.

Illinois Department of Financial and Professional Regulation (IDFPR)—This is our state’s licensing board. Their website will provide you with all rules, regulations, laws and forms related to counseling licensure in the state of Illinois. It is recommended that you familiarize yourself with the IDFPR website related to counselor licensure (LPC/LCPC), as you will be utilizing it as you prepare for your professional practice.
http://www.idfpr.com/PROFS/Info/ProfCounselor.asp

SUGGESTED COMPETENCIES FOR PRACTICUM AND INTERNSHIP

The following competencies should provide a foundation for the student’s practicum/internship experience. This list is not intended to be comprehensive. Specific sites may emphasize particular competencies over others.

1. Interviewing Skills
   —The development of skills necessary in the interview process, including obtaining a psychosocial history and individual report writing.

Specific interviewing competencies:

- Ability to utilize interviewing skills such as observing, listening, interpreting and rapport-building.
- Ability to utilize gathering of psychosocial history to elicit pertinent information such as problem history, family and work history, medical history, substance abuse indicators, and accurate referral sources.
- Ability to ascertain present mental status and make preliminary diagnosis.
- Ability to write formal intake assessment reports.
- Ability to make tentative recommendations based upon the interview.

2. Evaluation and Diagnosis
   —The development of skills necessary in the clinical assessment process, including the effective use of measurement instruments and the DSM IV-TR.

Specific evaluation and diagnosis competencies:
• Ability to familiarize oneself with more frequently utilized evaluation instruments such as intelligence scales, achievement scales, aptitude scales, anxiety scales, and personality inventories and the ability to interpret and relate these instruments to diagnosis and treatment plans.

• Ability to differentiate between various diagnostic classifications (psychosis versus personality disorder, etc.) and the ability to classify disorders according to the DSM V.

• Ability to summarize findings and recommendations in formal reports.

• Ability to use disability-related principles and practices of diagnosis, treatment, referral, and wellness to initiate, maintain, and terminate counseling.

3. Treatment
   —The planning, implementation, and termination of individual counseling, family counseling, and group counseling, utilizing various treatment modalities.

Specific treatment competencies:

• Ability to successfully engage in individual therapy utilizing definable treatment modalities. Ability to effectively utilize basic counseling skills such as listening, reflecting, reality testing, and interpretation. Ability to determine time frames and methods necessary for appropriately terminated therapy.

• Ability to lead group therapy utilizing definable treatment modalities. Ability to apply basic counseling skills such as listening, reflecting, reality testing, and interpretation to the process of group therapy.

• Ability to apply the principles and practices of rehabilitation counseling concerning issues such as etiology, diagnosis, treatment, and referral for clients with disabilities, including clients with co-occurring disabilities.

• Ability to engage or assist in family counseling utilizing counseling skills such as listening, reflecting, reality testing, and interpretation. Ability to utilize other skills pertinent to family therapy such as goal setting, addressing of needs of individual family members, interpreting family interaction patterns, and interpreting dysfunctional family behavioral patterns.

• Ability to engage in substance abuse treatment when feasible. Ability to gain at least minimal knowledge of such treatment through visitation to substance abuse agencies or through participation in related training programs. Ability to identify symptoms of substance abuse, to become knowledgeable regarding appropriate treatment modalities, and to understand the impact of substance abuse on family relationships.

• Ability to design treatment plans and ability to write formal case reports.

• Ability to provide treatment to diverse clinical populations.

4. Case Management
   —The coordination of interrelated services—both within an agency and with supportive
Specific case management competencies:

- Knowledge of goals, purpose and functioning of each department and program within the agency. Knowledge of philosophy and policies of the agency.
- Knowledge of commonly utilized referral agencies and services and an understanding of the procedures involved in appropriate referral.
- Ability to manage or assist in management of individual cases, which include factors such as discharge planning, appropriate housing, vocational planning and referral services.
- Ability to engage in process of record-keeping and preparation of case reports.
- Ability to advocate for the client during the coordination of client services.

5. Rehabilitation Counseling and Disability-related Competencies
   —The provision of an array of services to persons with disabilities, chronic illnesses and/or mental and emotional concerns.

Specific rehabilitation counseling and disability-related competencies:

- Ability to apply multicultural competencies to rehabilitation and mental health counseling.
- Ability to appropriately use assistive technology principles to enhance client quality of life.
- Ability to apply and adhere to ethical and legal standards in rehabilitation counseling.
- Ability to apply knowledge of disability policy, financing, and regulatory processes to improve service delivery opportunities in rehabilitation counseling.
- Ability to apply effective strategies to promote client understanding of and access to a variety of community-based resources.

6. Career/Vocational
   —Assisting individuals in career/employment efforts. This may include vocational assessment, career exploration, training, job seeking, job keeping, and follow-along support of persons with disabilities, chronic illnesses and/or mental health and emotional concerns.

Specific career/vocational competencies:

- Ability to apply career theory and labor market information when working with people with disabilities across the lifespan.
- Ability to conduct career exploration and job placement for people with disabilities.
- Ability to apply transferable skills and functional assessments based on client work history
to obtain and maintain successful employment.

7. Agency Administration and Professional Behavior

—The administrative structure of the agency, internal committees of the agency, philosophy of the agency, and professional, ethical, and legal considerations within the agency.

Specific agency administration and professional behavior competencies:

- Knowledge of the administrative and operative structure of the agency, including line-staff assignments, funding sources and operational policies.

- Knowledge of composition of the internal agency structure, internal committee communication processes and committee assignments and responsibilities.

- Understanding of and ability to utilize agency resources such as records, psychological and psychiatric consultations, or library and other related information sources.

- Knowledge of and adherence to professional standards and quality assurance policies of the agency, including policies regarding the client-counselor relationship, record keeping, referral consultation and the peer review process.

- Knowledge of and adherence to professional ethics and legal responsibilities, in accordance with standards of local, state, and national professional associations—particularly those of the American Counseling Association.
FIELDWORK REQUIREMENTS

The M.S. Rehabilitation & Mental Health Counseling program at IIT requires Practicum and Internship experiences that meet or exceed CACREP and CORE accreditation requirements to ensure CRC and Illinois’ LPC/LCPC eligibility. M.S. Rehabilitation & Mental Health Counseling students shall have a minimum of 200 hours in a supervised Practicum experience with at least 60 hours of direct client contact to people with disabilities, chronic illnesses, and/or mental health issues that contributes to the development of counseling skills. Furthermore, students shall complete 600 hours of Internship with at least 240 hours of direct client contact (see definition below) to people with disabilities, chronic illnesses, and/or mental health issues including a minimum of 10 hours of experience leading groups. Students typically do two internships (each 300 hours) over the course of the Fall and Spring semesters of their second year (see Program Manual for course sequence).

Skill and Competency Requirements

Beginning your clinical fieldwork experience where you will be serving actual clients requires that you demonstrate a satisfactory level of skill and competency. Therefore, prior to beginning each clinical fieldwork experience students must meet a set of requirements, as outlined in the Clinical Fieldwork Checklist (Appendix O). This includes obtaining a HIPAA Training Certificate, passing preliminary coursework with a grade of B or better (or a grade of S for courses graded as Satisfactory/Unsatisfactory), meeting minimum criteria on a series of skills-based evaluations, and receiving a satisfactory student review by the program faculty.

The faculty in the Division of Counseling and Rehabilitation Science have an ethical responsibility to ensure that each student is adequately prepared for field-based clinical counseling work. Please note that the program faculty make the final decision about a student’s readiness for clinical placement/advancement and reserve the right to, at any time prevent a student from entering or remove a student from his or her clinical training, if there is any question about that student’s level of skill, competency, or ability to successfully serve clients in a therapeutic capacity.

Selecting Practicum/Internship Placement Sites

Students are expected to research, apply for, and obtain their own practicum and internship sites, abiding by all policies and procedures related to placement. This process, which is done with the assistance and supervision of the Clinical Coordinator and in conjunction with the program faculty as a whole, should be treated like a professional job search. The Clinical Coordinator must approve all fieldwork placements. As needed, the Clinical Coordinator will assist students with matching interests and geographical location in which they live as they choose a fieldwork site. The selection of a fieldwork setting is viewed as a highly individualized matter which must take into consideration the student’s personal interests, training needs, skills and weaknesses, along with the needs of the community. It is the responsibility of the counselor-in-training to secure fieldwork placements. It is meant to provide the counselor in training with an intense confrontation with the demands of an agency, exposure to the problems clients face, and foster personal and professional growth. The Rehabilitation & Mental Health Counselor Training Program: Practicum and Internship Guidelines (Appendix J) provides an overview of faculty, student, and placement site requirements and expectations, which can be provided to potential fieldwork sites in order to assist them in determining if they meet the criteria for becoming a clinical placement site.

Consideration should be given to selecting sites that offer opportunities for students to engage in both individual counseling and group work as it relates to both rehabilitation and mental health counseling. This is especially important during Practicum which requires students to be primarily focused on the provision of individual counseling services to persons with disabilities, chronic illnesses, and/or mental and emotional concerns. Sites should provide students with an experience that will include the diagnosis and treatment of emotional and mental disorders and conditions, as well as service to persons with disabilities and/or chronic illnesses. All
practicum/internship sites should provide students with opportunities to counsel clients representative of the essential demographic diversity exhibited within that student’s community. Direct client contact is an essential component of every site as the practicum/internship experience involves an expected amount of direct client contact hours (See guidelines for this below).

