

# Key to Clinical Competency<sup>1</sup>

## **LEVEL I (Beginning) 0-100 Clinical Hours**

1 = Performs Unsatisfactorily. The clinical behavior is not evident. Makes no apparent effort to modify. Is not aware of the need to change.

2 = Needs Improvement in Performance. Implements the behavior/skill with difficulty. Efforts to modify are generally unsuccessful.

3 = Meets Performance Expectations. The clinical skill/behavior is beginning to emerge. Efforts to modify skill may result in varying degrees of success.

4 = Exceeds Performance Expectations. Inconsistently demonstrates the clinical behavior. Displays minor technical problems which do not hinder the therapeutic process. Exhibits awareness of the need to monitor and adjust and makes changes. Modifications are generally effective.

## **LEVEL II (Intermediate) 100-200 Clinical Hours**

1 = Performs Unsatisfactorily. Implements the skill with difficulty. Efforts to modify are generally unsuccessful.

2 = Needs Improvement in Performance. The clinical skill/behavior is beginning to emerge. Efforts to modify may result in varying degree of success.

3 = Meets Performance Expectations. Inconsistently demonstrates the clinical behavior. Exhibits awareness of the need to monitor and adjust and makes changes. Modifications are generally effective.

4 = Exceeds Performance Expectations. Adequately implements the clinical skill/behavior. Beginning to demonstrate some independent and creative problem solving. Displays minor technical problems which do not hinder the therapeutic process.

## **LEVEL III (Advanced) 200-350 Clinical Hours**

1 = Performs Unsatisfactorily. The clinical skill/behavior is beginning to emerge. Efforts to modify may result in varying degrees of success.

2 = Needs Improvement in Performance. Inconsistently demonstrates clinical behavior/skill. Exhibits awareness of the need to monitor and adjust and make changes. Modifications are generally effective.

3 = Meets Performance Expectations. Displays minor technical problems which do not hinder the therapeutic process.

4 = Exceeds Performance Expectations. Adequately and, at times, effectively implements the clinical skill/behavior. Demonstrates some independent and creative problem solving.

<sup>1</sup> Adapted from: William R. Leith, Elaine M. McNiece, and Betty B. Fusilier, *Handbook of Supervision: A Cognitive Behavioral System*, College-Hill Press, 1989.