

## Ongoing Guidance, Evaluation and Mentorship

Track directors meet with interns as a group and individually at least quarterly to discuss the interns' training experiences and provide guidance and mentorship related to professional development. At the beginning of the internship year, each intern works with their primary supervisor and the track director to develop an individualized learning plan, which is reviewed quarterly to ensure that the intern's training experiences are consistent with their professional development goals. The Chief Fellow is also available to meet with interns to provide guidance and mentorship.

In addition to ongoing feedback from supervisors, interns receive written evaluation of their performance four times per year. A composite written evaluation is sent to each intern's graduate program director of training at mid-year and at the conclusion of the internship.

Our program values feedback from interns and uses that feedback to continually improve the quality of our training. As such, we have several mechanisms for interns to provide feedback, including group and individual meetings with the track director and training director and surveys eliciting feedback about seminar instructors. Interns also complete evaluations of their supervisors twice a year and about the training program at the conclusion of the internship year, and that feedback is provided to supervisors after the interns leave the training program. The Chief Fellow solicits feedback from interns on a monthly basis and presents that feedback anonymously at the monthly Training Committee meeting so that it can be addressed in a timely fashion. The Chief Fellow also meets with the interns at the end of the year to obtain their feedback about multiple aspects of the training program and then shares that aggregated and anonymous feedback with the Training Committee. Intern graduates are contacted one year and 2-3 years following completion of their internship to provide feedback on the effectiveness of the internship training program and their effective functioning as psychologists.