Sites must also provide the practicum student or intern with opportunities to perform, under appropriate supervision, all activities that a regularly employed staff member (occupying the professional role to which the practicum student or intern aspires to be) is expected to perform. These activities must be within the scope of rehabilitation and mental health counselor training. All sites must be approved by IIT ahead of time. The practicum and internship experiences are typically completed over three semesters at two-to-three different training sites, dependent on the situation. These semesters represent the minimal amount of time necessary to complete the practicum/internship experience. In some cases, additional time may be indicated. Internship hours may NOT be collected during the Practicum course.

Please note that the Practicum/Internship Site Supervisor must meet a minimum set of criteria in order to supervise students (outlined on page 17). This supervisor must make appropriate provisions for the student’s orientation to the practicum or internship site (procedures for assigning clients, emergency procedures, site-specific limits to confidentiality, etc.), providing on-site student working space. Student goals are developed with the assistance of this supervisor, who maintains responsibility for on-site continuity throughout the practicum/internship experience. This supervisor assists in the evaluation of student performance relative to the stated objectives of the practicum/internship experience, by completing various forms that will be explained in the practicum syllabus.

Though all practicum and internship placements should be initially discussed with the Clinical Coordinator, the responsibility to secure a placement lies entirely with the student. A directory of approved placement sites is available through the Clinical Coordinator, but this is not exhaustive; students are strongly encouraged to explore the variety of opportunities that exist in and around the Chicagoland area. Students may request sites not included in this directory, but these requests must be made with the cooperation of the Clinical Coordinator. In the case of previously unapproved sites, some initial site screening may be required. In some cases, it may be possible for a student to utilize his/her present work site for the practicum/internship experience. However, this possibility is dependent upon specific work tasks encountered at the site in question. Any placement of this nature must be approved by the Clinical Coordinator and the student’s work site supervisor.

The practicum/internship experience may be paid or unpaid. Specific sites should be contacted directly regarding remuneration policies for practicum students and interns. It is recommended that students leave adequate time for the set-up of the practicum/internship site as some sites may require a lengthy interview and assignment process. The average amount of time to allot is 4-6 months from start to finish.

Once you have successfully established your practicum or internship site, you must complete the Clinical Site Establishment Form (Appendix A) and turn it in to the Clinical Coordinator as soon as possible.

**Clinical Course Descriptions**

**PSYC 523 Introduction to Theories of Psychotherapy**

Introduction to various approaches to therapeutic intervention. The conceptual bases, history, methods, empirical foundations and applicability of important schools of therapeutic intervention will be considered.  
*Students must pass PSYC 523 with a grade of B or better in order to move on to Practicum.*

**PSYC 557 Pre-Practicum in Rehabilitation and Mental Health Counseling**

Study of the counseling process within a multicultural society. Includes essential interviewing and counseling techniques, counselor characteristics and behaviors, and ethical considerations in counseling, with an
orientation toward wellness and empowerment. This course aims to help students develop interviewing and counseling skills, utilizing role playing and videotaping mock counseling sessions. As part of this course, students are required to seek out and secure a Practicum site and to complete an online HIPAA training course. *Students must pass PSYC 557 with a grade of B or better in order to move on to Practicum.*

**PSYC 549 Practicum in Rehabilitation & Mental Health Counseling**

Pre-requisites: PSYC 523 and PSYC 557

A focus on practicing counseling skills with clients in one-on-one and/or group settings is essential for the practicum learning experience. Students are required to work at a practicum site for at least 10 weeks, completing 200 hours with at least 60 hours involving direct client contact with people with disabilities, chronic illnesses, and/or mental health issues that contributes to the development of counseling skills. Students in practicum will increase their awareness and understanding of the unique values, beliefs, and behaviors of individuals who are different than themselves. Furthermore, students will learn to adjust their communication style, counseling skills, and offer services to meet the client’s goals.

1. For the practicum placement, students are instructed to spend at least two full working days each week at their agency sites. Students are expected to carry a caseload of four to ten clients throughout the semester, and to work with the same clients week-to-week bringing them through the counseling process. The major objective of the practicum is to work on clinical counseling skills and case management techniques. Audio-taping of client sessions is required and expected to be done on a weekly basis. Alternatively, a site supervisor must provide live supervision of counseling activities. Other goals will be determined by the individual and the agency, with the assistance of the IIT Faculty Advisor.

2. Students must obtain approval of their practicum site from the Rehabilitation and Mental Health Counseling Clinical Coordinator prior to beginning a Practicum experience.

3. Students in the Part Time/Working Professionals Program may complete their Practicum requirements at their work site as long as it is suited for development of counseling skills and includes a caseload of people with disability, chronic illness, and/or mental health issues.

4. Students will engage in weekly interaction that averages one hour per week of individual or triadic supervision throughout the practicum experience by a program faculty member or a Doctoral student supervisor. Students are also required to participate in weekly supervision sessions that average one hour per week with their site supervisor. Students will also receive 1½ hours per week of regular group supervision in a classroom format by a program faculty member. During these sessions supervisors will regularly review audiotapes and will work with students on problem solving client concerns and conceptualizing cases to bring them to closure. Student performance and competency will be evaluated weekly using the Basic Counseling Skills Rubric (Appendix M).

5. During the first week of the Practicum an Agency Experience & Supervision Contract (Appendix B) will be developed through a collaborative process involving the Site Supervisor, Student, and program faculty. The purpose of this process is to develop written expectations, procedures and policies for the student and supervisor. The agency experience and supervision contract must include the following:

   a. Clinical placement and supervision agreement, including start and finish dates, a weekly schedule, and day/time of weekly supervision meetings;
b. Student goals and learning objectives, as they relate to the criteria for the Practicum experience and the work at the specific placement site;

c. Specific student roles and responsibilities at the Practicum site, including work assignments, documentation, and the performance of the tasks required of an employed counselor at the agency or organization; and

d. An attachment from the site including an orientation to program components, policies and procedures, introduction to staff and their role and function, identification of the expectations for practicum students, confidentiality and due process procedures, risk assessment, and the Code of Professional Ethics for Rehabilitation Counselors and of the American Counseling Association.

6. To advance the students’ basic rehabilitation and mental health counseling skills the Practicum will include different instructional experiences, including audiotapes or live supervision of the counseling sessions. Students will regularly review audiotaped sessions from their practice with their faculty supervisor and/or their on-site supervisor, dependent on the situation. Client consent is required prior to the taping of sessions (see Client Audiotaping Consent Form in Appendix K). Furthermore, students will be expected to complete several case presentations during group supervision (with client consent – Appendix L), and to document activities, progress and summaries specific to counseling in a weekly log or case note format, dependent on the requirements of the site. Student performance and competency will be evaluated weekly using the Basic Counseling Skills Rubric (Appendix M).

7. The Site Supervisor and Faculty Supervisor will be required to complete a midterm and final evaluation of the student reviewing the students’ progress and performance of rehabilitation and mental health counseling skills. The faculty evaluations will be completed only after receipt of the site supervisor evaluations, and will include a telephone conference with the site, as needed. The Faculty Supervisor will also periodically check in with the Site Supervisor about student’s progress and will coordinate site visits/meetings with the site supervisor and student, as indicated. The Student Evaluation Forms for both Site Supervisors and Faculty Supervisor can be found in Appendix F and Appendix G respectively.

8. The faculty instructor/group supervisor, in conjunction with the student’s individual faculty supervisor, is responsible for assigning a final grade in the Practicum course. This is based heavily on input from the site supervisor, especially in relation to the student’s performance evaluations. Upon completion of the course students will receive a passing (“S”) or not passing (“U”) grade based on the evaluation of the student’s counseling performance throughout the practicum (including performance at the practicum site and participation during individual and group supervision). This will also include documentation of a formal evaluation after the student completes the practicum. For additional information see Clinical Evaluation section below.

*Students must receive a passing grade in PSYC 549 to continue on to Internship I.

PSYC 526 Psychopathology

Critical examination of clinical and experimental research in psychopathology and diagnostic classification systems, including the latest edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM-V).

*Students must receive a B or better in order to continue on to Internship I.
Pre-requisites: PSYC 523, PSYC 557, PSYC 526, PSYC 549

Students shall have supervised rehabilitation and mental health counseling internship activities that include a minimum of 600 hours of applied experience in an agency/program, with at least 240 hours of direct client contact with individuals with disabilities, chronic illnesses, and/or mental health concerns, including a minimum of 10 hours of experience leading groups. In addition to direct client contact, the internship should provide opportunities for the student to become familiar with a variety of professional activities and resources (e.g., record keeping, assessment instruments, supervision, information and referral, in-service and staff meetings). Internship students should have experiences that increase their awareness and understanding of the differences in values, beliefs, and behaviors of individuals from diverse populations. This sensitivity will promote cultural competence, foster personal growth, and introduce students to counseling approaches and rehabilitation issues that affect service delivery.

