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Timing and place in the doctoral sequence

Approved sites

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Welcome from the Chair

It is my pleasure to welcome all of our new and returning graduate students. The Counselling Psychology Doctoral Program is accredited by the Canadian Psychological Association, the American Psychological Association, and the Ordre des psychologues du Québec. The Master of Arts (Non-Thesis) program (Professional/Internship Concentration) is accredited by the Ordre des conseillers et conseillères d’orientation du Québec. The Counselling Psychology program at McGill has a long history and we are confident that you will enjoy your stay at McGill.

There are many individuals within our Department who can help answer your questions. Your Program Director, unit Program Coordinators, your Supervisor, and Professors will prove to be helpful in fostering and helping shape your professional development. As Chair of the Department, I am happy to meet and assist you whenever possible. Students are always welcome to share good news, ask questions, or seek solutions or guidance. As a graduate student, you are considered a valuable member of the Department of Educational and Counselling Psychology. On behalf of all my colleagues we strongly encourage you to play a full and active role.

Best wishes for a successful, productive and enjoyable year.

Jeffrey L. Derevensky, Ph.D.
Professor and Chair
Educational & Counselling Psychology
Introduction

The purpose of this handbook is to provide students in the Counselling Psychology programs with information about the procedures, regulations, and requirements for completing the programs leading to the MA (Non-Thesis) in Counselling Psychology (Professional/Internship Concentration), MA (Non-Thesis) in Counselling Psychology (Project Concentration), and PhD in Counselling Psychology degrees. Pertinent resources for students are also provided. All requirements and procedures described in this Handbook are current as of October, 2016. Please access the Handbook online as it is always the most up-to-date version available: http://www.mcgill.ca/educ-ecp/programs/counsellingpsych/resources#Handbook.

The Handbook is designed to make your experience in your Counselling Psychology program as smooth, productive, and enjoyable as possible. When you have a question, please consult the Handbook prior to asking questions to faculty and staff. Please read all sections to become thoroughly familiar with your program and department. Further information of special interest to you will be provided as it becomes available.

New students in the MA Professional/Internship Concentration are assigned an academic advisor at the beginning of their first semester. All students are encouraged to contact their advisor for information related to program developments, courses, and other program issues. Frequent communication between you and your advisor facilitates a well-designed program of study and your professional development. For PhD and MA Project Concentration students, your academic advisor is your research supervisor. At the doctoral level, the supervisor assists you in forming a doctoral committee and in developing a thesis proposal. The thesis supervisor is usually a member of the Counselling Psychology core staff, but professors from other ECP programs can serve as supervisor if they are familiar with the requirements of program.

We hope that your experience at McGill University is exciting, challenging, intellectually enriching, and professionally rewarding!

Department Chair: Dr. Jeffrey Derevensky
Graduate Program Administrator: Ms. Angela Ngaira
MA Internship Coordinator: Dr. Marilyn Fitzpatrick
Clinic Director: Dr. Jack De Stefano
Master’s Level Practicum Coordinator: Dr. Jack De Stefano
Doctoral Field Experience Coordinator: Dr. Jack De Stefano
Director of Clinical Training: Dr. Marilyn Fitzpatrick
Doctoral Internship Coordinator: Dr. Marilyn Fitzpatrick
Program Director: Dr. Marilyn Fitzpatrick
Clinic and Assessment Materials Resource Center Coordinator: Ms. Rachael Muncaster (on leave)
Interim Clinic and Assessment Materials Resource Center Coordinator: Ms. Happiness Anekwe
History of the Department of Educational and Counselling Psychology (ECP)

The Counselling Psychology programs at McGill University were instituted in the mid-1960s. The Master of Education (MEd) degree in Guidance and Counselling was created and first awarded in 1966 in what was then the independent Department of Counsellor Education. Shortly thereafter, a Doctor of Education (EdD) in Counsellor Education program was instituted (the designation of this doctoral program was changed to PhD in Counselling Psychology in the 1980s). The Faculty of Education was relocated from McGill’s Macdonald campus to its downtown campus in 1969.

Since this time, numerous changes have occurred in the Faculty. These changes included the creation of a smaller number of aggregated departments. One of these was the new Department of Educational and Counselling Psychology (ECP), originally merged in 1980 and given this new name in 1993. Educational Psychology and Counselling Psychology share common roots in the study and facilitation of human development and learning, and in the training of professionals who work to optimize learning and personal growth. They draw on the various strengths of the larger Department of Educational and Counselling Psychology because this department is an amalgamation of several major areas of concentration. The rest of the Faculty furnishes expertise in other domains that are often of value to students as they pursue their specialized and personalized studies and research.

Counselling Psychology at McGill University

Counselling Psychology in a Canadian Context: Definition of Counselling Psychology Adopted by CPA Section 24, June 11, 2009

Counselling psychology is a broad specialization within professional psychology concerned with using psychological principles to enhance and promote the positive growth, well-being, and mental health of individuals, families, groups, and the broader community. Counselling psychologists bring a collaborative, developmental, multicultural, and wellness perspective to their research and practice. They work with many types of individuals, including those experiencing distress and difficulties associated with life events and transitions, decision-making, work/career/education, family and social relationships, and mental health and physical health concerns. In addition to remediation, counselling psychologists engage in prevention, psycho-education, and advocacy.

The research and professional domain of counselling psychology overlaps with that of other professions such as clinical psychology, industrial/organizational psychology, and mental health counselling, but is distinguished by an integrated set of core values: (a) Counselling psychologists view individuals as agents of their own change and regard an individual’s pre-existing strengths and resourcefulness, and the therapeutic relationship, as central mechanisms of change; (b) the counselling psychology approach to assessment, diagnosis, and case conceptualization is holistic and client-centred, and it directs attention to social context and culture when considering internal...
factors, individual differences, and familial or systemic influences; and (c) the counselling process is pursued with sensitivity to diverse sociocultural factors unique to each individual.

Counselling psychologists practice in diverse settings and employ a variety of evidence-based and theoretical approaches grounded in psychological knowledge. In public agencies, independent practices, schools, universities, health-care settings, and corporations, counselling psychologists work in collaboration with individuals to ameliorate distress, facilitate well-being, and maximize effective life functioning.

Research and practice are viewed as mutually informative and counselling psychologists conduct research in a wide range of areas, including those of the counselling relationship and other psychotherapeutic processes, the multicultural dimensions of psychology, and the roles of work and mental health in optimal functioning. Canadian counselling psychologists are especially concerned with culturally appropriate methods suitable for investigating both emic and etic perspectives on human behaviour, and promote the use of research methods drawn from diverse epistemological perspectives, including innovative developments in quantitative and qualitative research.

### Graduate Program Committees

There are five Graduate Program Committees in the Department (Counselling Psychology, School/Applied Child Psychology, Human Development, Master of Education Concentrations in Education Psychology and Learning Sciences). Each committee is chaired by a Program Director and broadly represents major departmental interests. Each committee recommends admissions, advises on program changes and policy implementation, ranks scholarship applications, structures and supervises comprehensive examinations, and monitors student progress. The committees welcome student input in their deliberations; there are two self-selected student representatives each year on the departmental Executive Committee that oversees the curriculum. Student representatives from each program (MA Internship, MA Research Project, PhD) also sit and vote on the Counselling Psychology Program Committee.

The responsibility for placing students on departmental committees belongs to a graduate student body. Students are sought to participate in ad hoc committees such as those constituted for the hiring of new faculty. These committee appointments are made by the Chair in consultation with the Program Director. The representatives attend committee meetings, consult extensively with other students who attend job talks and teaching talks, and have a strong voice in the final selection of successful candidates.

The core members of the Counselling Psychology Program Committee are as follows:

- Jack De Stefano, Clinic Director and Faculty Lecturer
- Martin Drapeau, Associate Professor
- Bassam El-Khoury, Assistant Professor
- Marilyn Fitzpatrick, Professor, Program Director
- Annett C. Körner, Associate Professor
- Marie-Hélène Pennestri, Assistant Professor
Counselling Psychology Graduate Students’ Handbook

Ada L. Sinacore, Associate Professor
Angela Ngaira, Graduate Program Administrator
Robb Jamieson, Graduate Program Coordinator

MA student representatives (one from each Concentration)
1 PhD student representative

Counselling Psychology Professional Training Model

Basic Principles
The Counselling Psychology programs prepare students to work primarily in community mental-health centers, university and other school settings—both public and private, clinics, vocational counselling centers, and in private practice. At the doctoral level, graduates also work in hospitals. The principal determinants of the settings in which students will have the competence to work after they have graduated will be the practicum and predoctoral internship sites they have chosen, the electives, and other ancillary training experiences. The primary goal of this program is to develop professionals who have the skills to improve the psychological well-being of children and adults across their entire developmental lifespan. The principal formative activities of the programs comprise clinical training and practice, intense scholarship developing the theoretical and academic underpinnings of this profession, and research training—this especially at the doctoral level. Our graduates are expected to have a high degree of competence in each of these roles.

Students are mentored in the stylistic, cultural, organizational, and literacy skills that are the hallmarks of those who make contributions to our discipline. The standards established in the Publication Manual of the American Psychological Association (6th ed.) are emblematic of what the department expects from students as they proceed through the master’s and doctoral programs. Students are expected to equip themselves through personal study in the epistemological, philosophical, and historical underpinnings of the field. Moreover, they are expected to have a reasonable grounding in those basic sciences, such as developmental psychology and social psychology, that contribute to the full spectrum of counselling psychology. To acquire skills in this role, students are encouraged to participate in a number of research projects throughout their MA (Non-Thesis) Professional/Internship or Project Concentrations, and are expected to participate in research beyond their PhD dissertation.

Counselling psychology is built on several disciplinary foundations, among which are career psychology, rehabilitation counselling, psychotherapy, school counselling, psychological testing, behavioral counselling, palliative care counselling, and crisis intervention. Maintaining a broad approach to training, while not limiting opportunities to specialize, ensures that students will leave the program with a sound foundation to establish themselves in their domain of choice. Students are able to draw from many different bases of knowledge and apply this information to the issues and problems with which they are presented.

With this in mind, the department has adopted the scientist-practitioner model for the formation of
professional counselling psychologists. This model provides a basis for graduates to assume leadership responsibilities on a national and international level in the area of counselling psychology.

**The Scientist**

The role of the scientist is considered important in the training of counselling psychologists. To understand and advance basic knowledge in the domains subsumed under counselling psychology, students must have a firm foundation in scientific methodology and the philosophy of science, proportionate to the graduate level in which they are being trained. Students are educated to be highly skilled consumers of research. As practitioners, graduates must be able to interpret and critically evaluate published and unpublished research. In order to utilize available clinical, educational, and psychological assessment and intervention techniques, graduates must have a sound scientific background to judge the utility and efficacy of such approaches and procedures. This knowledge may come from evaluation of published reports or via their own empirical evaluation of these techniques. In the MA (Non-Thesis) Project Concentration and PhD programs, students are also educated as researchers capable of examining relevant problems of both an applied and basic nature.

Research is a crucial element of the Counselling Psychology program at McGill University. Students are taught the scientific skills required to conduct and evaluate research both in analogue and natural settings. Moreover, students—especially in the MA (Non-Thesis) Project Concentration and the PhD programs—collaborate with faculty members in research and frequently present papers at local, national, and international conferences. Through faculty mentoring and guidance, students are provided with scientific diverse models for advancing knowledge through which knowledge is obtained. The role of the mentor in the program is typically assumed by the student’s supervisor. As students advance in their research training, they begin to mentor their junior colleagues.

**The Practitioner**

The practitioner is expected to manifest a high level of expertise and clinical skill in the practice of counselling psychology. This expectation is predicated on practitioner competencies as well as those of the scientist.

The practitioner component of the MA (Non-Thesis) Concentration Professional/Internship program encompasses field and clinic-based practice, supervised field work, and internship requirements, as well as clinical coursework in assessment, intervention, consultation, and related areas. The pre-internship practicum and pre-doctoral internship consist of the practitioner components of the program at the doctoral level. This extensive commitment to applied training represents a core element of the program, and taps the expertise of the community resources as well as the more or less distant internship settings in which students may choose to fulfill this aspect of their program. The applied orientation of the program is as varied as the university and community resources afford. Applied experience with clients who are at various developmental stages of their career are important; without basic experience in the field, the professional psychologist is limited both in the efficacious acquisition of practical schemas and in their translation into a variety of different and constantly changing and challenging settings.
The orientations subsumed within training include (but are not limited to) applied behavior analysis, cognitive-behavioral, social learning, psychometric, and developmental perspectives. Training also occurs in assessment, intervention, counselling, consultation, program evaluation, and research. Thus, the practitioner is presented with a wide range of complementary service delivery approaches to clinical problems. This extensive, broad background allows for greater skills in hypothesis testing, monitoring of interventions, tailoring of treatments to individual problems, and examination of treatment efficacy.