1. Internship requirements necessitate that each student devotes at least three working days each week to their selected site. Students are expected to maintain caseloads of ten to twenty clients throughout the semester. Both the students and the agencies are provided with guidelines regarding minimal requirements and specific details are always open for negotiation.

2. Students must seek approval of their Internship site from the Rehabilitation and Mental Health Counseling Clinical Coordinator prior to beginning an Internship experience.

3. Students in the Part Time/Working Professionals Program may complete their Internship requirements at their work site as long as it is approved as being suited for development of advanced rehabilitation and mental health counseling skills and includes a caseload of people with disability, chronic illnesses, and/or mental health concerns. WPP students typically complete their 600 hours within one semester of internship; if students are unable to meet the hour requirements in a single semester, they must also take Internship II.

4. Students in the Full-time M.S. in Rehabilitation & Mental Health Counseling program typically complete two 300 hour internships. Students are encouraged to complete their 600-hours of experience at two different placement sites to obtain a more well-rounded experience upon graduation; however this is not a requirement.

5. Students will receive weekly interaction that averages one hour per week of individual supervision throughout the internship, usually performed by the onsite supervisor. Each student is also assigned a faculty supervisor with whom he/she will meet on a regular basis throughout the semester. Students concurrently attend an average of 1 ½ hours per week of group supervision provided on a regular schedule throughout the internship and performed by a program faculty member.

6. During the first week of the Internship an Agency Experience & Supervision Contract (Appendix B) will be developed through a collaborative process involving the Site Supervisor, Student and Faculty Advisor. The purpose of this process is to develop written expectations, procedures and policies for the student and supervisor. The agency experience contract must include the following:

   a. Clinical placement and supervision agreement, including start and finish dates, a weekly schedule, and day/time of weekly supervision meetings;
b. Student goals and learning objectives, as they relate to the criteria for the Internship experience and the work at the specific placement site;

c. Specific student roles and responsibilities at the Internship site, including work assignments, documentation, and the performance of the tasks required of an employed counselor at the agency or organization; and

d. An attachment from the site including an orientation to program components, policies and procedures, introduction to staff and their role and function, identification of the expectations for interns, confidentiality and due process procedures, risk assessment, and the Code of Professional Ethics for Rehabilitation Counselors and of the American Counseling Association.

7. To advance the students’ basic rehabilitation and mental health counseling skills the Internship will include different instructional experiences, including case and intake presentations (with client consent). Furthermore, students will document activities, progress and summaries specific to counseling in a weekly log. Student performance and competency will be regularly evaluated by the faculty supervisors using the Advanced Counseling Skills Rubric (Appendix N).

8. During internship, audiotaping of counseling sessions is not mandatory unless indicated as required by the group and/or faculty supervisor. This is done on an individual basis for the development of an individual student’s counseling skills. In such cases, the student must ensure that he/she is at a site where the provision of the opportunity to develop program appropriate audio/video recordings for use with supervision or to receive live supervision of his or her interactions with clients is possible. Informed consent must be obtained (Appendix K).

9. The Site Supervisor and Faculty Supervisor will be required to complete a midterm and final evaluation of the student reviewing the students’ progress and performance of rehabilitation and mental health counseling skills. The faculty evaluations will be completed only after receipt of the site supervisor evaluations, and will include a telephone conference with the site, as needed. The Faculty Supervisor will also periodically check in with the Site Supervisor about student’s progress and will coordinate site visits/meetings with the site supervisor and student, as indicated. The Student Evaluation Forms for both Site Supervisors and Faculty Supervisor can be found in Appendix F and Appendix G respectively.

10. The faculty instructor/group supervisor, in conjunction with the student’s individual faculty supervisor, is responsible for assigning a final grade in the internship course. This is based heavily on input from the site supervisor, especially in relation to the student’s performance evaluations. Upon completion of the course students will receive a passing (“S”) or not passing (“U”) grade based on the evaluation of the student’s counseling performance throughout the internship (including performance at the internship site and participation during group supervision). This will also include documentation of a formal evaluation after the student completes the practicum.

*Students must receive a passing grade in PSYC 578 and/or 579 to continue on to the next Internship.*

Supervisor Qualifications and Support

1. **Program faculty** members serving as individual or group practicum/internship supervisors must have the following:
a. A doctoral degree and/or appropriate counseling preparation, preferably from a counselor education program;

b. Relevant experience and appropriate credentials/licensure and/or demonstrated competence in counseling;

c. Relevant supervision training and experience;

d. Counseling licensure in the state of Illinois and a CRC.

2. **Doctoral students** serving as individual or group practicum student supervisors must meet the following requirements:
   a. Have completed a master’s degree as well as counseling practicum and internship experiences equivalent to those in a CORE or CACREP accredited entry-level program;
   b. Have completed or are receiving preparation in counseling supervision;
   c. Receiving supervision by program faculty, with a faculty-student ratio that does not exceed 1:6;
   d. Counseling licensure in the state of Illinois and a CRC.

3. **Site supervisors** must have the following qualifications:
   a. Minimum of a master’s degree in counseling, rehabilitation counseling, or a closely related field.
   b. Equivalent qualifications, including appropriate certifications and/or licenses (preferably licensed for independent practice). Examples: LCPC, LCSW, LP, CRC
   c. Minimum of 2 years post-masters of pertinent professional experience in the program area in which the student is enrolled (rehabilitation and/or mental health counseling).
   d. Relevant training in counseling supervision. (This is provided through IIT several times per year)
   e. Knowledge of the program’s expectations, requirements and evaluation procedures for students (provided by IIT clinical coordinator).
   f. Must be willing to: 1) meet weekly with the student for one hour of supervision; 2) review audiotaped sessions of client interactions with the student and provide guidance and feedback; and 3) provide evaluation of the student’s performance throughout the practicum/internship, including documentation of a formal evaluation at midterm and after the student completes the practicum/internship experience.
   g. Must review and sign a *Site Supervisor Clinical Supervision Contract*, including the Clinical Supervisor Information Form (Appendix C).

**Direct Client Contact**

**Direct Client Contact** consists of activities where students are working directly with/in the presence of a client and/or a client’s family member or treatment team. This includes but is not limited to the following:

- Counseling (individual, group, couples, and family);
- Intake Interviews;
- Psycho-educational training (Informational, job seeking skills training, social skills training, etc.);
- Directly assisting a client in your presence with a job search;
- Working alongside a present client on a resume, cover letter or job application;
- Assessments and evaluations;
- Treatment team meetings;
- Working with clients in the community (ex: at a supported employment site);
- Speaking to clients on the phone (or perhaps speaking with a guardian about a client);
- Completing case notes.

**Recording Procedures**

Practicum students are required to audio-record a specific number of counseling sessions during the practicum experience. The Internship experience does not require audio-recording unless indicated and/or requested by one of the student’s supervisors. **Audio-recordings must be audible. Please note that students cannot record on cell phones, tablets, or any personal devices.** If an approved site does not allow audio-recording, live supervision must be provided by the site supervisor, either through a two-way mirror or through direct oversight during the sessions. The clinical coordinator must approve this ahead of time.

These counseling sessions should be either individual or group counseling sessions during which the student serves as either counselor or co-facilitator. Recording of these sessions must be approved by the involved clients through Informed Consent. **Informed Consent Forms for this purpose are included within this handbook (Appendix K).** These forms need to be signed by clients themselves or by a client's guardian. Individual practicum or internship sites may have their own consent forms, which students should use accordingly. If sites do not have their own forms, the consent forms included in this handbook may be used, with Site Supervisor approval. **Audio-recordings can be erased after supervision is complete and all recordings should be erased at the completion of the course.**

**Professional Behavior**

Students in the program are expected to adhere to the most current versions of the Code of Ethics for Rehabilitation Counselors and the Code of Ethics for the American Counseling Association (ACA) and to all related HIPAA guidelines, which set national standards for the security of protected health information. Students must complete HIPAA training during the Pre-Practicum course, and the obtained certificate must be submitted to the Clinical Coordinator prior to beginning the fieldwork experiences. In addition, the rules of decorum and the expectations of responsible workplace behavior that apply to all professionals apply to M.S. Rehabilitation and Mental Health Counseling students. It is incumbent upon students to exercise sound judgment on any specific service or in any agency where they are assigned. Students are to be held accountable to the policies and procedures dictated by the agency within which they are working. Specifically, students must adhere to agency policies with regard to issues such as work procedure, hours, absence from work, confidentiality, and dress code.

**Policy on Practicum/Internship Remediation**

Program faculty have a professional responsibility and retain the right to review, at any time, any circumstance or behaviors by a student that may require remediation, as they relate to practicum and internship experiences. Faculty also maintain the right to, at any time, review competencies for individual professional practice that may impact whether a student may enter into and/or continue in his or her clinical experiences. Faculty has the right and responsibly to review students whose demeanor or behaviors might threaten the welfare or well-being of a client. Following are offered as examples of circumstances or performances that may be the basis for remediation:
1. Academic misconduct or dishonesty;
2. Criminal conviction/felony;
3. Failure to comply with established university or program timetables and requirements;
4. Unethical or unprofessional conduct;
5. Cognitive, affective, and/or behavior impairments that obstruct the training process and/or threaten the welfare of others;
6. Violation of HIPAA;
7. Substance abuse.

If deemed necessary by a site supervisor, faculty supervisor or the clinical coordinator, a meeting will be held between the supervisors and the student and a formal remediation plan will be put in place to address the specific areas of concern. If appropriate (example, if the student does not obtain a passing grade in the course), a student may be required to repeat one of his or her clinical experiences.

**Expectations of Students, Sites and Faculty during Fieldwork**

From the [university](#), students will be assisted with the following:

1. The selection of practicum and internship sites which seem appropriate to their strengths and interests;
2. The identification of specific goals and objectives on which to focus for a particular semester;
3. The completion of an Agency Experience & Supervision Contract which will be made specifically between an individual student and that student's onsite supervisor. Each student, his/her agency supervisor and the IIT supervisor will communicate within the first three weeks of the semester to review the goals identified in the contract and to facilitate revision of those goals as necessary.
4. Individualized supervision of each student for an average of 60 minutes each week throughout the semester by IIT rehabilitation and mental health counseling faculty member, onsite supervisor, and/or supervised student; this involves both the review of tapes of counseling interviews and discussion of specific issues and intervention alternatives as they relate to the clinical placement;
5. Group supervision for an average of 90 minutes each week during which time discussion of advanced counseling techniques, case analysis, ethical issues and procedural concerns related to working within the field of rehabilitation will be facilitated;
6. Remaining available to onsite supervisors throughout the semester to discuss the student's progress, as well as problem solve any issues that may arise for the student in his/her work with the agency.

Expectations of the practicum/internship sites include the following:

1. One staff member will be designated as having primary responsibility for the supervision of an individual student; supervisors should have a minimum of a master’s degree in counseling or a related profession with equivalent qualifications, including appropriate certifications and/or licenses. The supervisor should have a minimum of 2 years of pertinent professional experience post-masters in rehabilitation and mental health counseling;
2. Site supervisors are expected to have knowledge of the program’s expectations, requirements, and evaluation procedures for students. An orientation is held at the beginning of each semester for site supervisors to attend and they will be provided with the Clinical Fieldwork Manual;
3. Site supervisors are required to have relevant training in counseling supervision. IIT faculty will also provide training opportunities around counseling supervision and an orientation to the training program each semester;
4. The site supervisor should participate actively in the formulation of realistic goals for the student given the realistic constraints of the agency;

5. The site supervisor should arrange weekly individualized supervision meetings for approximately one hour per week to provide clinical supervision that includes, but is not limited to, monitoring casework, assisting in the student's assessment of clinical issues, listening to audiotaped recording of counseling sessions, treatment alternatives and planning and to assess the student's clinical counseling skills;

6. The site supervisor is required to participate in the evaluation procedures required by IIT.*

*Supervisors are urged to contact the student's individual faculty supervisor at any time and as often as appears warranted to facilitate the professional development and appropriate advisement of the student.

**Students** will be responsible for the following:

1. To take a timely, proactive role in researching, applying for, and obtaining practicum/internship sites and initiating contact regarding potential placement;

2. To follow the requirements relative to professional conduct and demeanor dictated by the IIT Rehabilitation and Mental Health Counseling Clinical Fieldwork Manual and the norms of the agency;

3. To abide by the ACA Code of Ethics, The CRCC Code of Ethics, and HIPPA guidelines;

4. To be responsible for actively seeking to attain the goals identified in the contract for the semester;

5. To attend all individual and group supervision meetings on campus and at the training site;

6. To participate in additional in-service training as provided by the agency, whenever possible;

7. To maintain a weekly log throughout the clinical experience reflecting experiences as well as areas of learning and questions regarding the field, case management and counseling issues; this will be reviewed throughout the semester during group supervision;

8. To complete all clinical documentation in a timely, effective manner in order to ensure that the clinical experience is meeting the expectations and requirements of the program;

9. To collect pamphlets, articles and books which relate to the clinical issues raised throughout their clinical experiences, and to actively seek out new knowledge and information that will assist them in learning and growing as a professional at their training site.

**Clinical Documentation**

**HIPAA Training Certificate:** Students must complete an online HIPAA training program during the PSYC 557 course and obtain a certificate showing that they have satisfactorily completed the training. The program costs roughly $29.00 which is the responsibility of each student. HIPAA training certificates are good for 2 years and can be submitted to sites as proof of HIPAA training.

**Agency Experience & Supervision Contract:** A contract between the student, the site and the university which outlines specific goals and expectations of the students. Also dictates the start and finish dates of the clinical experience as well as the day/time of weekly supervision meetings. This must be completed and signed your on-site supervisor and your faculty supervisor within the first two weeks of class. (Appendix B)

**Weekly Reports:** A weekly report which outlines the activities you completed at your placement site. Specifically, this report document your direct contact hours, including individual counseling and group
counseling services provided. These reports must be completed on a weekly basis and signed by both your Site Supervisor, your individual IIT supervisor, and by you. This document cannot be hand-written. (Appendix D)

**Log of Hours:** Students are required to maintain a log of their hours on a weekly basis. This log is in an excel document that automatically calculates your hours – both total hours and direct client contact hours. This document cannot be hand-written and the hours on the log must exactly match the hours on the Weekly Reports. The Log of Hours will be checked regularly during group supervision class. The final log turned in at the end of the semester must be signed by your site supervisor, your individual IIT supervisor, and by you. (Appendix E)

**Client Consent Forms:** Informed Consent must be obtained and a form must be signed by each client (or the client’s legal guardian) before you audio tape your sessions or present their cases in class. Separate Informed Consent forms must be completed for your intake summary and case presentations as well. (Appendix K & L)

**Midterm Student Evaluation.** Midterm evaluations will be completed by the student’s Site Supervisor, followed by an evaluation completed by the Individual Faculty Supervisor (with input from the group supervisor). Students must provide their Site Supervisors with the midterm evaluation form as the middle of the semester approaches. Students will be asked to complete a self-evaluation as well, to assist in personal growth and the ability to complete a critical self-analysis. Students should meet with their Site Supervisor to review the completed evaluation and discuss progress, and both individuals should sign the form. This should then be reviewed with and signed by your IIT Faculty Supervisor, who will then complete your Individual Faculty Evaluation. If the midterm evaluation is not provided to the Individual Faculty Supervisor by the deadline, he or she will immediately contact the Site Supervisor and schedule a meeting. (Appendix F & G)

**Final Student Evaluation.** Final evaluations will be completed by the student’s Site Supervisor and Individual Faculty Supervisor (with input from the group supervisor). Students must provide their Site Supervisors with the final evaluation form as the end of the semester approaches. It is recommended that you complete a self-evaluation as well, for comparison purposes when reviewing the evaluation with your supervisor. Students should meet with their Site Supervisor to review the completed evaluation and discuss overall performance, and both individuals should sign the form. This should then be reviewed with and signed by your IIT Faculty Supervisor. If the final evaluation is not provided to the Individual Faculty Supervisor by the deadline, he or she will immediately contact the Site Supervisor and schedule a meeting. (Appendix F & G)

**Additional evaluation forms completed by the student.** Students are required to evaluate their Site and individual IIT Faculty Supervisor at the end of the semester and submit to the IIT Clinical Coordinator. This will assist in planning and evaluation of sites and supervisors in the future. (Appendix H & I)

**Clinical Evaluation**

The practicum and internship courses are graded with S (satisfactory) or U (unsatisfactory). This appraisal incorporates information from various sources including contact with and performance of the student during individual and group supervision, results of the competency evaluations by group and individual faculty supervisors (Appendix M & N), evaluations and feedback provided by the on-site agency supervisor, and the proper and timely completion of all assignments, audio-recordings, forms and paperwork. Attendance and professional behavior in supervision (group and individual) and on site is also included. Consequently, the student's performance with regard to clinical judgment and professional behavior will be assessed in all settings and does not necessarily reflect only the on-site performance (also see Student Evaluation section of Program Manual). However, it is important to note that even if everything else has been completed, the Evaluations by the site supervisor must reflect scores that are Average or above in order for a student to pass this course. If needed, a collaborative meeting with you and your supervisors will be completed and additional input from your site supervisor will be sought.
All documentation including the evaluation forms completed by the agency supervisor and faculty supervisor becomes part of the student's departmental record. Although the transcript will bear either a passing/not passing indication of performance, the documentation recorded in the student's departmental record will be used for the purposes of planning for future placements and for providing references to potential employers.
APPENDICES

A. Clinical Site Establishment Form
B. Agency Experience & Supervision Contract
C. Site Supervisor Clinical Supervision Contract
D. Weekly Report Form
E. Log of Hours Form
F. Student Evaluation Form – Site Supervisor (Midterm and Final)
G. Student Evaluation Form – Individual Faculty Supervisor (Midterm and Final)
H. Site Supervisor Evaluation Form
I. IIT Faculty Supervisor Evaluation Form
J. Practicum and Internship Guidelines: Handout for Site Supervisors
K. Client Audiotaping Consent Form
L. Client Case Presentation Consent Form
M. Basic Counseling Skills Rubric
N. Advanced Counseling Skills Rubric
O. Clinical Fieldwork Checklist
Appendix A

Clinical Site Establishment Form

DIVISION OF COUNSELING AND REHABILITATION SCIENCES
Clinical Site Establishment Form: Practicum and Internship

Student Name:
Established Training Site:

Facility Website:

Facility Address:

Site Supervisor Name:

Supervisor Contact Information: (Must include both an email address and phone number)

Site Supervisor Credentials: Highest Degree Earned: ________________________________

Degree Area: ________________________________

License/Certification(s)*: ________________________________

(*If not licensed/certified, indicate that.)