Those who have chosen to do a doctoral program may wish to pursue a post-doctoral program of one or two years to further develop expertise in a clinical or research specialization area.

Integration and Application of the Training Model
This model can be distinguished at the doctoral level from the master’s level training primarily in its emphasis on research and advancing knowledge. The MA (Non-Thesis) Professional/Internship Concentration is oriented primarily toward producing competent practitioners who demonstrate a high level of competence when dealing with the welfare of clients and are also skilled in evaluating and utilizing the research literature of their specialization. PhD graduates who function as service providers in an institutional setting are trained to be more adept at integrating a variety of perspectives and disciplines and advancing the science of their profession. Such individuals are active users, evaluators, and critics of the tools of their profession; they can test, adapt, and develop new procedures in their own practice of psychology, and communicate these findings to others in the field. These competencies are developed through integrative experiences in scientific research methodology, and the acquisition of theoretical knowledge inherent to counselling and the mentoring process.

The training model recognizes the importance of developing personal relationship skills that are essential in establishing an effective therapeutic relationship with clients. These qualities are, to a significant extent, foundational to the successful training of the practitioner as well as desirable characteristics of the scientist. Given the primary focus of enhancing the welfare of their clients, counsellors and counselling psychologists must be committed to the acquisition of these skills. Our programs acknowledge the importance of these characteristics and strive to foster their development, especially in the practicum and internship aspects of the programs.

McGill Psychoeducational and Counselling Clinic
The McGill Psychoeducational and Counselling Clinic is a teaching and training unit of the Department of Educational and Counselling Psychology. The purpose of the clinic is to provide an on-site setting for clinical training and research. The Clinic primarily serves the Counselling Psychology and School/Applied Child Psychology programs. The Clinic currently contains 11 consultation/interview rooms a waiting room, and a playback room with six playback stations, and secure filing cabinets for storing of paper files and video media. All six
consultation/interview rooms are wired for digital video-recording of counselling and testing sessions. There are also three additional smaller rooms--one for equipment and two wired for live supervision through a one-way mirror, filing room, and interview rooms.

The Clinic offers fully supervised assessments and counselling services to the community as part of its training and research goals. These services are offered to children, adolescents, families, and adults experiencing difficulties with regard to educational, social, vocational, or interpersonal aspects of their lives. Clients may be referred by schools, community agencies, or by professionals including psychologists, social workers, counsellors, and physicians. Clients do not need referrals in order to request services. For more information please send an email to ecpcliniceducation@mcgill.ca, and refer to the Clinic Manual of Policies and Procedures available online at http://www.mcgill.ca/edu-ecp/students/clinicresources.

**Professorial Staff and Supervision Interests**

**De STEFANO, Jack**, EdD, McGill University, Director of the McGill Psychoeducational and Counselling Clinic and Faculty Lecturer
- Counselling-psychotherapy process
- Clinical training and supervision
- Professional development

**DRAPEAU, Martin**, PhD, Université du Montréal, Associate Professor
- Psychotherapy process and outcome
- Knowledge translation
- Clinical research and psychopathology, cognitive behavioural therapy, defense mechanisms, cognitive errors and coping action patterns

**Khoury, Bassam**, PhD, Université de Montréal, Assistant Professor
- Integrative/Mindfulness-Acceptance-Compassion
- Clinical, social, and cognitive applications of mindfulness; process, outcomes, and effectiveness of meditation and mindfulness-based treatments; systematic reviews and meta-analyses.

**Fitzpatrick, Marilyn**, PhD, McGill University, Full Professor
- The development and implementation of values
- Emotional involvement and experiencing processes, the role of positive emotions, the working alliance in psychotherapy
- Outcomes monitoring in clinical practice
KÖRNER, Annett C., PhD, University of Leipzig, Associate Professor
Clinical and health psychology/Psycho-oncology: Coping and adjustment to life-threatening or chronic illness, health behavior, educational low-dose psychosocial interventions, self-management
Psychotherapy, relationship patterns, personality, self-compassion

PENNESTRI, Marie Hélène, PhD, Université de Montréal, Assistant Professor
Development and consolidation of the sleep-wake cycle in infants and children, parental expectations related to sleep, sleep disorders (children and adults)
Child development, attachment, polysomnography, autonomic nervous system, heart rate variability, mental health, premature birth.

SINACORE, Ada L., PhD, Columbia University, Associate Professor
Multicultural, feminist, and social justice theory and practice
Career psychology and consultation
Qualitative methods and program evaluation
Cultural transition and immigration
Gender-based violence and bullying

Master of Arts: Two Concentrations

The Department of Educational and Counselling Psychology offers two programs of study in Counselling Psychology at the master’s level: the MA (Non-Thesis) in Counselling Psychology (Professional/Internship Concentration) and the MA (Non-Thesis) in Counselling Psychology (Project Concentration).

For more information on the degrees offered, please consult the eCalendar for an on-line overview of all graduate degrees in the Department http://www.mcgill.ca/study/2016-2017/faculties/education/graduate/gps_edu_educational_counselling_psychology/.

The following two sections provide detailed descriptions of each of the two MA in Counselling Psychology programs.
MA (Non-Thesis) in Counselling Psychology Professional/Internship Concentration

Program Goals

The aim of the MA (Non-Thesis) in Counselling Psychology (Professional/Internship Concentration) is to produce graduates who:

1. are trained in the major applied areas of counselling,
2. will be qualified to work in a variety of settings where educational, vocational, personal, and developmental counselling is offered, and
3. have had an extensive supervised internship in either a clinical or educational setting.

To do so, the training program emphasizes career and vocational theory and development, individual and group counselling skills, the integration of multicultural, gender, and other diversity theories into practice, and testing and assessment procedures.

Students take a combination of theoretical and practical courses throughout the completion of their degree. Most coursework is taken during the first year (including the summer semester) including a practicum in the Department’s Psychoeducational and Counselling Clinic. In the second year, students are on-site at internship placements for three full days per week while attending classes on their remaining two days.

Accredited by the Ordre des conseillers et conseillères d’orientation du Québec (OCCOQ), with automatic eligibility for membership upon graduation (subject to residency and French-language provisions), this program prepares students to work in the field as Counsellors in settings such as CSSSs (Centres de santé et services sociaux---community integrated health- and social-service units), schools, community, rehabilitation, and vocational guidance centers, governmental, nongovernmental, or private settings. All students must also attend weekly case conferences.

Program Requirements

(60 credits)

Required Courses
(33 credits)

EDPC 606 (3) Theories of Intervention I
EDPC 607 (3) Theories of Intervention II
EDPC 608 (3) Group Counselling: Theory
EDPC 609 (3) Psychological Testing I
EDPC 615 (3) Assessment and Diagnosis in Counselling
EDPC 618 (3) Professional Ethics and the Law
EDPC 624 (3) Group Counselling: Practice
EDPC 662 (3) Career Psychology
EDPC 665D1 (3) Practicum
EDPC 665D2 (3) Practicum
EDPE 622 (3) Multiculturalism and Gender

**Internship - Required**
*(24 credits)*

Four 6-credit components reflect various dimensions of the profession. Completion of the internship is essential to becoming a member of the OCCOQ.

EDPC 679D1 (3) Internship: General I
EDPC 679D2 (3) Internship: General I
EDPC 677 (3) Internship Research Seminar: Quantitative Studies
EDPC 678 (3) Internship Research Seminar: Qualitative Studies
EDPC 683 (3) Practicum in Psychological Testing: Personality Assessment
EDPC 684 (3) Practicum in Psychological Testing: Cognitive Assessment
EDPC 685D1 (3) Internship: Vocational and Rehabilitation Counselling
EDPC 685D2 (3) Internship: Vocational and Rehabilitation Counselling

**Elective Courses**
*(3 credits)*

The following courses may be offered periodically and taken to complete the academic requirements. Electives may also be chosen from other 500-or higher-level courses offered by the Department or other departments of the University. Choice of electives requires approval of the Program Director.

EDPC 616 (3) Individual Reading Course
EDPC 630 (3) Feminism, Women and Psychology
EDPC 635 (3) Counselling for Sexual Adjustment
EDPC 636 (3) Theories of Sex Therapy
EDPC 660 (3) Selected Topics in Counselling
EDPC 670 (3) Current Trends in Counselling
EDPE 617 (3) Adolescent Development

**The Development of Competencies**
The program follows a competency-based model. Students are expected to develop expertise in five different competency areas: interpersonal relationships, assessment and evaluation, intervention, ethics, and research. All course syllabi contain a statement indicating which professional competencies will be addressed in that course. Applied components of the program (EDPC 624 Group Counselling: Practice, EDPC 665 Practicum, EDPC 683 and EDPC 684 Practica in Psychological Testing, EDPC 679 and 685 Internship) are evaluated across all

Revised January 8, 2019
competency areas. Below is an outline of the knowledge and skill areas in which students are expected to attain competency.

**Competencies for Students in the M.A. (Non-Thesis) in Counselling Psychology (Professional/Internship) program**

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<td><strong>Skills</strong></td>
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### Assessment and Evaluation

| Knowledge | - methods of evaluation (e.g., grids of observation, tests)  
| - various types of clienteles served  
| - human or organizational development  
| - diagnosis or identification of problems  
| - problem analysis  
| - the influence of cultural factors |
| Skills | - formulating a request for evaluation  
| - selection and application of methods of evaluation  
| - collection and analysis of information |

### Intervention

| Knowledge | - the use of a variety of theoretical approaches and techniques that are tailored to the clientele served: individuals and groups  
| - interventions that support health, well-being or efficiency  
| - the influence of cultural and ethnic factors  
| - assessing the relevance of a referral to another professional or to other resources  
| - principal components of contemporary management in professional domain |
| Skills | - the ability to identify and apply interventions which support health, well-being or efficiency  
| - the ability to assess the effects of the intervention  
| - the ability to consult and refer to other resources as needed |

### Research

| Knowledge | - scientific foundations of the discipline  
| - applied statistics  
| - different models and strategies of applied research  
| - principles in the communication of applied research results  
| - contemporary approaches to evaluating the quality of professional interventions |
| Skills | - appropriate use of scientific findings  
| - critical judgment  
| - ability to implement applied research tied to professional practice  
| - ability to rigorously apply methods and strategies pertinent to your area of practice |
The Assessment of Competencies: Interim Assessment of Student Progress

In order to assure that students develop the competencies across a broad range of experiences, the program committee regularly assesses issues related student progress. The first assessment takes place late in the fall semester of year one. Subsequent assessments occur in midwinter of year one, in late fall of year two, and in midwinter of year two. At those times, sessional instructors and site supervisors are consulted concerning issues of concern relative to any student in the program prior to the meeting. Full-time faculty members meet and review that feedback along with their own assessments of students of concern. Students whose progress relative to a competency area is satisfactory receive written notification. Notice of unsatisfactory progress is followed up by a meeting with the student’s academic advisor to review the situation. The student must acknowledge in writing the receipt of the letter and must arrange a meeting with his or her Advisor within a week of receipt of the letter. In that meeting, steps for remediation of the issue(s) raised in the letter will be developed and put into writing. These steps will be specific, behavioral, and measurable. A timeline for completion of the steps must be included in the letter. A copy of this letter is sent to the Program Director and placed in the student’s file. At the end of that timeline, the advisor and student again meet to assess and document progress relative to the steps. Two failures to meet specified remedial requirements constitute grounds for dismissal from the program.

Practicum and Internship Information
All students must complete the required courses listed above. Students obtain practice in counselling in preparation for their internship through the first-year supervised practicum in counselling skills and
techniques (EDPC 665D1/D2) in which they counsel three clients for 12 to 15 sessions each. Students are supervised by both their practicum professor and a doctoral-level student supervisor. During weekly group supervision, students discuss cases, review video recordings of interviews (with informed consent obtained from clients), and receive assistance with any problems arising out of their work experiences. Students from another university become clients as part of an experience in a course. The program makes this training opportunity available to its students but takes no position on whether or not the client contact or supervision hours accumulated in this experience will be accepted by licensing bodies in Quebec (or elsewhere) for licensure. Course instructors (not doctoral student supervisors) are advised by the program to sign the hours log recording the number of hours of client contact and supervision that each individual student accumulates. The log also indicates the course number. The program advises students to keep the original signed log and the syllabus for the course as proofs of their training experience in this course as these may be required by licensing bodies. The program will provide no additional proofs of these hours.