Years of Experience Post-Master’s Degree:

Has your supervisor had clinical supervision training? (Circle one) YES NO

Please provide a description of your site, the type of clients you will be serving, and your primary work responsibilities (Reminder: All practicum sites must have, as a primary responsibility, individual mental health counseling):
Appendix B

Agency Experience & Supervision Contract
Agency Experience & Supervision Contract

Student: Click here to enter text. Date: enter a date. Term: enter text.
Address: Click here to enter text. Phone: enter text.

Clinical Training: □ Practicum □ Internship I □ Internship II □ Internship III

Credit Hours: enter text. Total Clock Hours Needed: enter text.
(Note: Practicum requires 200 clock hours per semester, Internship requires 300)

Clinical Placement & Supervision Agreement:

Start Date: enter a date. End Date: enter a date.
Work Schedule: M: enter T: enter W: enter Th: enter F: enter
Sat: enter Sun: enter
Scheduled Weekly Supervision with Site Supervisor: Click here to enter text.
(Put specific times in blanks, e.g., 8:00am to 5:00pm)

Agency/Site Supervision Information:

Agency: Click here to enter text.
Mailing Address: Click here to enter text.
Site Supervisor: Click here to enter text.
Supervisor’s Title: Click here to enter text.
Credentials/License/Certification: Click here to enter text.
Supervisor Telephone: enter text. Email: enter text.

Student’s Goals & Learning Objectives: (At least 4 learning objectives must be listed)
Click here to enter text.

Specific Student Responsibilities:
Click here to enter text.

Signatures:
Student: ____________________________________________________________________
Agency Supervisor: ____________________________________________________________________
Faculty Supervisor: ____________________________________________________________________
Course Grade: ___________ Date: ___________

Revised 2014
Appendix C

Site Supervisor Clinical Supervision Contract
Student Name: ______________________________

Placement Level: Practicum  Internship I  Internship II

Semester: Fall  Spring  Summer  Year(s): ________________

---

CLINICAL SUPERVISOR CONTRACT

As the cooperating counseling professional who will have direct responsibility for this practicum or internship student, I will be responsible for:

**Assistance in Developing the Practicum or Internship Agreement**

I will meet with the practicum or internship student to discuss and complete the practicum or internship agreement. During this meeting, I will collaborate with the student in developing their goals for the clinical experience (i.e. what they want to learn, strengthen, gain, etc.). I will provide suggestions and guidance in terms of realistic goals and activities that can be completed within the time constraints of this clinical experience.

**Orientation**

I will provide an orientation to the practicum or internship site/position. This orientation will include general information about the site, an overview of the administrative structure, and the role of the counseling office within the overall helping community. I will also make sure to introduce the practicum or internship student to other staff at the site and individuals in other areas with whom the student will interact.

**Supervision**

I will spend a minimum of one hour a week in direct supervision of the practicum or internship student. Initially, sessions may cover such topics as review of the practicum or internship agreement, orientation to the workplace, and start-up work on outlined activities. As the clinical experience progresses, I will spend time reviewing the student's progress in meeting the specific requirements of the agreement, consultation concerning on-going caseload, discussion of professional concerns as they affect the workings of the site, or other relevant topics. I will provide the practicum or internship student with constructive feedback on his or her performance and share insights and experience with the student for the practicing professional.

**Role Modeling**

I will serve as a professional role model for the practicum or internship student in job performance, personal growth, and professional and ethical behavior. As a site supervisor it is expected that I possess appropriate training, knowledge, and experience in a recognized helping profession, preferably counseling.

**Taping**

As required, I will assist in facilitating the practicum or internship students need to tape as part of their clinical training. I understand that this process facilitates the professional development of students and assists in quality control of services delivered to clients. I will help students identify clients that will be amenable to audiotaping of sessions for training and university supervision purposes. I will review audiotapes as is appropriate and needed during our weekly one hour supervision sessions.
Site/Faculty Supervisor Collaboration

I recognize the necessity of maintaining close contact with the students’ faculty supervisor, to facilitate growth and to assist in a smooth progression through the practicum or internship process. As needed I will meet with the student’s faculty supervisor to review student performance and any concerns. As a practicum or internship site, I realize contact may be by phone or a site visit, to be determined, based on need, by the student’s faculty supervisor.

Evaluation

I will provide on-going feedback to the student concerning his or her performance of agreed upon duties, as well as his or her overall performance and behavior at the practicum or internship site.

I will participate in the practicum or internship student’s mid-semester evaluation. I will set up a conference with the student to assess his or her work toward goals that were established at the beginning of the semester. I will complete the mid-term evaluation form, review it with the student and submit it to the practicum/internship instructor at IIT. I will also conduct a formal final evaluation with the student at the end of the semester and submit it to the practicum/ internship instructor at IIT after reviewing it with the student.

Printed Name

__________________________________________

Signature                                             Date

Illinois Institute of Technology
Department of Counseling and Rehabilitation Science

Clinical Supervisor Information Sheet
<table>
<thead>
<tr>
<th>Facility/Company Name</th>
<th></th>
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<tbody>
<tr>
<td>Facility/Company Address</td>
<td></td>
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<tr>
<td>Primary Population(s) Served</td>
<td></td>
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<tr>
<td>Clinical Supervisor’s Name</td>
<td></td>
</tr>
<tr>
<td>Clinical Supervisor’s Contact Information (email address &amp; phone number)</td>
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<tr>
<td>Highest Degree Earned</td>
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<tr>
<td>Degree Area</td>
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<tr>
<td>License/Certification Type and Number(s)</td>
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<tr>
<td>Years of Experience (post-master’s degree)</td>
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<tr>
<td>Clinical Supervision Training (Please describe)</td>
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</tbody>
</table>
Appendix D

Weekly Report Form

Illinois Institute of Technology
Division of Counseling and Rehabilitation Science
Rehabilitation & Mental Health Counseling Program

Practicum/Internship Weekly Report by Student
<table>
<thead>
<tr>
<th><strong>Student Name:</strong></th>
<th>Click here to enter text.</th>
<th><strong>Date:</strong></th>
<th>Click here to enter a date.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Site:</strong></td>
<td>Click here to enter text.</td>
<td><strong>Week #:</strong></td>
<td>Enter text.</td>
</tr>
<tr>
<td><strong>Supervisor:</strong></td>
<td>Click here to enter text.</td>
<td><strong>Dates: From</strong></td>
<td>Click here to enter a date.</td>
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<tr>
<td><strong>Overall Weekly Hours:</strong></td>
<td>Enter text.</td>
<td><strong>To</strong> Click here to enter a date.</td>
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<tr>
<td><strong>Cumulative Hours:</strong></td>
<td>Enter text.</td>
<td><strong>Weekly DCS Hours:</strong></td>
<td>Enter text.</td>
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<tr>
<td><strong>Cumulative DCS Hours:</strong></td>
<td>Enter text.</td>
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</tbody>
</table>

*DCS Hours must include individual and group Direct Contact Hours.*

**SUPERVISION:**

- Individual Supervision with Site Supervisor:
  - **Date:** Click here to enter a date.
  - **Time:** Click here to enter text.

- Group Supervision with IIT Supervisor:
  - **Date:** Click here to enter a date.
  - **Time:** Click here to enter text.

- Individual Supervision with IIT Supervisor:
  - **Date:** Click here to enter a date.
  - **Time:** Click here to enter text.

**DESCRIPTION OF ACTIVITIES:**

- **Direct Client Service and Contact – Individual (Date and type of services provided):**
  Click here to enter text.

- **Direct Client Service and Contact – Groups (Date and type of services provided):**
  Click here to enter text.

- **Trainings/seminars attended:**
  Click here to enter text.

- **Staffings/meetings attended:**
  Click here to enter text.

- **Other significant activities/Personal development:**
  Click here to enter text.

- **Comments (Include any questions, unusual incidents or important information.):**
  Click here to enter text.

**Student Signature:** ____________________________________________  **Date:** ______________
**Site Supervisor Signature:** ____________________________________  **Date:** ______________
**Faculty Supervisor Signature:** ________________________________  **Date:** ______________
Appendix E

Log of Hours Form
Illinois Institute of Technology
PSYC 549, 578, 579, 589
Log of Clinical Hours

Student: __________________________  IIT ID#: ___________________________
Semester: _________________________  Site name: __________________________

Minimum requirement: 200 hours for PSYC 549. 300 (FT)/600 (PT) hours for PSYC 578, PSYC 579, and PSYC 589. Average weekly direct service hours: 5 for PSYC 549, 8(FT)/16(PT) for PSYC 578, PSYC 579, and PSYC 589

Record your time in terms of hours on site/hours of direct service. Example: M 8/6

<table>
<thead>
<tr>
<th>Week of:</th>
<th>Total</th>
<th>Direct</th>
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<tbody>
<tr>
<td>M</td>
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<tr>
<td>Total:</td>
<td>0</td>
<td>0</td>
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</table>

I assert the time recorded above is a true and accurate representation of my work at this fieldwork site.