In the MA Practicums in Psychological Testing: Cognitive Assessment (EDPC 684) and Personality Assessment (EDPC 683), testing clients are volunteers recruited from other courses at McGill. The program makes this training opportunity available to its students but takes no position on whether or not the client contact or supervision hours accumulated in this experience will be accepted by licensing bodies in Quebec (or elsewhere) for licensure. Course instructors are advised by the program to sign the hours log recording the number of hours of client contact and supervision that each individual student accumulates. The log also indicates the course number. The program advises students to keep the original signed log and the syllabus for each course as proof of their training experience in this course as these may be required by licensing bodies. The program will provide no additional proofs of these hours.

In the second year, students complete a three-day-per-week, two-semester supervised field experience or internship in the community. For one-and-a-half of the remaining days of the week, students have three hours of weekly group supervision related to their internship at McGill (EDPC 679, EDPC 685). In addition, they complete three hours of research training (EDPC 680), and three hours of psychometry training (EDPC 683; EDPC 684). The aim of the MA internship is to give students a broad and intensive experience in the practice of counselling. Clinical courses, the first-year practicum and group practicum, and the second-year general internship and vocational and rehabilitation internships are graded as Pass/Fail. In all other courses, students receive letter grades. The minimum passing grade is B-. The internship has been developed for the further development of professional skills and practices required of a licensed counsellor. The research and psychometry components of the internship are a vital component of training and for licensing by the OCCOQ. Approval of internship sites and supervisors is reviewed on an annual basis by the Internship Director.

Each intern works in one setting throughout the two-semester internship period. Possible internship sites vary widely. High schools, CEGEPs (Quebec’s network of community colleges that also offer pre-university programs) and other colleges, and university counselling centres provide the majority of internship experiences. Other sites have included CSSSs (Quebec’s
network of health and social services centers), drug and alcohol rehabilitation centres, and vocational guidance agencies. Hospitals are not allowed for interns at the MA level.

Requirements of Internship

A note about professionalism. As stated in all course syllabi, whether on internship sites or the University campus, students are expected to demonstrate ethical, responsible, and professional behaviour in the performance of their duties, to conduct themselves in accordance with the law and to meet the expectations and policies of the host institutions receiving them for field placements. This applies to all aspects of professional conduct, including but not limited to respect for persons, property and confidentiality, appropriate dress and attendance and punctuality. Failure to meet these expectations, regardless of performance in courses or other formal program requirements will be taken into account in the assessment of your overall academic standing in the program and, in the most serious instance, may result in a requirement to withdraw from the program.

1. Two-Semester Duration
   The duration of the internship is two semesters, fall and winter. No other dates are possible.

2. Timing
   Internships are three days/week, approximately seven hours per day, Monday to Wednesday. Because of the supervision and instruction requirements at McGill, interns are not on site on Thursday and Friday. Internships are not normally “split” but an exception is the on-campus arrangement between this program and jointly with the McGill Career and Placement Service (CaPS) and the Counselling Service (both in Student Services).

3. Start Date of Internships
   Some sites may require students to start in August. Students are expected to comply with this start date but, in such cases, students cannot begin clinical or group work until after the official day of classes at McGill as long as they are registered for the appropriate courses (EDPC 679 & EDPC 685). Students may be asked to attend orientations, trainings, workshops, etc. (and are expected to attend) but cannot be asked to see clients until the official first day of fall classes on campus.

4. Insurance/Liability
   Students are covered by McGill liability insurance with regard to their practice. This insurance is applicable from the first official day of classes in the fall term until final marks are submitted at the end of April, provided students have registered appropriately for all their required courses. Students to may not see or engage with clients at their internship sites as McGill interns prior to or after this period of time.
5. **Clients**  
Interns must have regular access to clients. Most sites have an orientation period in the early weeks during which interns build their clientele roster. In some instances, the intern will be expected to do outreach to develop the client base; in others, clients may be referred or assigned. In all cases, the site is responsible to ensure that interns have a steady flow of clients so that they can meet the requirements outlined in this document.

6. **Group Work**  
Interns will normally have the opportunity to counsel groups of clients. The number of meetings, duration of group work, nature of the group or groups, and other details will be based on the needs of the site and determined in consultation with the intern, the site supervisor, and the McGill supervisor.

7. **Office**  
Interns must have an office. Although this space may be shared, it must be available as a private space for the intern to meet clients. In addition, the office must provide a level of safety for the student which needs to be in keeping with the nature of the regular client base; students should not be placed in a risky area which is isolated or near equipment that could be potentially dangerous.

8. **Telephone**  
The intern must have access to a private telephone for contacting clients, parents, or other professionals.

9. **Internship Hours**  
Interns must have a minimum of 600 hours of clinical training in the course of an internship. On-site training comprises 546 hours (2 semesters $\times$ 13 weeks per semester $\times$ 21 hours per week). McGill supervision comprises 75 hours (2 semesters $\times$ 13 weeks per semester $\times$ 3 hours per week). The following table outlines the McGill program requirements for clinical activities.

<table>
<thead>
<tr>
<th>Type of Activity</th>
<th>Description</th>
<th>Minimum Hours Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>DIRECT Client Contact</td>
<td>Individual counselling, group counselling, family meetings, testing, assessment$^1$</td>
<td>170 hours$^2$</td>
</tr>
<tr>
<td>On site supervision</td>
<td>Minimum of 1 hour per week of individual supervision</td>
<td>25 hours</td>
</tr>
<tr>
<td>McGill supervision</td>
<td>Group supervision for 3 hours per week</td>
<td>50 hours minimum</td>
</tr>
<tr>
<td>Workshops</td>
<td>Group activities with a psycho-educational focus</td>
<td>No minimum</td>
</tr>
</tbody>
</table>

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$^1$ Includes assessment with a psycho-educational focus.

$^2$ Hours are rounded up to the next whole number.
<table>
<thead>
<tr>
<th></th>
<th></th>
<th>No minimum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Case conferences</td>
<td>Meetings with groups of professionals to discuss cases. <em>N.B.</em>: Case conference time during which the intern <em>presents</em> can be considered as supervision</td>
<td></td>
</tr>
<tr>
<td>Report Writing</td>
<td>Scoring and interpretation of tests, preparation of reports for other professionals or clients records</td>
<td>No minimum</td>
</tr>
<tr>
<td>Consultation</td>
<td>Discussions with mental health professionals of interested parties (e.g., teachers, parents) concerning clients</td>
<td>No minimum</td>
</tr>
<tr>
<td>Staff Meetings</td>
<td>Meetings concerning administrative matters related to the site</td>
<td>No minimum</td>
</tr>
</tbody>
</table>

**Note 1.** It is acceptable to consider a counselling hour of 50 minutes with the client and 10 minutes of notes and record keeping as one hour. In sites where clients may be seen for different periods of time, interns should keep track of the amount of time spent in contact with the clients and add 20% for notes and record keeping. Cancelled or missed appointments may NOT be considered client-contact hours.

**Note 2.** Time to administer tests and meet with clients to discuss the results of the tests. Time spent scoring tests may NOT be considered client-contact hours.

10. **Logging hours** Interns have the responsibility to keep a weekly log of their internship activities. Site supervisors should review periodically the intern’s log but this may vary by site or supervisor. The intern must discuss with the site supervisor what a workable schedule for log review is. The log form is available on the departmental website. McGill supervisors respond to interns’ questions concerning...
the specifics of keeping the log during supervision. In the appendix section of this Handbook is a *Descriptions of Internship Log Categories* document that will assist in the accurate logging of activities by interns. The log form is completed using the Excel spreadsheet provided at the following website: [http://www.mcgill.ca/educep/programs/counsellingpsych/resources#Log](http://www.mcgill.ca/educep/programs/counsellingpsych/resources#Log). A snapshot of what the form looks like is provided above to the right. The document should be printed on a single page; if you have trouble doing so, please adjust the page margins in Excel to do so. Office 2007 and 2010 users should consult the following website for tips on doing so: [Microsoft Office Help: Make a worksheet fit the printed page](http://www.mcgill.ca/educep/programs/counsellingpsych/resources#Log). Mac and pre-Office 2007 users can do so by clicking on File – Page Setup – Fit To – 1 page wide by 1 tall.

Note: All students provide the logs with the hours and the site supervisor’s signature (highlighting direct contact, supervision, and total) to their instructor (EDPC 679). The instructor checks these and signs the form. Once all hours are completed and signed the instructor gives the Pass grade on Minerva. Instructors will not sign off on any hours completed after final grades are submitted. The log is evidence that the student has met the minimum requirements set by the program for successful completion of the Internship and in compliance with the requirements of the OCCOQ license. The program does not archive student hours and those who will be applying for licensing beyond that of OCCOQ should take steps to ensure they have copies of logs.

11. **Recording**

At some sites, interns are permitted to record sessions if clients (or parents or guardians where appropriate) give written permission. The recordings are exclusively for the intern’s development and supervision. Recording is very advantageous for perfecting skills through regular review and supervision.

12. **Individual Supervision**

Interns must have a minimum of one hour scheduled weekly individual supervision on-site. Ad hoc or group supervision may be appropriate in addition to (not instead of) this hour. Supervision normally contains three elements: (a) case discussion and management issues, (b) discussions about issues of intern professional identity and sense of competence in the work, and (c) orientation to professional practice including ethical issues and standards of practice.

13. **Missed/cancelled supervision (on-site)**

The site provides a minimum of 26 hours of supervision over two semesters. Where a student or supervisor needs to miss/cancel a supervisory meeting that supervision hour needs to be made up unless the student is well over the minimum target at that point in their internship (e.g. if student is at week 6 – they should have received a minimum 6 hours).

14. **Site Supervisor Qualifications**

Supervisors should typically be licensed counsellors (OCCOQ members). In instances where the supervisor is not a licensed counsellor, she or he must be approved by the Department as qualified. If a student does not have an OCCOQ member as a site
supervisor, their McGill supervisor will be an OCCOQ member (Ordre des conseillers et conseillères en orientation du Québec). To be qualified, the site supervisor must have a minimum of a master’s degree in counselling or an equivalent degree, have completed five years of post-master’s activity or two years of licensed practice following receipt of their doctorate and be a member of a Quebec professional order in the mental health field.

15. Supervisor Availability
A qualified supervisor must be regularly available on-site during the hours the intern is present. When a supervisor must be absent, interns must have a contact person on-site whom they can consult in the event of an emergency.

16. McGill Supervision
Interns will register for and participate in one section (three hours; approximately nine students) of weekly group supervision at McGill on Thursday or Friday.

McGill (in-house) supervision hours: While EDPC 679 provides for a total of 78 hours of class time not all these will count towards supervision hours. Given that students are allowed one absence per semester and that instructors provide additional teaching that cannot be considered supervision per se we have determined that the minimum number of hours are 25 per semester for a total of 50 supervision hours of individual, group, and individual in group supervision. Individual instructors may provide more than the 50 total but are not required to do so. In very rare circumstances where the student is unable to attend in-house supervision (beyond the allowable absences), he/she may be required to provide to do supplemental work (details in the course syllabus) in addition to needing to make up the missed hours on site. The student CANNOT have less than 75 hours total (25 on-site and 50 at McGill). This provision should not be interpreted by the student as permission to miss in house supervision. Attendance is mandatory and unauthorized absences beyond the 2 allowed need to be for valid reasons.

17. Communications between McGill and the Site
The McGill and on-site supervisors should maintain contact. Site supervisors are encouraged to telephone or to email the McGill supervisor or the Program Director at any time to discuss issues that may arise.

18. Site Information
To allow potential interns to make informed decisions about applications to potential sites, the program maintains an Approved Site List containing the names of the site, the name and contact information of the person to whom application can be made, the location of the site, and the nature of the work that is required. The Approved Site List is updated and distributed to first year students by the Program Coordinator and MA Internship Coordinator late in the Fall term of the pre-internship year (Fall of MA1) prior to Internship Information Day (item 20 below). The list of available sites changes quite frequently. Sites are requested to notify the program of any changes to this information. In addition, students are encouraged to contact those students in the second year of the program for reports of their site experiences.
19. **New Internship Sites**  
The program endeavours to balance the needs of all students for a placement with the needs of sites to anticipate the presence of an intern for the coming year. For this reason, the number of approved sites is only slightly larger than the number of students. If an intern candidate would like to add a new site to the list, he or she should contact the MA Internship Coordinator by mid-fall of the pre-internship year and indicate the nature of the site and the rationale for including it as an approved site. The Internship Coordinator will contact the potential site and review the requirements outlined in this document. If the site is interested and if it can meet these requirements and offer McGill interns a strong internship experience, it may be added to the Approved Site List. Because interns must be at McGill on Thursday and Friday, internships outside of the province of Quebec or at a great distance from Montreal are strongly discouraged.

20. **Internship Information Day**  
Each year in mid-November, site representatives and intern candidates are invited to an internship information day. The day is an opportunity for the program to review internship requirements and for sites and intern candidates to become acquainted. Site representatives have the opportunity to make a brief presentation about the nature of their site. Interns can meet potential supervisors and ask questions about internship experiences at different sites.

21. **Application Process**  
Potential interns submit their applications to sites in the first week in January. Students should note that some sites might have earlier deadlines. Interns are advised to treat the application process like a job search. Send your CV to the contact persons at the sites of interest and attach a letter stating why you are interested in an internship there. It is acceptable to follow-up with a telephone call or email to determine if you will be offered an interview. Typically, sites interview a number of candidates, usually in January and early February. Program faculty members do not write letters of reference for internship candidates, but are happy to accept telephone or email inquiries from sites for references. **It is a program policy that students must apply to at least six (6) sites.** Students who plan to stay in Quebec and to seek a psychotherapy permit after graduation should note that not all supervision hours will count toward their permit.

22. **Matching of Sites and Interns**  
For the internship year 2017-2018, the program will try a new method of matching sites and interns. After the interview process, sites and interns will all be requested to submit a ranked list of their preferences. Sites may rank as many interns as they would be willing to accept and will also indicate the number of interns they will accept. Interns may rank as many sites as they would be willing to accept but not less than 6. Sites and interns may not opt out of the match process. Both sites and interns should submit their ranked lists to the Program Coordinator by 5:00 PM Friday February 17, 2017. The Program Director and the Program Coordinator will be responsible for completing the match process using an algorithm and will notify all sites and interns of their matches by 5:00PM on Monday February 20, 2017. If there are unmatched interns at the end of the process, the Program
Director will consult with any unmatched sites and notify unmatched interns of other application opportunities within two weeks. Please note that the program does not guarantee matches.

23. **Intern Acceptance**

Once an offer has been made and the intern has accepted the offer, students must get from their site a completed Internship Placement Form to indicate that the placement is finalized. The form must be sent to the Program Coordinator as soon as possible and **no later than 2 weeks after the Internship Notification Day**. Please note that students will not be allowed to start at their site if this form is not in their McGill file. In the rare event that a student has not secured a placement, she or he must advise the Department as soon as possible, and no later than 2 weeks from the Internship Notification Day. **If a student has not secured a site by June 23rd, she or he may have to defer the internship to the following year.**

24. **Formal Orientation**

Interns require a formal orientation concerning practices and procedures of their site. As the early weeks of internship have a steep learning curve, the program recommends that sites provide interns with a written orientation package. When such material is available prior to beginning the internship, it allows the intern to feel more prepared and reduces the burden on the site supervisor.

25. **Orientation Package**

Recommended contents of orientation package include the following:

a. **Nature of the counselling work.** Although an understanding of the nature of the counselling work is the purpose of the entire internship, interns will need an initial orientation to the types of clients they will meet and the modalities of counselling preferred at the site.

b. **Assignment of clients.** Interns need to understand how clients will be assigned. If the intern has some responsibility for developing a clientele, guidance in how to accomplish this will be required.

c. **Responsibility for clients.** Interns should be oriented to site practices related to the making of referrals or the sharing of clients. If a client will be seen at some times by an intern for counselling and at other times by the supervisor or another professional, interns need to understand when and how these transitions are generally handled.

d. **Opportunities to develop special interests.** Although certain programs and practices will be well established at each site, interns should be advised if opportunities to initiate programs (e.g., developing a workshop) related to their particular interests exist. Sites will need to negotiate with the intern or the McGill supervisor (or both) how such special programs can be developed and supervised.

e. **Training opportunities.** At many sites, there may be wonderful opportunities for interns to attend workshops, case conferences, rounds, or seminars, have access to learning materials or
resources that are particular to the work of the site. Information on these opportunities is of great value to the intern.

f. Identification of the supervisor(s). Interns should be informed who will be supervising them. If supervision is shared or split between two supervisors, interns should know how the responsibility will be divided and who their supervisors will be during the different periods.

g. Supervision scheduling. Interns should be informed of the time of their regularly scheduled supervision. If the time will vary from week-to-week, they need to understand how the scheduling procedure will be handled. It is the responsibility of the supervisors to make regular weekly supervision time available.

h. Supervisor unavailability. In the event that a supervisor is off-site or is unavailable, the intern must have the name of an available on-site emergency contact person.

i. Reporting relationships. If interns are responsible to someone in the site administration other than their supervisor (e.g., principal in a high school, director of a counselling center), they should be informed of these reporting relationships and the expectations of the administration about the nature of the reporting relationship.

j. Informed consent procedures. Interns need instruction on how the site handles issues of informed consent (for clients, record transfer, reports, etc.), the forms that are in current use, and the signing responsibilities of interns and others. In instances where these consent procedures differ from that of McGill or professional licensing guidelines, the McGill supervisor and site supervisor will consult with each other to determine a course of action. The Program Director should be informed about these discussions.

k. Professional consultations. Interns need to be oriented to the nature of consultations typical of the site. Where possible this will include contact information for social workers, youth protection workers, psychiatrists, or others who are regularly consulted. Client consent procedures related to these consultations should also be reviewed.

l. Other consultations. At sites where interns will meet with interested parties other than mental health professionals (e.g., parents or teachers), they should be oriented to when these consultations are appropriate, how they are managed, and relevant client consent procedures. In particular, interns need an orientation to issues related to the confidentiality of client reports, records, and session progress or attendance in these consultations.

m. Intern Evaluation. In addition to supervision, site supervisors are responsible for conducting a series of written evaluations that are submitted to the program. These include two interim progress reports, and two end-of-semester evaluations in December and April. Interim progress reports. In mid-October and mid-February, sites make interim progress reports to the program that indicate if the intern is making satisfactory progress to that point. If the interns’ progress is deemed unsatisfactory by the on-site supervisor, the McGill Supervisor, on-site supervisor and student will meet to discuss a course of action.

n. End of semester evaluations. At the end of the fall semester and at the end of the internship, the supervisor should complete the MA Intern Evaluation Questionnaire.

o. Communication of evaluations with interns. Site supervisors should inform interns of the
evaluations they submit to the program. The evaluation process is an opportunity for the intern and the site supervisor to discuss progress and set developmental goals.

p. **Unsatisfactory progress.** If overall progress is deemed *unsatisfactory* in any evaluation, a meeting with the intern, the McGill supervisor, and the site supervisor should be scheduled to determine the measures that can be taken to support the intern in improving their performance.

q. **Dress code.** The program does not have specific dress codes, however some sites do. It is the student’s responsibility to respect such codes where they exist and generally present oneself in a professional manner.

r. **Responsibility of the McGill supervisor.** It is the responsibility of McGill supervisor to review intern progress and make the final determination if the internship is deemed a pass. In order to make this determination, the supervisor will take into account the feedback of the on-site supervisor and their written evaluations. In order for the McGill supervisor to properly assess the students’ progress at their site and submit a mark, the two end-of-semester evaluation forms must be received in the Department no later than December 1 and April 1 respectively.

26. **Payment of Interns**

Remuneration of interns varies. Most internships are unpaid; a few include some form of payment or honorarium. Expenses or stipends may be arranged between the intern and the site; the program has no policies concerning the payment of interns.

**NOTE:** Students are advised that if they wish to practice outside Quebec, it is their responsibility to determine the licensing requirements in the jurisdiction in which they want to practice. Other jurisdictions may have different requirements than those of Quebec.
MA (Non-Thesis) in Counselling Psychology (Project Concentration)

The MA (Non-Thesis) in Counselling Psychology (Project Concentration) is designed to produce graduates with introductory academic preparation for research or clinical careers in counselling psychology. Training is provided in the research domain through coursework in data analysis and a research project. Clinical preparation is initiated in the program through coursework in ethics, intervention, assessment, psychological testing, and multicultural issues, and through a practicum with clients from the community in the second year. The program is intended to give students research preparation for doctoral training. This degree alone does not include an internship and does not fulfill the requirements for membership in the orders that certify either guidance counsellors (OCCOQ) or psychologists (OPQ) in Quebec. This Concentration (or its equivalent) is the prerequisite for admission to the PhD in Counselling Psychology.

Program Requirements
(60 credits)

Required Courses
(57 credits)

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Credits</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDPC 606</td>
<td>(3)</td>
<td>Theories of Intervention 1</td>
</tr>
<tr>
<td>EDPC 609</td>
<td>(3)</td>
<td>Psychological Testing 1</td>
</tr>
<tr>
<td>EDPC 615</td>
<td>(3)</td>
<td>Assessment and Diagnosis in Counselling</td>
</tr>
<tr>
<td>EDPC 619</td>
<td>(3)</td>
<td>Research Project 1</td>
</tr>
<tr>
<td>EDPC 620</td>
<td>(3)</td>
<td>Research Project 2</td>
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<tr>
<td>EDPC 621</td>
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<td>Research Project 3</td>
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<tr>
<td>EDPC 625</td>
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<td>Clinic Practicum 1</td>
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<tr>
<td>EDPC 626</td>
<td>(6)</td>
<td>Clinic Practicum 2</td>
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<td>EDPC 628</td>
<td>(3)</td>
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<td>EDPC 629</td>
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<td>Practicum in Psychological Testing: Personality Assessment</td>
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<td>EDPC 684</td>
<td>(3)</td>
<td>Practicum in Psychological Testing: Cognitive Assessment</td>
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<tr>
<td>EDPE 622</td>
<td>(3)</td>
<td>Multiculturalism and Gender</td>
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<tr>
<td>EDPE 627</td>
<td>(3)</td>
<td>Professional Practice of Psychology</td>
</tr>
<tr>
<td>EDPE 676</td>
<td>(3)</td>
<td>Intermediate Statistics</td>
</tr>
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Complementary Courses
3 credits from the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Credits</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDPE 682</td>
<td>(3)</td>
<td>Univariate/Multivariate Analysis</td>
</tr>
<tr>
<td>EDPE 687</td>
<td>(3)</td>
<td>Qualitative Methods in Educational Psychology</td>
</tr>
</tbody>
</table>
### Details of the Research Project Course Content and Sequence

<table>
<thead>
<tr>
<th>Research Project Courses (total 18 credits)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EDPC 619 Research Project 1 (3 credits):</strong> A focused survey of the research literature on a topic chosen in consultation with the research supervisor.</td>
</tr>
<tr>
<td><strong>EDPC 620 Research Project 2 (3 credits):</strong> Development of a rationale for a research project supported by the research literature, the articulation of a specific research question(s) related to the rationale, and write up of a method to collect data that will answer the question.</td>
</tr>
<tr>
<td><strong>EDPC 621 Research Project 3 (3 credits):</strong> Data collection based on the method proposed in Research Project 2.</td>
</tr>
<tr>
<td><strong>EDPC 628 Research Project 4 (3 credits):</strong> Data analysis and write up in manuscript format of data collected in Research Project 3.</td>
</tr>
<tr>
<td><strong>EDPC 629 Research Project 5 (3 credits):</strong> Interpretation of data collected in Research Project 3 including its relationship to the literature and its implications.</td>
</tr>
<tr>
<td><strong>EDPC 630 Research Project 6 (3 credits):</strong> The development of a written report of the research project in the form of a manuscript suitable for publication.</td>
</tr>
</tbody>
</table>

### The Development of Competencies

The program follows a competency model. Students are expected to develop expertise in five different competency areas: interpersonal relationships, assessment and evaluation, intervention, ethics, and research. All course syllabi contain a statement indicating which professional competencies will be addressed in that course. Applied components of the program are evaluated across all competency areas (EDPC 624 Group Counselling: Practice, EDPC 625 and EDPC 626 Clinic Practicum 1 and 2, and EDPC 683 and EDPC 684, Practica in Psychological Testing).
Below is an outline of the knowledge and skill areas in which students are expected to attain competency.