Student Signature __________________________  Date ________________

Total # of Hours  0  Total # of Direct Hours  0

Certified by Internship Site Supervisor __________________________
Print __________________________  Signature __________________________
Date __________________________  Certification/License # ________________

Certified by Faculty Advisor __________________________
Print __________________________  Signature __________________________
Date __________________________  Certification/License # ________________
Appendix F

Student Evaluation Form – Site Supervisor
(Midterm and Final)
Evaluation of Student Performance by Site Supervisor
Practicum/Internship

Student: _______________________________________________________

Midterm Evaluation ________ Final Evaluation ________

Period Covered: ____________________ to ____________________

Course (check one): Practicum ____ Internship I ____ Internship II ____ Internship III ____

Name of Practicum/Internship Site: _______________________________________________________

Address: _______________________________________________________  ______________________

Phone Number: ______________________ Fax Number: _________________________

On-Site Supervisor:
Name: __________________________________________ Title: ______________________

CRC# / License#: _________________________________________________________

Student’s Assignment/Duties:
________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________
________________________________________________________________________________

Definition of Rating Terms:

Excellent: Performing at a level greatly above that normally expected of a graduate practicum/intern student.

Above Average: Performing at a level considerably above that normally expected of a graduate practicum/intern student.

Average: Performing at a level that might be expected of a graduate practicum/intern student.

Below Average: Performing at a level somewhat below that expected of a graduate practicum/intern student.

Not Acceptable: Performs at a level considerably below that expected of a graduate practicum/intern student.

No Basis: No basis exists on which to evaluate the graduate practicum/intern student.
### Skills in Counseling and Interviewing

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Not Acceptable</th>
<th>No Basis</th>
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</thead>
<tbody>
<tr>
<td>Establishing and maintaining an effective counseling relationship: maintaining a focus on optimal human development and wellness.</td>
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<td>Exhibiting good listening skills.</td>
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<td>Developing positive rapport with clients.</td>
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<td>Identifying and helping clients to understand his/her strengths, weaknesses and needs.</td>
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<td>Helping client to establish and understand goals and objectives of counseling.</td>
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<td>Accepting client’s individuality without imposing one’s own values or standards.</td>
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<tr>
<td>Adhering to professional, ethical and legal standards.</td>
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<td>Ability to utilize counseling technique (e.g. confrontation, reflection) appropriate to the situation.</td>
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<td>Effectiveness in facilitating groups and managing group dynamics.</td>
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<td>Effectiveness in counseling/working with families and/or couples in a therapeutic manner.</td>
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<td>Application of multicultural counseling competencies in counseling with clients.</td>
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<tr>
<td>Use of the principles and practices of diagnosis, treatment, referral, and prevention in counseling with clients.</td>
<td></td>
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<tr>
<td>Ability to effectively to initiate, maintain, and terminate counseling.</td>
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</tbody>
</table>

### Case Management

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Not Acceptable</th>
<th>No Basis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reviewing referral information, identifying available resources and determining jointly, with the consumer, an appropriate treatment plan.</td>
<td></td>
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</tbody>
</table>
Identifying and implementing appropriate strategies to accomplish rehabilitation and/or mental health goals using agency/company resources.

Coordinating, implementing and following through on goals/plans.

Maintaining accurate case records and other necessary documentation.

Communicating with other service providers involved with the consumer.

Demonstrating skills in job analysis, work site modification, and application of appropriate technology.

Demonstrating skills in job development, placement, employer contracts, supported employment, follow-up and/or follow-along services.

Ability to promote client understanding of and access to a variety of community resources while and providing education and advocacy.

### Assessment and Diagnosis

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Not Acceptable</th>
<th>No Basis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Selects appropriate assessment interventions to assist in diagnosis and treatment planning.</td>
<td></td>
<td></td>
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<tr>
<td>Skill in conducting intake interviews, mental status evaluations, a biopsychosocial history, mental health history, and psychological assessments for treatment planning and caseload management.</td>
<td></td>
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<tr>
<td>Ability to screen for addiction, aggression and danger to self and/or others, as well as for co-occurring disorders.</td>
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<tr>
<td>Demonstrates appropriate use of diagnostic tools, including current edition of the DSM to describe symptoms and clinical presentation of clients with mental and emotional impairments.</td>
<td></td>
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<tr>
<td>Ability to conceptualize an accurate multi-axial diagnosis of disorders presented by a client and discuss the differential diagnosis with treatment team.</td>
<td></td>
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</tr>
</tbody>
</table>
## Work Habits and Professional Characteristics

<table>
<thead>
<tr>
<th>Category</th>
<th>Excellent</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Not Acceptable</th>
<th>No Basis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prioritizing, planning and organizing work effectively, efficiently.</td>
<td></td>
<td></td>
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<tr>
<td>Finishing work in a timely fashion.</td>
<td></td>
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<tr>
<td>Maintaining quality of work standards.</td>
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<tr>
<td>Exhibiting flexibility in the work setting.</td>
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<td></td>
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<tr>
<td>Expressing him/herself well orally and in writing.</td>
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<td></td>
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<tr>
<td>Getting along effective with colleagues.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Adhering to agency/company policies (attendance, punctuality, time off, etc.)</td>
<td></td>
<td></td>
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<tr>
<td>Following agency/company procedures (paperwork, chain of command, etc.)</td>
<td></td>
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</tr>
</tbody>
</table>

**Supervision**

<table>
<thead>
<tr>
<th>Category</th>
<th>Excellent</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Not Acceptable</th>
<th>No Basis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attendance and preparation for supervisory session.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Conceptualizing and presenting cases.</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Explaining the rationale for an intervention.</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>“Hearing” and following through on supervision decisions.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communicating needs to supervisor.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accepting criticism from supervisor.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expressing suggestions and opinions with respect.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Willing to be critical of self.

Accepting feedback/criticism from colleagues.

Constructiveness of feedback to supervisor/colleagues.

Overall Evaluation of Current Performance

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Above Average</th>
<th>Average</th>
<th>Below Average</th>
<th>Not Acceptable</th>
<th>No Basis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current level of Performance as a Mental Health and Rehabilitation Counselor, in your opinion.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Potential for growth as a Mental Health and Rehabilitation Counselor, in your opinion.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Additional Comments:

*These competencies are based on criteria established by the Commission on Rehabilitation Education and the Council for Accreditation of Counseling and Related Educational Programs.*

Site Supervisor’s Signature: _______________________________ Date: _________________

Student’s Signature: _______________________________ Date: _________________

Faculty Supervisor’s Signature: _______________________________ Date: _________________
Appendix G

Student Evaluation Form – Individual Faculty Supervisor (Midterm and Final)
Evaluation of Student Performance by Faculty Supervisor
Practicum/Internship

Student: _______________________________________________________

Midterm Evaluation ________ Final Evaluation ________

Period Covered: ______________________ to ______________________

Course (check one): Practicum _____ Internship I _____ Internship II _____ Internship III _____

Faculty Supervisor: ________________________________________ Title __________________
CRC#___________________ License# ___________________

| Potential for growth as a Rehabilitation & Mental Health Counselor, in your opinion. |
|---|---|---|---|---|---|
| Excellent | Above Average | Average | Below Average | Not Acceptable | No Basis |

Comments (document student’s progress and any interactions with site supervisor regarding student’s performance):

Additional Comments by Faculty Group Supervisor (document student’s performance in group supervision):

Student’s Signature: __________________________ Date: ______________

Faculty Supervisor’s Signature: __________________________ Date: ______________
Appendix H

Site Supervisor Evaluation Form
Evaluation of Site Supervisor by Student

Name:________________________________________ Course:__________________

Site Supervisor______________ Semester/Year:________________________

<table>
<thead>
<tr>
<th>Evaluation Item</th>
<th>Excellent</th>
<th>Good</th>
<th>Average</th>
<th>Fair</th>
<th>Poor</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledgeable about counseling and the counseling process</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Available for individual supervision sessions</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Communication with academic site</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Seems respectful of fieldwork students</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Responds to questions and alternative viewpoints constructively and nondefensively</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Encourages students’ participation in counseling supervision</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Maintains focus on the goals and objectives of fieldwork</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Applies concepts to real-life examples</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Conveys enthusiasm and interest</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
</tbody>
</table>

What qualities and/or supervision skills of this site supervisor contribute to the value of this course?

What are some areas of improvement you would suggest for this site supervisor in supervising fieldwork?