**Competencies for Students in the MA (Non-Thesis) in Counselling Psychology (Project Concentration) program**

<table>
<thead>
<tr>
<th><strong>Interpersonal Relationships</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Knowledge</strong></td>
</tr>
<tr>
<td>Knowledge of theories and their empirical support relative to:</td>
</tr>
<tr>
<td>- interpersonal relationships</td>
</tr>
<tr>
<td>- relationships of power</td>
</tr>
<tr>
<td>- therapeutic or working alliance</td>
</tr>
<tr>
<td>- relations in particular milieu</td>
</tr>
<tr>
<td>Self-Knowledge/awareness of personal:</td>
</tr>
<tr>
<td>- motives</td>
</tr>
<tr>
<td>- resources</td>
</tr>
<tr>
<td>- values,</td>
</tr>
<tr>
<td>- biases or prejudices (particularly cultural biases)</td>
</tr>
<tr>
<td>- self-presentation (how others perceive you)</td>
</tr>
<tr>
<td>- risk factors for burnout</td>
</tr>
<tr>
<td>Knowledge of Others</td>
</tr>
<tr>
<td>- macro environments (e.g., impact of national standards or public policies, socio-economic and ethno-cultural contexts; cultures of social groups, work environments)</td>
</tr>
<tr>
<td>- micro-environments (e.g., family dynamics, male/ female relational differences, cultural adaptation or integration)</td>
</tr>
<tr>
<td><strong>Skills</strong></td>
</tr>
<tr>
<td>- how to communicate adequately</td>
</tr>
<tr>
<td>- how to listen and interact with others</td>
</tr>
<tr>
<td>- how to express oneself with empathy and respect</td>
</tr>
<tr>
<td>- how to put others at ease</td>
</tr>
<tr>
<td>- how to establish a climate of trust</td>
</tr>
<tr>
<td>- how to analyze difficult interactions</td>
</tr>
<tr>
<td>- how to adjust to evolving interactions</td>
</tr>
<tr>
<td>- how to recognize personal resources and limits</td>
</tr>
<tr>
<td>- how to develop and maintain professional relationships</td>
</tr>
</tbody>
</table>

Revised January 8, 2019
### Assessment and Evaluation

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>- methods of evaluation (e.g. grids of observation, tests)</td>
<td>- formulating a request for evaluation</td>
</tr>
<tr>
<td>- various types of clienteles served</td>
<td>- selection and application of methods of evaluation</td>
</tr>
<tr>
<td>- human or organizational development</td>
<td>- collection and analysis of information</td>
</tr>
<tr>
<td>- diagnosis or identification of problems</td>
<td></td>
</tr>
<tr>
<td>- problem analysis</td>
<td></td>
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<tr>
<td>- the influence of cultural factors</td>
<td></td>
</tr>
</tbody>
</table>

### Intervention

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>- the use of a variety of theoretical approaches and techniques that</td>
<td>- the ability to identify and apply interventions which support health,</td>
</tr>
<tr>
<td>are tailored to the clientele served: individuals and groups</td>
<td>well-being or efficiency</td>
</tr>
<tr>
<td>- interventions that support health, well-being or efficiency</td>
<td>- the ability to assess the effects of the intervention</td>
</tr>
<tr>
<td>- the influence of cultural and ethnic factors</td>
<td>- the ability to consult and refer to other resources as needed</td>
</tr>
<tr>
<td>- assessing the relevance of a referral to another professional or to</td>
<td></td>
</tr>
<tr>
<td>other resources</td>
<td></td>
</tr>
<tr>
<td>- principal components of contemporary management in professional</td>
<td></td>
</tr>
<tr>
<td>domain</td>
<td></td>
</tr>
</tbody>
</table>

### Research

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>- scientific foundations of the discipline</td>
<td>- appropriate use of scientific findings</td>
</tr>
<tr>
<td>- applied statistics</td>
<td>- critical judgment</td>
</tr>
<tr>
<td>- different models and strategies of applied research</td>
<td>- ability to implement applied research tied to professional practice</td>
</tr>
<tr>
<td>- principles in the communication of applied research results</td>
<td>- ability to rigorously apply methods and strategies pertinent to your</td>
</tr>
<tr>
<td>- contemporary approaches to evaluating the quality of professional</td>
<td>area of practice</td>
</tr>
<tr>
<td>interventions</td>
<td></td>
</tr>
</tbody>
</table>

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**Revised January 8, 2019**
### Ethics

| Knowledge                        | - ethical values and principles  
|                                | - the OPQ code of ethics        
|                                | - other ethical codes such as those of the CPA and APA  
|                                | - other professional standards related to practice  
|                                | - standards and guidelines of the profession  
|                                | - knowledge of the legal and socio-economic factors that inform the systems in which counsellors deliver services  
| Skills                          | - the process of ethical decision-making  
|                                | - the integration of ethical considerations and principles into practice  
|                                | - early identification of potential ethical issues  
|                                | - resolving ethical dilemmas  
|                                | - the ability to mobilize resources and use them optimally  

### Practicum Information

EDPC 625 and 626 are designed to give students in the MA (Non-Thesis) Project Concentration applied preparation for clinical work. Students learn basic helping skills and follow clients from the community of the Psychoeducational and Counselling Clinic. These courses are designed to prepare students for their doctoral level practicum and eventual predoctoral internship.

**EDPC 625 Course Description**

A first-level practicum in basic interviewing and helping skills and their application to a range of problems. Clients are seen in the McGill Psychoeducational and Counselling Clinic.

**EDPC 626 Course Description**

A second-level practicum in basic interviewing and helping skills and their application to a range of problems. Clients are seen in the McGill Psychoeducational and Counselling Clinic.

### The Assessment of Competencies: Interim Assessment of Student

**Progress**

In order to assure that students develop the competencies across a broad range of experiences, the program committee regularly assesses issues related student progress. The first assessment takes place late in the fall semester of year one. Subsequent assessments occur in midwinter of year one, in late fall of year two, and in midwinter of year two. At those times, all sessional instructors are consulted concerning issues of concern relative to any student in the program prior to the meeting. Full-time faculty members meet and review that feedback along with their assessments.
of students of concern. Students whose progress relative to a competency area is unsatisfactory will receive a letter from the Program Director. The letter will be placed in the student’s file.

The student must acknowledge in writing the receipt of the letter and must arrange a meeting with their supervisor within a week of receipt of the letter. In that meeting, steps for remediation of the issue or issues raised in the letter will be developed and put into writing. These steps will be specific, behavioral, and measurable. A timeline for completion of the steps must be included in the letter. A copy of this letter is sent to the Program Director and placed in the student’s file. At the end of that timeline, the supervisor and student again meet to assess and document progress relative to the steps. A copy of the letter must also be attached to the student’s annual report.

Two failures to meet the remedial requirements constitute grounds for dismissal from the program.
MA (Non-Thesis) in Counselling Psychology (Project Concentration)  
Students Applying to the PhD in Counselling Psychology Program

Required Documentation  
Students applying to the PhD while enrolled in the MA (Non-Thesis) Counselling Psychology (Project Concentration) program are not required to submit the same documentation as external applicants or applicants from any other master’s program. In lieu of the standard required documents required for external applicants or those from other programs, students currently enrolled in the MA Project Concentration must submit the following:

- Completed Online Application  
- Letter of Intent  
- MA transcript (an unofficial printout of your “Minerva” form is acceptable)  
- Updated CV (Please use the CV provided with your MA application and boldface updates since your MA application)  
- Annual Report for your MA1 year

All documents are required by the same application deadline, December 15th to begin the following September. In accord with CPA and APA guidelines, admissions decisions will be announced no later than March 15th and acceptances must be received by April 15th or places may be offered to next-ranked other applicants. The program has limited enrolment, normally about six to eight new students a year, based on the availability of dissertation supervision.
PhD in Counselling Psychology

The PhD in Counselling Psychology is built on the scientist-practitioner model.

Accreditation
The Doctoral program is currently accredited by the Canadian Psychological Association (CPA), which after the most recent site visit in 2010 gave a four-year renewal. The Quebec Order of Psychologists (OPQ) site visited the program in 2012 and renewed its accreditation. The American Psychological Association (APA) no longer accredits programs outside the United States. Students who graduated after August 2015, cannot attest to having graduated from an APA-accredited program.

Although there are no official guarantees, many APPIC and US internship sites, and US state licensing boards accept CPA accreditation as equivalent to APA accreditation. In 2012, the Canadian Psychological Association (CPA) and American Psychological Association (APA) through its Commission on Accreditation (CoA) approved and signed the First Street Accord which will be renewed in 2017. The accord is a mutual recognition agreement on accreditation. It demonstrates that the APA CoA views the accreditation standards and principles of the CPA as equivalent to the Commission on Accreditation’s guidelines and principles. Similarly, the CPA views the accreditation guidelines and principles of the APA Commission on Accreditation as equivalent to the accreditation standards and principles of the CPA. This mutual recognition agreement applies only to the accreditation activities each association undertakes in its own country. It is an agreement that recognizes the equivalence of the systems of accreditation of the CPA and APA and does not confer any reciprocal accreditation status on any of the programs they accredit. See http://www.apa.org/ed/accreditation/first-street-accord.aspx for further details.

Program Goals
The program aims to develop professionals who are prepared to:

1. Contribute to the advancement of knowledge in the field of counselling psychology;
2. Practice from a strong evidence base;
3. Take a leadership role in community, professional and university organizations in counselling psychology.

Graduates (who meet residency and French-language competency standards) are eligible to join the OPQ, the licensing body for Quebec psychologists immediately following graduation. The OPQ French-language requirement can be met by being a graduate of secondary schooling in
Quebec (holder of a DES), or by passing the language examination given by the Office québécois
de la langue française (OQLF).

Graduates of the program will be prepared to assume careers in education, health, and community settings, including faculty positions, counselling and psychological positions on the staff of university and college mental health centers, and professional positions in psychological agencies offering mental health services.

Program Requirements
Required Courses, Comprehensive Examination, and Internship

In addition to the requirements listed below, all courses (or their equivalent) from the MA (Non-Thesis) in Counselling Psychology (Project Concentration) program must have been completed. Any student who enters the PhD program missing any required courses (or their equivalent) from the MA Project Concentration must complete the missing courses prior to graduating from the PhD program.

Thesis

A thesis for the doctoral degree must constitute original scholarship and must be a distinct contribution to knowledge. It must show familiarity with previous work in the field and must demonstrate ability to plan and carry out research, organize results, and defend the approach and conclusions in a scholarly manner. The research presented must meet current standards of the discipline; as well, the thesis must clearly demonstrate how the research advances knowledge in the field. Finally, the thesis must be written in compliance with norms for academic and scholarly expression and for publication in the public domain.

An individual program of study should be prepared by you and your supervisor at the outset of the PhD and reviewed in yearly meetings for the annual report.

Required Courses
(30 credits)

EDPC 701 Comprehensive Examination
EDPC 702 Assessment & Diagnosis 2 (3 credits)
EDPC 714 Theory / Models: Family Therapy (3 credits)
EDPC 720 Consultation and Program Evaluation (3 credits)
EDPC 780 Supervision (6 credits)
EDPC 782 Doctoral Field Experience (6 credits)
EDPC 786 Proposal Preparation and Defense (6 credits)
EDPE 712 Neurological Bases of Behaviour (3 credits)
Required Internship  
(24 credits)

EDPC 795 Pre-doctoral Internship  (24 credits)

Complementary Courses  
6 credits from the following:

EDPE 682 Univariate/Multivariate Analysis  (3 credits)
EDPE 684 Applied Multivariate Statistics  (3 credits)
EDPE 687 Qualitative Methods in Educational Psychology  (3 credits)

Elective Courses  
(6 credits)

Two courses that must be at the 500, 600, or 700 level. Electives are on topics related to specialized interests and must be approved by the supervisor.

As part of their 6-credits of elective courses, PhD students may elect to take additional Doctoral fieldwork courses, specifically, **EDPC 783 Doctoral Fieldwork 2 (3 credits)** or **EDPC 784 Assessment Practicum (3 credits)**. These courses provide an opportunity to broaden one’s applied knowledge and skill set before applying for the Internship.

Note: The statistics course series which included, EDPE 682, EDPE 684, and EDPE 687 are all required for the PhD program. Most students will complete either EDPE 682 or EDPE 687 (or their equivalent) in a prerequisite master’s program; all three must be completed prior to graduating from the PhD program.

Financial Assistance

McGill University and the Department of Educational and Counselling Psychology do not as yet have a full-funding model for graduate students, although this is the long-term goal. In making an overall financial plan, however, students should take into account (a) the relatively low tuition fees, especially for Quebec residents and other jurisdictions that have negotiated reciprocal resident-level tuition costs (Quebec tuition fees for other Canadian students are set annually at the Canadian average excluding Quebec, and international fees are well below typical US fee levels), and (b) the relatively low cost-of-living in Montreal compared to other major cities. The following support is currently available, and amounts may be updated regularly before we can update this Handbook.

Graduate Excellence Recruitment Fellowships

Every new student enrolling in a McGill master’s-level research degree (including the MA Project Concentration) receives a one-time Graduate Excellence Fellowship of approximately $3500-5000 in recent years. Every student newly enrolling in a PhD program receives a one-time Fellowship
that has ranged in recent years between $8000-10,000. The amount is adjusted each year in a funding envelope assigned to departments. Additionally, a limited number of preferential packages have been provided to recruit top students in the amount of $10,000 for MA students as well as a $20,000 fellowship in year one and $17,000 in year two for select PhD students.

**Grants and Fellowships**

Funding from external sources forms an important complement to the funding package offered to newly admitted master’s and doctoral students at McGill. External Fellowships are available from various sources, including government departments (e.g., SSHRC, CIHR, FQRSC, FRSQ) and agencies, foundations and private companies. The value of awards offered by these agencies varies from $15,000 to $35,000 per year. These awards are often renewable. The deadlines to apply for the majority of external fellowships usually fall between October and November for fellowships tenable in September of the following year. To view a list of the agencies offering graduate student funding opportunities and individual application deadlines, please visit [http://www.mcgill.ca/edu-ecp/students/finances](http://www.mcgill.ca/edu-ecp/students/finances).

A number of competitive fellowships and prizes are available across disciplines (see [http://www.mcgill.ca/internalawards/multidisciplinary](http://www.mcgill.ca/internalawards/multidisciplinary)) and within the Faculty of Education (see [http://www.mcgill.ca/internalawards/faculty/education](http://www.mcgill.ca/internalawards/faculty/education)). Many Counselling Psychology students have been successful in these competitions and all students are urged to apply.

The Graduate Research Enhancement and Travel (GREAT) awards program provides annual funding to support graduate student travel and research dissemination (see [http://www.mcgill.ca/internalawards/travel](http://www.mcgill.ca/internalawards/travel)). GREAT awards are awarded by the Departments and can also pay for travel for fieldwork, archival inquiry, and off-campus collaboration. For more information see [funding opportunities for study abroad](http://www.mcgill.ca/internalawards/travel).

**Research Assistantships**

Many faculty members employ graduate students through Research Assistantships (generally assigned in September but sometimes over the summer or late spring). These are assigned on an individual basis. Students are encouraged to speak with individual professors and program directors and watch for notices on listservs or posted on departmental bulletin boards.

**International Students**

International students are generally ineligible for funding from provincial and federal agencies. Because of this, the department attempts to offer larger fellowships to international students based on its yearly funding budget. International students are encouraged to apply to relevant funding opportunities. Information about funding opportunities for international students can be found at [http://www.mcgill.ca/gradapplicants/international/international](http://www.mcgill.ca/gradapplicants/international/international).
Teaching Assistantships
Teaching Assistantship (TAship) positions in ECP are open to MA, MEd, and PhD students. All postings are posted on the McGill Career Planning Service (CAPS) website (http://www.mcgill.ca/caps/); this website requires a Log In. Applicants must apply directly via CAPS. A current curriculum vitae (CV) and completed departmental application form are required. All required application forms are available for downloading in the CAPS posting. Please be sure to be aware of the application deadlines, which are clearly indicated in each posting.

Please note that the application process, selection process and appointments of all TAs positions are governed by the collective agreement of the Association of Graduate Students Employed at McGill (AGSEM). As such, applicants who are past TAs are union members and are placed in a priority pool that must first be exhausted before the department can offer a TA ship to non-priority pool members. In order to become a member, you would need to be selected for a Teaching Assistantship. Once you are selected and are a member, you are ranked in the priority pool for future positions so long as you remain a member. Although AGSEM members are given priority in hiring, new members do join every year. Some courses have very specific knowledge requirements (e.g., statistics) that can only be filled by a select number of applicants. We encourage students to apply in every semester. For detailed information about AGSEM, please consult their website at http://agsem-aedem.ca/.

Tips for Preparing Fellowship Applications

Departmental Resources
Obtaining and maintaining funding throughout your studies is an important component of life as a graduate student. The Department maintains a page on its website http://www.mcgill.ca/edu-ecp/students/finances#tips%20a with information on:

- Departmental submission deadlines
- Tips for preparing fellowship applications
- Financial Aid
- Tuition & Fee Payment Deferrals
- Information on particular awards available to ECP students.

University Resources
The University also has a webpage devoted to funding http://www.mcgill.ca/gps/funding that includes information regarding graduate and postdoctoral funding, including the opportunities available, how to prepare an application, and how to accept and maintain awards. You can also read information for faculty and staff members about recommending students and eligibility criteria.
**Typical Sequence of Counselling Psychology Doctoral Studies**

<table>
<thead>
<tr>
<th>Year</th>
<th>McGill Status</th>
<th>Principal Program Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>PhD2</td>
<td>Coursework</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Development of background in research area</td>
</tr>
<tr>
<td>2</td>
<td>PhD3</td>
<td>Remaining coursework (except Supervision course)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Comprehensive examination</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Doctoral practicum</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Development and defense of dissertation proposal (Colloquium)</td>
</tr>
<tr>
<td>3</td>
<td>PhD4</td>
<td>Supervision course</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Data collection and analysis</td>
</tr>
<tr>
<td>4 and 5</td>
<td>PhD5 and 6</td>
<td>Completion of dissertation and defense</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Internship</td>
</tr>
</tbody>
</table>

*Note:* McGill regulations stipulate that a student with any master’s degree enters a doctoral program in PhD2, even if it is necessary to “make up” master’s level courses.

**The Thesis Supervisor**

In addition to having competence in the student’s area of research interest, the supervisor assumes responsibility for such students’ academic advising. This professor must be a faculty member in the Department (ECP). While the supervisor will typically by a member of the core Counselling Psychology faculty, other ECP faculty members who are familiar with all of the requirements of the counselling psychology program may also be the primary supervisor. The supervisor serves as the chair of the candidate's thesis supervisory committee. A candidate may decide to change thesis supervisor, or any other member of the committee; this can be negotiated by discussing the matter with those who are involved and depends on the availability of another faculty member willing to undertake supervision. Please note that a supervisor from a department other than ECP in McGill may only be a co-supervisor. The primary supervisor must be an ECP faculty member,
**Academic Progress and Student Evaluation**

The following represents a summary of the basic expectations for all graduate students in the PhD program in Counselling Psychology.

**Academic Progress**

Students are encouraged to do the following:

- Maintain the highest standards of excellence in their scholarly activities, courses, and clinical practice.
- Actively apply for outside funding, scholarships, and fellowship.
- Attend special seminars, (e.g., presentations by visiting professors, job talks by future applicants for faculty positions) sponsored by the Counselling Psychology group, and other units within the Department or Faculty.
- Annually perform some administrative work in the research laboratories. This might include organization of seminars and conferences by visiting speakers, serving on committees for the governance of the department, the preparation of annual reports, etc.
- Participate in conference presentations and publication of scholarly work. Co-presentations and co-publications are strongly encouraged.
- Actively participate in community-based activities.
- Become student members in one or more of the professional organizations associated with our discipline (e.g., CPA, APA, CCPA)

*Note:* Students are *not* expected to perform each requirement to the same degree. Students taking a leadership, supervisory, or major role in one area may assume a secondary role in another area.

**Annual Reports**

Students in Counselling Psychology currently must complete two annual reports: one within the program and one for Graduate and Postdoctoral Studies (GPS). Please note that the program annual report provides data that is used in our CPA annual report. The GPS annual report is the report that is used at the University level to track student progress.

**Program Annual Report**

The program annual reports formally evaluate development each year in the seven competency areas:

1. Interpersonal Relationships
2. Evaluation
3. Intervention
4. Research
5. Ethics and Professional Code of Conduct
6. Consultation
7. Supervision.
Students are advised to keep a personal file (paper or electronic) documenting all activities for each academic year to track the data needed for completing the annual report.

Students must complete their annual report by June 10th of each year and submit it to their supervisor. The supervisor and the student meet to discuss the report. In particular, the meetings focus on progress on yearly goals, setting of goals for the upcoming year, and evaluation of the student’s strengths and areas for development. Progress on the goals established in the previous year is the basis for a satisfactory or unsatisfactory evaluation. If the annual report is satisfactory, the advisor and the student each sign the report and forward a copy to the Program Coordinator at Counsellingpsych.education@mcgill.ca. The report is kept in the student’s departmental file. Not all areas are relevant in each year of a program; a satisfactory evaluation may be given when the evaluation area is not relevant for that year.

In the event of an unsatisfactory report, the student and supervisor consult to develop a remediation plan, a schedule for implementation of the plan, and to specify the consequences of failing to implement the plan. The plan must be implemented within six months (see GPS annual report regulations below). The Program Director or the Program Committee may be consulted by either the advisor or the student in this process. This plan is then documented in a letter from the supervisor to the student. A copy of the letter and the annual report are sent to the Program Director and to GPS (please see below). The supervisor monitors the plan and reports to the Program Director when the conditions of remediation are met. The Program Director then advises the student in writing that the program is satisfied that the conditions have been met.

Whereas the annual report is a formal procedure, students are advised to meet with their advisors regularly to assure that interim markers of progress are regularly established, evaluated, and met. Should the lack of progress be due to any kind of medical condition, family stress, or pregnancy, childbirth, or adoption, there are a number of leave arrangements that enable the student to “stop the clock” for defined periods of time. Students registered with the Office for Students with Disabilities (OSD) may also receive support for requests for extended time to meet certain program provisions. Recommendations from OSD may be binding.

**GPS Annual Report**

In September of each year, students must also complete the GPS annual report. This is a university-wide regulation. The GPS report is not competency-based; it focuses only on setting goals for the upcoming year and reporting on the achievement of goals from the previous year. If the GPS report indicates that student progress is unsatisfactory, the remediation procedures that have been developed in the program are consistent with University regulations. GPS regulations also specify that an unsatisfactory annual progress report must be followed by another report within 6 months. If the midyear report is also not satisfactory, the student can be dismissed from the program. The Associate Dean responsible for the Faculty of Education should consult with the Program Director and Supervisor to ensure that all regulations are respected and that the student’s rights are protected in this process.
## The Development of Competencies

The program follows a competency-based model. Students are expected to develop expertise in seven different competency areas: interpersonal relationships, assessment and evaluation, intervention, ethics, research, consultation, and supervision. All course syllabi contain a statement indicating which professional competencies are to be addressed in that course. Applied components of the program are evaluated across all competency areas in the doctoral practicum and internship. Below is an outline of the knowledge and skill areas in which students are expected to attain competency in the PhD.