Overall rating of this site supervisor

<table>
<thead>
<tr>
<th>Overall Rating</th>
<th>Poor</th>
<th>Below Average</th>
<th>Average</th>
<th>Above Average</th>
<th>Exceptional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Range</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td></td>
<td>6</td>
<td>7</td>
<td>8</td>
<td>9</td>
<td>10</td>
</tr>
</tbody>
</table>

DLU: 4/20/05
Appendix I

IIT Faculty Supervisor Evaluation Form
Illinois Institute of Technology  
Division of Counseling and Rehabilitation Science  
Rehabilitation and Mental Health Counseling Program  

Evaluation of Faculty Supervisor by Student  

Name: ____________________________________ Course: __________________

Faculty: ________________________________ Semester/Year: __________________

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Average</th>
<th>Fair</th>
<th>Poor</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledgeable about counseling and the counseling process</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Available for individual supervision sessions</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Communication with fieldwork site</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Seems respectful of fieldwork students</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Responds to questions and alternative viewpoints constructively</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>and nondefensively</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Encourages students’ participation in counseling supervision</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Maintains focus on the goals and objectives of fieldwork</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Applies concepts to real-life examples</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Conveys enthusiasm and interest</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
</tbody>
</table>

What qualities and/or supervision skills of this faculty member contribute to the value of this course?

What are some areas of improvement you would suggest for this faculty member in supervising fieldwork?

Overall rating of this faculty member.  

<table>
<thead>
<tr>
<th>Poor</th>
<th>Below Average</th>
<th>Average</th>
<th>Above Average</th>
<th>Exceptional</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>
Appendix J

Practicum and Internship Guidelines:
Handout for Site Supervisors
REHABILITATION AND MENTAL HEALTH COUNSELING MASTER'S DEGREE PROGRAM:
AN OVERVIEW OF THE CLINICAL EXPERIENCE

Program Overview:
The Rehabilitation and Mental Health Counseling master’s degree program is designed to prepare students to function as rehabilitation and/or clinical mental health counselors for persons with a variety of needs including mental health issues impacting the individual and/or family, and persons with physical or mental disabilities who need psychosocial and vocational readjustment. Students are prepared for licensure as professional counselors (LPC/LCPC) in the state of Illinois, as well as for certification as rehabilitation counselors (CRC) on the national level. The program is grounded in a strengths-based philosophy of client empowerment where the counselor’s role is to assist individuals to realize their optimum level of mental health and personal wellness, including vocational adjustment and independent living. This is done through the use of a variety of therapeutic interventions, including individual, group and/or family counseling, diagnosis, case management, the provision or coordination of evaluation, physical restoration, training, placement, and follow-up services.

A core of required graduate courses provides the basic knowledge and skills necessary to the fields of rehabilitation and mental health counseling. These include counseling theory, rehabilitation and mental health counseling principles and practices with an emphasis on psychiatric rehabilitation, individual and group counseling, assessment in rehabilitation and mental health counseling, diagnosis of mental disorders, evidence-based treatment of mental disorders, job placement, medical and psychosocial aspects of disability, human growth, behavior and career development, and research methods. Concurrently, field work of progressively increasing complexity takes place at a variety of community-based mental health and rehabilitation facilities in Chicago and the surrounding area, to allow students the opportunity for hands-on learning under the supervision of both faculty and field-based professionals. These practicum and internship experiences are the backbone of the program, allowing for translation of theory and knowledge into best practice.

Practicum Experience Information:
• **Clock Hours:** A minimum of 200 clock hours over the course of 1 semester must be completed (typically in the spring). The student will work at the facility for 16 hours per week (typically two full days).
• **Direct Client Contact Hours:** A minimum of 60 of the total clock hours must be experience where the student is directly in contact with clients, primarily providing mental health counseling services. While this should primarily be in a counselor role, this may include the following:
  • Counseling (individual, group, couples, and family)
  • Intake Interview
  • Psycho-educational training (Informational, job seeking skills training, social skills training, etc.)
  • Assessments and evaluations
  • Treatment team meetings
  • Working with clients in the community
• **Counseling-skills focused:** In this experience, students will primarily be providing counseling services to individuals, families, and groups with mental health and/or disability-related concerns.
• **Skill Development and Supervision:** Audiotaping (with client/guardian consent) is required for supervision of clinical skills. Alternatively, students must receive live supervision of his or her interactions with clients.
• **Supervision:**
  • **Group Supervision:** Students must participate in 1.5 hours of group supervision per week (provided by the university).
  • **Site Supervision:** Students will receive 1 hour of supervision each week by his/her site supervisor at the facility where he/she is working.
  • **Faculty Supervision:** Students will receive 1 hour of individual faculty supervision per week on campus where audiotapes and counseling activities will be reviewed and discussed.

Internship Experience Information:
• **Clock Hours:** A minimum of 600 clock hours of internship must be completed. This is typically completed over the course of 2 semesters in the fall/spring of the student’s second year. The student will work at the facility for 24 hours per week (typically three full days).
• **NOTE:** IIT students typically complete their internship hours at two different sites, in order to broaden their experiences and ensure focus on both clinical mental health and rehabilitation counseling. Students who wish to complete a full year internship at one location must get prior approval from that clinical coordinator.

• **Direct Client Contact Hours:** A minimum of 240 of the total clock hours must be experience where the student is directly in contact with clients. At least 10 of these hours must be in leading groups. This may include the following:
  - Counseling (individual, group, couples, and family)
  - Intake Interview
  - Psycho-educational training (Informational, job seeking skills training, social skills training, etc.)
  - Assessments and evaluations
  - Treatment team meetings
  - Working with clients in the community

• **More Broadly Focused:** The opportunity for the student to become familiar with a variety of professional activities and resources in addition to direct service (e.g., record keeping, assessment instruments, supervision, information and referral, in-service and staff meetings, etc.).

• **Skill Development and Supervision:** When appropriate, audiotaping opportunities (with client/ guardian consent) are recommended, for supervision of clinical counseling skill development. If this is not an option, live supervision of the student’s interactions with clients may be provided.

• **Supervision:**
  - **Group Supervision:** Students must participate in 1.5 hours of group supervision per week (provided by the university).
  - **Site Supervision:** Students will receive 1 hour of supervision each week by his/her site supervisor at the facility where he/she is working.
  - **Faculty Supervision:** Students meet periodically throughout the semester with an individual faculty supervisor. If concerns are identified by the site supervisor or group supervisor, meetings will increase in frequency.

**Site Supervisor Qualifications:**
- Minimum of a master’s degree in counseling, rehabilitation counseling, or a closely related field.
- Equivalent qualifications, including appropriate certifications and/or licenses (preferably licensed for independent practice).
  - Examples: LCPC, LCSW, LP, CRC
- Minimum of 2 years of pertinent professional experience in the program area in which the student is enrolled.
  - Rehabilitation and/or mental health counseling
- Relevant training in counseling supervision.
- Knowledge of the program’s expectations, requirements and evaluation procedures for students (provided by IIT clinical coordinator).
- Must be willing to provide evaluation of the student’s performance throughout the practicum/internship, including documentation of a formal evaluation at midterm and after the student completes the practicum/internship experience.

**Contact Information:**
*For additional information on developing a practicum and/or internship relationship with IIT’s Rehabilitation and Mental Health Counseling program, please contact:*
Kelly Kazukauskas, Ph.D., LCPC, CRC, CVE
Clinical Assistant Professor/Clinical Coordinator
(312) 567-3506
kkazukau@iit.edu
Appendix K

Client Audiotaping Consent Form
Client Tape Consent Form

I, ____________________________, consent to having my counseling interview be recorded by audiotape equipment. I understand that my counselor, ____________________________, is involved in coursework at the Illinois Institute of Technology that requires students to submit audiotapes to their supervisors. The audiotape will record my voice, and except for my first name, I will not be identified in any way.

I authorize that the contents of the audiotape may be used to assist IIT professors in the education and professional development of my counselor.

I understand that I am free to choose not to participate in the recording of this counseling session. I also understand that I may withdraw my permission for the use of this tape at any time upon my request.

I understand that this consent will end on _______________________, unless extended by me.

I HEREBY FREELY CONSENT TO TAKE PART IN THIS PROJECT:

SIGNED:______________________________

SIGNATURE WITNESSED BY:________________________

DATE:______________________________
Appendix L

Client Case Presentation Consent Form
Illinois Institute of Technology  
Division of Counseling and Rehabilitation Science  
Rehabilitation & Mental Health Counseling Program

Client Presentation Consent Form

I, __________________________, consent to having my counseling interview be presented in Illinois Institute of Technology rehabilitation and mental health counseling courses. I understand that my counselor, ______________________, is involved in coursework at IIT that requires students to submit case presentation to students and faculty. The presentation will not present any personally identifying information and I will not be identified in any way.

I authorize that the contents of the presentation may be used to assist IIT professors in the education and professional development of my counselor.

I understand that I am free to choose not to participate in the counseling session. I also understand that I may withdraw my permission for the use of my information in presentations at any time upon my request.

I understand that this consent will end on ______________________, unless extended by me.