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|       | - how to listen and interact with others  
|       | - how to express oneself with empathy and respect  
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|       | - how to establish a climate of trust  
|       | - how to analyze difficult interactions  
|       | - how to adjust to evolving interactions  
|       | - how to recognize personal resources and limits  
|       | - how to develop and maintain professional relationships  

| Assessment and Evaluation |

| Knowledge | - methods of evaluation (e.g. grids of observation, tests)  
|           | - various types of clienteles served  
|           | - human or organizational development  
|           | - diagnosis or identification of problems  
|           | - problem analysis  
|           | - the influence of cultural factors  

| Skills | - formulating a request for evaluation  
|       | - selection and application of methods of evaluation  
|       | - collection and analysis of information  

| Intervention |

| Knowledge | - the use of a variety of theoretical approaches and techniques that are tailored to the clientele served: individuals and groups  
|           | - interventions that support health, well-being or efficiency  
|           | - the influence of cultural and ethnic factors  
|           | - assessing the relevance of a referral to another professional or to other resources  
|           | - principal components of contemporary management in professional domain  

| Skills | - the ability to identify and apply interventions which support health, well-being or efficiency  
|       | - the ability to assess the effects of the intervention  
|       | - the ability to consult and refer to other resources as needed  

Revised January 8, 2019
<table>
<thead>
<tr>
<th><strong>Research</strong></th>
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<tbody>
<tr>
<td><strong>Knowledge</strong></td>
</tr>
<tr>
<td>- scientific foundations of the discipline</td>
</tr>
<tr>
<td>- applied statistics</td>
</tr>
<tr>
<td>- different models and strategies of applied research</td>
</tr>
<tr>
<td>- principles in the communication of applied research results</td>
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<tr>
<td>- contemporary approaches to evaluating the quality of professional interventions</td>
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<tr>
<td><strong>Skills</strong></td>
</tr>
<tr>
<td>- appropriate use of scientific findings</td>
</tr>
<tr>
<td>- critical judgment</td>
</tr>
<tr>
<td>- ability to implement applied research tied to professional practice</td>
</tr>
<tr>
<td>- ability to rigorously apply methods and strategies pertinent to your area of practice</td>
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</tbody>
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<table>
<thead>
<tr>
<th><strong>Ethics</strong></th>
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<tbody>
<tr>
<td><strong>Knowledge</strong></td>
</tr>
<tr>
<td>- ethical values and principles</td>
</tr>
<tr>
<td>- the OPQ code of ethics</td>
</tr>
<tr>
<td>- other ethical codes such as those of the CPA and APA</td>
</tr>
<tr>
<td>- other professional standards related to practice</td>
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<tr>
<td>- standards and guidelines of the profession</td>
</tr>
<tr>
<td>- knowledge of the legal and socio-economic factors that inform the systems in which counsellors deliver services</td>
</tr>
<tr>
<td><strong>Skills</strong></td>
</tr>
<tr>
<td>- the process of ethical decision-making</td>
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<tr>
<td>- the integration of ethical considerations and principles into practice</td>
</tr>
<tr>
<td>- early identification of potential ethical issues</td>
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<tr>
<td>- resolving ethical dilemmas</td>
</tr>
<tr>
<td>- the ability to mobilize resources and use them optimally</td>
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<thead>
<tr>
<th><strong>Consultation</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Knowledge</strong></td>
</tr>
<tr>
<td>- the historical context, contemporary theories and methods of consultation in the field of practice</td>
</tr>
<tr>
<td>- the political, psychosocial and systemic aspects of consultation as they influence the role and the activities of the consultant</td>
</tr>
<tr>
<td>- phases in the process of consultation</td>
</tr>
<tr>
<td>- organization of systems (e.g., hospitals, schools, rehabilitation agencies, community services, EAP, private practice)</td>
</tr>
</tbody>
</table>
| Skills | - establishing a consulting relationship  
|        | - carrying out a contextual analysis of the problem  
|        | - negotiating (if needed) between the needs, demands, and interests of different persons so that both parties are satisfied with the outcome  
|        | - evaluating the effects of an intervention  

<table>
<thead>
<tr>
<th>Supervision</th>
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</thead>
</table>

| Knowledge | - different models of the development of competency in supervision  
|          | - methods and techniques of supervision  
|          | - modes of supervision evaluation  
|          | - problems of power relationships and cultural and sexual differences  

| Skills | - developing objectives and methods of training  
|       | - preparing an evaluation process coherent with the objectives of training  
|       | - promoting the development professional behaviors such as:  
|       |   - ongoing learning  
|       |   - open to supervision  
|       |   - well-prepared  
|       |   - non-defensive  
|       |   - organized and able to make good use of time  
|       |   - willing to take risks  
|       |   - conscious of personal limits  
|       | - facilitating the integration of learning.  

Revised January 8, 2019
Comprehensive Examination Procedures

The PhD comprehensive examination is one of the requirements for the PhD in Counselling Psychology and must be successfully completed BEFORE the colloquium, preferably close to the time you complete the majority of your coursework.

The comprehensive examination must demonstrate the candidate’s ability to (a) synthesize and critically evaluate a substantive and relevant theoretical, empirical and clinical body of literature. (b) identify gaps, contradictions and limitations in the existing literature, (c) identify areas that may warrant further investigation; (d) address implications for research and practice, and (e) compose a quality written text that includes (a), (b), (c), and (d) in a coherent manner. These are the criteria for the evaluation of the comprehensive examination paper.

1. The Outline

The decision to take the comprehensive examination is made by the student in conjunction with the supervisor. Once this decision has been made, the student submits a one-to-two page outline summarizing the major areas to be covered in the paper. The student should consult with his or her supervisor to develop this outline. The final outline needs to be approved by the supervisor and signed by both the student and the supervisor.

The reviewers (the supervisor and one other reader, chosen by the student in conjunction with the supervisor) then evaluate the outline. The second reviewer can be a member of the McGill Counselling Psychology faculty or a full-time faculty member of any institution. He or she must have clear expertise in an area addressed in the comprehensive examination. This reviewer will also assess the final paper. Reviewers who are not members of the Counselling Psychology program at McGill should be contacted by the supervisor and must agree to participate in the process as outlined here at the time that the outline is sent.

When the outline is approved, it is given along with the appropriate signatures on this form to the Program Director.

2. The Timetable

- The comprehensive process begins on the day that the outline is approved by the supervisor and the second reader.
- Four weeks later: The student submits a draft of the paper to his or her supervisor.
- Within two weeks of submission: The supervisor meets with the student to provide detailed feedback.
- Eight weeks from beginning: The student submits the final paper to the supervisor and to the second reader.
- Two weeks later: The student is given his or her grade.
3. The Final Evaluation

- The final paper should be between 30 and 40 pages in length, double-spaced, and follow current standard APA style.
- The candidate, in conjunction with the supervisor, will choose a third reader who will be contacted only if the remedial steps need to be taken (see section 4 below). The name of this additional reviewer must be submitted with the final paper.
- The student is expected to write the examination independently except for the single meeting with the supervisor during the feedback period.
- The final paper is evaluated as Pass/Fail on the criteria mentioned. A grading rubric that represents the standards for the comprehensive examination is found among the appendices to this document.
- The two readers who approved the outline (candidate’s supervisor and a second reader) sign this form to indicate their evaluation. The completed form is filed with the Program Coordinator who submits a grade for the examination.

4. Remedial procedures

(a) For Reader Disagreement

If the two readers disagree on the Pass or Fail of the paper, then the third reader will be asked to review the submission. If the third reviewer gives a Pass, then the candidate passes his or her comps based on the majority judgment. If the third reviewer gives a Fail, feedback is provided to the candidate who then has four weeks to revise it and resubmit.

(b) For Two Failing Grades

If both readers (supervisor and the second reader) agree that the final paper is a Fail, then feedback is provided and the student has four weeks to make changes and resubmit the paper.

- The student may not consult with the supervisor during those four weeks.
- The revised final paper should be submitted to the supervisor and to the Program Director.
- The revised paper will then be assessed by the original two readers.
- The grades should be submitted by the two readers to the Program Director.
Regulations Regarding Doctoral Field Experiences
(EDPC 782, EDPC 783, EDPC 784)

Introduction to Fieldwork

Field experiences (also referred to as fieldwork or practica) may occur in educational (e.g., college or university), medical, or community settings. The setting should allow the student to develop competencies in assessment and intervention, to adopt a professional role, to participate in multidisciplinary activities, and to obtain a range of relevant experiences.

Supervision (both on-site and on-campus) focuses on helping trainees understand clients in the full spectrum of their diversity. As well, supervision stresses effective case conceptualization, intervention, and the trainee’s own professional development through reflective self-understanding. The central goal of fieldwork is to enable students to gain further experience in providing mental health services. Issues addressed in supervision are educationally relevant and the experiences should support the knowledge and competencies previously mastered.

Professional development is a critical component of the fieldwork experience and students are expected to demonstrate appropriate professional skills and conduct. In achieving this objective, they are expected to establish collegial, supportive, and cooperative relations with staff and professional relations with clients. The demonstration of professional skills also involves being punctual, maintaining a professional appearance, being prepared for the supervision meetings, and presenting reports in a timely manner, and complying with the rules and guidelines of the site.

Fieldwork training should facilitate development in the following important capacities:

• an understanding of the commitment to professional and social responsibility as defined by the statutes of the ethical code or codes of the profession;
• the capacity to conceptualize and understand the nature of human problems,
• an awareness of the full range of human variability;
• an understanding of one’s own personality and biases and of one’s own impact on others in professional interaction;
• skills in relevant interpersonal interactions such as systematic observation of behavior, interviewing, psychological testing, behavioral interventions, psychotherapy, counselling, and consultation;
• the ability to use empirically supported treatments and to develop and maintain an evidence-base for practice.
Summary of Fieldwork Hours Requirements (before the pre-doctoral internship)

<table>
<thead>
<tr>
<th>Course No.</th>
<th>Client Contact</th>
<th>Onsite Individual Supervision</th>
<th>McGill Group Supervision</th>
<th>Total Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDPC 782 Required</td>
<td>300</td>
<td>110 individual hours (minimum)</td>
<td>40</td>
<td>750</td>
</tr>
<tr>
<td>EDPC 783 Elective</td>
<td>125</td>
<td>25 individual hours (minimum)</td>
<td>N/A</td>
<td>250</td>
</tr>
<tr>
<td>EDPC 784 Elective</td>
<td>10 assessments</td>
<td>25 individual hours (minimum)</td>
<td>N/A</td>
<td>150</td>
</tr>
</tbody>
</table>

What is client contact?
Contact hours include both direct and indirect contact. Direct contact hours are those spent in actual contact with a client. They include activities such as interviewing, assessing, or intervening. Hours spent with clients on the phone doing initial assessment or dealing with client issues such as fees or administrative matters can be counted as client contact. You should not log short contacts that are simply for the purposes of scheduling an appointment. Typically, the bulk of contact hours are direct contact.

Indirect client contact includes activities in which services are provided to a client(s) but the trainee is not intervening such as observing a supervisor conduct an assessment. Situations in which the trainee is discussing a case in which the trainee is a primary caregiver with another intervening professional (e.g. social worker, psychiatrist etc.) are also logged as indirect contact. Providing information or advice to other professionals about clients is logged as consultation. Observing/listening to your own sessions for whatever purpose is not considered as indirect client contact.

Clients can be individuals, parents, couples, families or groups. When there is more than one person in the room (e.g. couple, family, group), it is the hour on the clock that is logged; the hour is not multiplied by the number of people in the room. In supervision, the client is the trainee who is being supervised.

Qualifications of site supervisors
For all fieldwork experiences, supervision must be provided by a registered psychologist with a minimum of two years of relevant, full-time experience if the supervisor holds a PhD, or six years of relevant, full-time experience if the supervisor holds an MA. While other professionals may provide input into a trainee’s work, only psychologists may provide the supervised hours required in EDPC 782, EDPC 783, and EDPC 784.
**Individual and group supervision**

There are two ways that a trainee may receive individual supervision. The first is in a one-on-one meeting with a supervisor to discuss cases. The second is individual-in-group supervision. In a group situation, a trainee may log the time that the group spends discussing his or her cases as individual supervision. Typically, the calculation is made by taking the total time and dividing it by the number in the group. For example, if the group is three hours long and there are three trainees, each would log one hour of individual supervision. The remaining two hours would be logged as group supervision.

**Application and registration processes for EDPC 782 and EDPC 783**

1. Students must consult with their advisor (research supervisor) about their program of study to determine the timing and appropriateness of registration for any fieldwork course.

2. Students are advised to consult with the McGill Doctoral Field Experience Coordinator/Course Instructor about which sites will be most suitable to their skills and their goals prior to the application process. The McGill Doctoral Field Experience Coordinator/Course Instructor identifies and recruits potential field sites and ensures that each field experience site meets program standards as specified above and also updates the list of possible practicum sites that is available in this Handbook.

3. It is the responsibility of the student to check with the sites of interest to determine the relevant application procedures and deadlines. Typically, applications for placements commencing in fall for a full year, take place in fall of the previous year. The McGill Doctoral Field Experience Coordinator/Course Instructor coordinates a common date of notification for applicants to sites in the Montreal area.

4. The McGill Doctoral Field Experience Coordinator/Course Instructor ensures that the experience will meet the requirements of the program and provides an email approval to the student intern and program email address (counsellingpsych.education@mcgill.ca) indicating this.

5. When a site is ready to make an offer to a student to complete a field placement, the Doctoral Field Experience Placement Form (see Appendix) must be completed by the student before registering, to ensure appropriate permissions have been sought. The Form must be signed by
   a. the intern’s research supervisor,
   b. the site supervisor
   c. the student intern.

   The student intern is then responsible for submitting a color scan of the completed form electronically via email to the McGill Doctoral Field Experience Coordinator/Course Instructor.
6. The ECP Graduate Program Coordinator then processes a permit override for registration and informs the student intern via email that they may register for the course in Minerva. **Students will be unable to register unless all of these steps have been followed.** Course registration must take place in accordance with University registration deadlines. Failure to adhere to these deadlines will result in additional fees.