I HEREBY FREELY CONSENT TO TAKE PART IN THIS PROJECT:
SIGNED:_____________________________________________________
SIGNATURE WITNESSED BY:_____________________________________
DATE:______________________________________________________
Appendix M

Basic Counseling Skills Rubric
## Basic Counseling Skills Rubric

<table>
<thead>
<tr>
<th>Counseling Skills</th>
<th>Exceeds Target (2)</th>
<th>Meets target (1)</th>
<th>Does Not Meet Target (0)</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. Counseling Relationship</strong></td>
<td>Counselor demonstrates strong ability in establishing counseling relationship. Adept in conveying positive regard, respect, warmth, non-judgmental attitude, empathy, authenticity, and congruence.</td>
<td>Counselor demonstrates an ability to develop and deepen the counseling relationship with the client by displaying positive regard, respect, warmth, non-judgmental attitude, empathy, authenticity, and congruence.</td>
<td>Counselor does not sufficiently develop and deepen the counseling relationship by demonstrating the ability to display positive regard, respect, warmth, non-judgmental attitude, empathy, authenticity, and congruence.</td>
<td></td>
</tr>
<tr>
<td>Comments</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2. Comprehensive use of skills</strong></td>
<td>Counselor demonstrates a strong ability to effectively and appropriately utilize a wide range of counseling skills.</td>
<td>Counselor demonstrates the use of a range of counseling skills including open-ended questions, summarization, clarification, etc.</td>
<td>Range of skills used was too narrow and/or skills were incorrectly applied.</td>
<td></td>
</tr>
<tr>
<td>Comments</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>3. Structure and direction of session</strong></td>
<td>Counselor demonstrates strong ability in creating and maintaining clear structure and productive focus over the course of the interview.</td>
<td>Counselor demonstrates the ability to maintain structure, focus, and direction of the interview, proceeding through defined stages, and is able to end session effectively.</td>
<td>Counselor does not demonstrate the ability to maintain structure, focus, and direction of the interview.</td>
<td></td>
</tr>
<tr>
<td>Comments</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>4. Accurate Attention to affect, content, and meaning</strong></td>
<td>Counselor demonstrates strong ability in attending to client affect, content, and meaning as demonstrated by accurate and effective reflection, exploration, and summarization.</td>
<td>Counselor adequately explores and reflects client’s expression of affect, content or meaning.</td>
<td>Counselor does not actively, accurately, and/or sufficiently explore and reflect client’s expression of affect, content or meaning.</td>
<td></td>
</tr>
<tr>
<td>Comments</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>5. Professional Role Skills</strong></td>
<td>Counselor demonstrates a sophisticated understanding of professional and ethical behaviors, multicultural competency, responsibilities, relationships and/or demeanor.</td>
<td>Counselor adequately demonstrates an understanding of professional and ethical behaviors, multicultural competency, responsibilities, relationships, and/or demeanor.</td>
<td>Counselor does not demonstrate an understanding of professional and ethical behaviors, multicultural competency, responsibilities, relationships, and/or demeanor.</td>
<td></td>
</tr>
</tbody>
</table>

*Requires a grade of 4 or higher to pass*

Total Grade for this Student: ____________________
Appendix N

Advanced Counseling Skills Rubric
# IIT Rehabilitation and Mental Health Counseling Program
## Advanced Counseling Skills and Dispositions Rubric

<table>
<thead>
<tr>
<th>Counseling Skills</th>
<th>Exceeds Target (2)</th>
<th>Meets Target (1)</th>
<th>Does Not Meet Target (0)</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Counseling Relationship</td>
<td>Counselor demonstrates strong ability in establishing counseling relationship. Adept in conveying positive regard, respect, warmth, non-judgmental attitude, empathy, authenticity, and congruence.</td>
<td>Counselor demonstrates an ability to develop and deepen the counseling relationship with the client by displaying positive regard, respect, warmth, non-judgmental attitude, empathy, authenticity, and congruence.</td>
<td>Counselor does not sufficiently develop and deepen the counseling relationship by demonstrating the ability to display positive regard, respect, warmth, non-judgmental attitude, empathy, authenticity, and congruence.</td>
<td></td>
</tr>
</tbody>
</table>

**Comments**

| 2. Comprehensive use of skills                  | Counselor demonstrates a strong ability to effectively and appropriately utilize a wide range of counseling skills. | Counselor demonstrates the use of a range of counseling skills including open-ended questions, summarization, clarification, etc. | Range of skills used was too narrow and/or skills were incorrectly applied. |       |

**Comments**

| 3. Structure and direction of session           | Counselor demonstrates strong ability in creating and maintaining clear structure and productive focus over the course of the interview. | Counselor demonstrates the ability to maintain structure, focus, and direction of the interview, proceeding through defined stages, and is able to end session effectively. | Counselor does not demonstrate the ability to maintain structure, focus, and direction of the interview. |       |

**Comments**

| 4. Accurate Attention to affect, content, and meaning | Counselor demonstrates strong ability in attending to client affect, content, and meaning as demonstrated by accurate and effective reflection, exploration, and summarization. | Counselor adequately explores and reflects client’s expression of affect, content or meaning. | Counselor does not actively, accurately, and/or sufficiently explore and reflect client’s expression of affect, content or meaning. |       |

**Comments**
<table>
<thead>
<tr>
<th>5. Professional Role Skills</th>
<th>Counselor demonstrates a sophisticated understanding of professional and ethical behaviors, responsibilities, relationships and/or demeanor.</th>
<th>Counselor adequately demonstrates an understanding of professional and ethical behaviors, responsibilities, relationships, and/or demeanor.</th>
<th>Counselor does not demonstrate an understanding of professional and ethical behaviors, responsibilities, relationships, and/or demeanor.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comments</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Case Conceptualization</td>
<td>Counselor demonstrates a superior ability to formulate a clear understanding of the client’s problem integrating cultural, historical, developmental and contextual elements to design a counseling plan to work with the client, and articulate case from a theoretical perspective.</td>
<td>Counselor demonstrates the capacity to formulate a clear understanding of the client’s problem integrating cultural historical, developmental, and contextual elements to design a counseling plan to work with the client; Can articulate case from a theoretical perspective.</td>
<td>Counselor does not demonstrate the ability to formulate a clear understanding of the client’s problem integrating cultural, historical, developmental and contextual elements to design a counseling plan to work with the client. Cannot articulate case from a theoretical perspective.</td>
</tr>
<tr>
<td>Comments</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Personal Growth Skills</td>
<td>Counselor demonstrates a superior ability to self-reflect, articulate own struggles and its impact on the counseling process, and minimize impact of own values and bias on the counseling process. Makes good use of feedback and supervision.</td>
<td>Counselor adequately demonstrates ability for self-reflection; can articulate how one’s own struggles can influence the counseling relationship; responds positively to feedback; and seeks supervision as needed. Counselor adequately demonstrates ability to understand how own values and ethnocentric biases can impede the counseling process.</td>
<td>Counselor does not demonstrate ability for self-reflection, articulation of own struggles and their impact on the counseling process. Counselor fails to minimize impact of own values and bias on the counseling process and/or does not respond positively to feedback and seek supervision as needed.</td>
</tr>
<tr>
<td>Comments</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Requires a grade of 7 or higher to pass  Total Grade for this Student: ________________
Appendix O

Clinical Fieldwork Checklist
IIT Division of Counseling and Rehabilitation Science
Rehabilitation and Mental Health Counseling Program

CLINICAL FIELDWORK CHECKLIST

To begin Clinical Fieldwork Training students must complete the following:

To enter Practicum:
☐ Completed **HIPAA Training Certificate**.
☐ Grade of B or better in PSYC 523.
☐ Grade of B or better in PSYC 557.
☐ Passing score (80% or better) on final **Counseling Skills Evaluation** in PSYC 557.
☐ Obtained approval from Clinical Coordinator for selected site.
☐ Completion of a **Site Establishment Form** for Practicum Site.
☐ Satisfactory **Student Review** by RMHC program faculty (Student reviews are conducted by the faculty members as a group at the end of each semester).
☐ Proof of Individual Counseling Liability Insurance.

_________________________   _______________
CC Initials            Date

To continue Clinical Fieldwork Training students must complete the following:

To enter Internship I:
☐ Passing grade in PSYC 549 (Practicum).
☐ Grade of B or better in PSYC 526 (Psychopathology)
☐ Average or better **Final Evaluation** from Site Supervisor in PSYC 549.
☐ Passing score on **Basic Counseling Skills Rubric** (completed by PSYC 549 individual faculty supervisor at midterm and final, based on audiotaped counseling sessions).
☐ Obtained approval from Clinical Coordinator for selected site.
☐ Completion of **Site Establishment Form** for Internship I.
☐ Satisfactory **Student Review** by RMHC program faculty (Student reviews are conducted by the faculty members as a group at the end of each semester).
☐ Proof of Individual Counseling Liability Insurance.

_________________________   _______________
CC Initials            Date

To enter Internship II:
☐ Passing grade in PSYC 578.
☐ Average or better **Final Evaluation** from Site Supervisor in PSYC 578.
☐ Passing score on **Advanced Counseling Skills Rubric** (completed by faculty group supervisor based on case presentations in PSYC 578).
☐ Obtained approval from Clinical Coordinator for selected site.
☐ Completion of **Site Establishment Form** for Internship II
☐ Proof of Individual Counseling Liability Insurance.

_________________________   _______________
CC Initials            Date