7. McGill insurance for clinical activities is tied to active registration. Accordingly, no student may work at a site without being registered for the appropriate course. **There are no exceptions to this regulation.**

**Responsibilities of Site Supervisors**

- At the beginning of the field experience, the site supervisor develops a set of goals and objectives. In subsequent meetings, student and supervisor together develop an individualized training plan based on the objectives outlined above. These guidelines can be expanded to include other activities that the site supervisor deems necessary.
- The site supervisor should supervise the daily activities of the student intern through case assignment, involving the student in the ongoing activities of the site, monitoring student performance and reviewing, and discussing completed activities with the student.
- The site supervisor should evaluate and mentor the student through frequent feedback, discussion and direct observation, feedback from other site personnel, and review of the student’s written reports, case notes, or other documents. A formal evaluation is required at the end of each semester.
- The site supervisor shall formally evaluate the student through the relevant Trainee Evaluation Form (provided by the McGill Doctoral Field Experience Coordinator/Course Instructor) but he or she may add other evaluation procedures. Importantly, expectations and evaluation procedures are communicated to the student intern at the beginning of the field placement.
- The site supervisor is responsible for alerting the McGill Doctoral Field Experience Coordinator/Course Instructor to any issues interfering with the student’s professional responsibilities. Ideally, communication between the site and the McGill Doctoral Field Experience Coordinator/Course Instructor should be regular. In the case of a student who is having important difficulties, the McGill Doctoral Field Experience Coordinator/Course Instructor should be notified by the site. The Coordinator then discusses the issue with the program committee.
- The site supervisor must help to ensure that the field experience is conducted in a manner that is consistent with the current legal and ethical guidelines of the OPQ.
Responsibilities of the Instructor/Field Experience Coordinator (EDPC 782 & EDPC 783)

The McGill Doctoral Field Experience Coordinator/Course Instructor

- identifies and recruits potential field sites and ensures that each site meets program standards as specified above;
- provides students with a list of possible practicum sites;
- communicates in writing with the site supervisor and supplies evaluation forms;
- consults with the site supervisors when specific issues warrant it;
- monitors the progress made in meeting the objectives of the doctoral field experience;
- provides group supervision (EDPC 782) and may at times meet individually with students for supervision (EDPC 782 & EDPC 783);
- reviews progress made during the field experience and ensures that reports and evaluations are received in a timely manner. The evaluation is completed as described below.

Logging of Hours

- It is the responsibility of the student to log their hours and to obtain site supervisor signatures. Students should open a new worksheet on their hours' logs (https://www.mcgill.ca/edu-ecp/programs/counsellingpsych/resource) titled with the relevant course number.
- The logs should be signed by the psychologist responsible for supervision at the site where the work was done. Weekly logging is strongly recommended. The exception is for group supervision hours in EDPC 782 at McGill, which must be signed by the McGill Doctoral Field Experience Coordinator/Course Instructor in the case of EDPC 782.
- If a field experience is longer than one semester, an evaluation is conducted at the midpoint. Evaluation is always conducted at the end of all fieldwork courses. Prior to an evaluation, students should create a summary log of all hours in the course and submit it to the supervisor for signature together with the signed weekly logs. **The summary in the student file constitutes the only acceptable evidence of the hours requirements needed for graduation.**
- While the logs are not kept by the program, student interns are strongly advised to keep these documents along with their evaluations. Proofs of hours are regularly required by licensing bodies and employers.
- For additional information on completing the log, see the Description of Log Categories in the Appendix.
Evaluation process

1. Evaluation is provided on a regular basis to the student intern through the McGill Doctoral Field Experience Coordinator/Course Instructor (EDPC 782) and in feedback provided by the site supervisors and site staff related to professional conduct and service delivery in all fieldwork experiences.
2. In experiences of more than one semester, a formal evaluation process takes place at the midway point and at the end of the field experience.
3. The site supervisor prepares the evaluation using the relevant Doctoral Field Experience Evaluation Form including the hours’ summary based on the student intern’s logs (see above). The site supervisor must meet with the trainee to review the evaluation and to provide feedback on its meaning.
4. Both site supervisor and student intern must sign the Doctoral Field Experience Evaluation Form. If the student intern does not agree with the evaluation, the director of the site may intervene. If no agreement can be reached between the site and the intern, the McGill Doctoral Field Experience Coordinator/Course Instructor (EDPC 782, EDPC 783) or Director of Clinical Training (EDPC 784) and the student’s Research Supervisor must be brought into the process as soon as possible.
5. It is the responsibility of the student intern to provide a high quality colour scan of completed Doctoral Field Experience Evaluation Form along with their log forms electronically to the McGill Doctoral Field Experience Coordinator/Course Instructor (EDPC 782, EDPC 783) or Director of Clinical Training (EDPC 784) via email.
6. The final grade (Pass/Fail) for each course is the responsibility of the McGill Doctoral Field Experience Coordinator/Course Instructor (EDPC 782; EDPC 783) or the Director of Clinical Training (EDPC 784) who reviews the site evaluation and the hours’ logs to determine the final grade.
7. It is the responsibility of the McGill Doctoral Field Experience Coordinator/Course Instructor (EDPC 782; EDPC 783) or the Director of Clinical Training (EDPC 784) to provide the log forms and final Doctoral Field Experience Form to the ECP Graduate Program Coordinator via email to the program email account once the final grade is submitted.
Information by Course for Fieldwork Experiences
EDPC 782D1/D2 (6 credits; year-long required)

Course name: Doctoral Field Experience

Calendar description
A 2-day/week, 2-term doctoral practicum integrating research, theory, and supervised practice to provide a perspective for clinical work within the field of counselling psychology. Skill development in counselling intervention, assessment, treatment plans, etc. Clientele will be individuals, families and groups with a variety of concerns.

Timing and place in the doctoral sequence
- Students may not register in EDPC 782 unless they have had a practicum and/or internship at the MA level.
- For those who have completed the MA project at McGill, EDPC 782 will usually be completed in PhD 3 (second year of the program) when most of the doctoral coursework has been completed.
- For those who have completed their MA at another institution, EDPC 782 will usually be completed after any make-up MA coursework and most of the doctoral coursework has been completed.
- EDPC 782 takes places over two semesters: fall and winter. Students may extend the time with permission of the site and the McGill Doctoral Field Experience Coordinator/Course Instructor. Where an extension is granted, an HH grade will be entered by the McGill Doctoral Field Experience Coordinator/Course Instructor on the student’s transcript until such a time when the student intern completes the field experience and submits all logs in addition to Doctoral Field Experience Evaluation Form.

Approved sites
Students may apply to any of the sites listed in the Handbook in the section title Active Practicum Sites. No special permission is required to apply to any of these sites.

If a student wants to complete a practicum at a site that is not listed in the Handbook, the student must consult with the McGill Doctoral Field Experience Coordinator/Course Instructor prior to entering into any arrangement with the site. Such consultations should take place well in advance of the application period so that the McGill Doctoral Field Experience Coordinator/Course Instructor has the opportunity to contact the site and review the possibilities and parameters of training.
Requirements of the Field Experience EDPC 782D1/D2

**Hours.** A minimum 750 hours of contact, supervision and service-related activities.

**Client contact.** A minimum of 300 hours must consist of clinical service - of these 300, 200 hours must be in direct contact with clients. The remaining 100 hours may be indirect client contact (e.g., viewing of service provision). Direct service is usually face-to-face contact, defined as interviewing, assessing, or intervening with clients (including individuals, groups, couples, families).

**Supervision total.** A minimum 150 hours of supervision is required.

**Individual supervision.** Within the 150 hour total, the student intern must accumulate a minimum of 110 hours of individual supervision provided on site. Individual supervision must be provided on-site. Individual supervision consists of activities in which the supervisor observes the student deliver a service, reviews an audio- or video-recorded session of service delivery with the student, or in which the student presents an ongoing case for discussion and review.

**Group supervision.** Group supervision is provided bi-weekly in the program with the McGill Doctoral Field Experience Coordinator/Course Instructor and may also be provided on-site. However, sites that provide group supervision also provide a minimum of one hour per week of individual supervision. Group supervision includes participation in supervision received by other students or in group meetings used to review or discuss aspect of clinical cases.

**Remaining hours.** The remaining 300 hours comprise activities that support the clinical work and include (but are not limited to) keeping files up-to-date, report writing, treatment planning, consultation with peers or other professionals, or workshop planning. Typically, these clinical hours are accumulated in the approved field site. Student Interns spend the equivalent of two to three days per week at the field site.
EDPC 783 (3 credits; elective)

Course name: Doctoral Field Experience 2

Calendar description
A community based practicum for students who have completed EDPC 782 to gain additional intervention and/or assessment experience in supervised community sites. Students complete a minimum of 125 client contact hours: supervision is given in a minimum 1:5 ratio to client contact hours.

Timing and place in the doctoral sequence
Students must complete EDPC 782 prior to beginning EDPC 783.

Approved sites
Students may apply to any of the sites listed in the Handbook in the section title Active Practicum Sites. No special permission is required to apply to any of these sites.

If a student wants to complete EDPC 783 at a site that is not listed in the Handbook, the student must consult with the McGill Doctoral Field Experience Coordinator/Course Instructor to determine if the site will meet McGill requirements. Such consultations should take place well in advance of the application period so that the Coordinator has the opportunity to contact the site and review the possibilities and parameters of training.

Requirements of the Doctoral Field Experience 2

Hours. A minimum 250 hours of contact, supervision and service-related activities.

Client contact. A minimum of 125 hours must consist of direct contact with clients.

Supervision total. A minimum 25 hours of individual supervision is required. Group supervision may be offered in addition.

Remaining hours. The remaining 100 hours comprise activities that support the clinical work and include (but are not limited to) keeping files up-to-date, report writing, treatment planning, consultation with peers or other professionals, or workshop planning. Typically, these clinical hours are accumulated in the approved field site. Student interns spend the equivalent of two to three days per week at the site.
EDPC 784 (3 credits; elective)

Course Name: Assessment Practicum

Calendar Description
A community based practicum for students who have completed EDPC 683 and EDPC 684 to gain additional intervention and/or assessment experience in supervised community sites. The student will complete at least 10 full assessments using appropriate test batteries over the course of the placement.

Timing and place in the doctoral sequence
• Students must have completed EDPC 682 and 684 before beginning EDPC 784 and will usually have also completed EDPC 782.
• The requirements may be completed within two consecutive semesters though students register for the course in one semester.

Description
EDPC 784 is a field placement that aims to increase and further develop competencies with respect to the administration, interpretation, and reporting of educational and psychological assessments using well-designed, validated, and appropriate tests and test batteries (see EDPC784 Evaluation Form). These may include cognitive batteries, achievement test, personality inventories, and career measures chosen to address a particular referral question.

Approval of Sites
The program does not have a list of approved sites. Finding a site is the responsibility of the student. The Director of Clinical Training must receive information that the site meets the requirements of the program (see below). Students are encouraged to choose sites that provide a range of different tests and test batteries. Students should choose sites that have a clientele that permits the trainee to achieve their assessment objectives and to meet the requirements of EDPC 784.

Criteria for the Assessment Practicum
When a site accepts a student, it agrees to the following criteria:
• the site supervisor(s) meet CPA criteria for eligibility, namely they must be a psychologist registered in the jurisdiction where the service is delivered;
• the site maintains an inventory of current assessment materials;
• the student intern has access to clients with a diverse range of referral questions and assessment needs;
• the student is exposed to and uses a broad array of different tests/batteries;
• supervision is given on the basis of 1 to 1.5 hours of supervision for 5 hours of work (which can include case discussion, intake interview, formal testing, report writing.)

• he selection of tests is determined on-site;

• supervision of administration, interpretation and report writing as well as the ethical use of test information are the responsibility of the onsite supervisor;

**Requirements of the Assessment Practicum**

1. At the end of the field placement the student will be expected to have completed a minimum of 10 full batteries including final reports for each.

2. It is expected that the course of working with every client will include (a) conducting assessments using psychological tests, (b) scoring, compiling and interpreting assessment findings and (c) producing a final integrated psychological testing report with an intervention plan that includes practical recommendations and remedial suggestions. Integrated reports will typically include: client history, summary of the clinical interview, administration, scoring, interpreting and reporting on a minimum of two psychological tests from one or more of the following categories: personality measures, intellectual tests, cognitive tests, and neuropsychological tests.

3. Typically, at the end of each assessment, the student intern will have a feedback session for the client or parents where results and recommendations are communicated in person.

4. The entire process, from initial meeting with the site supervisor to discuss the referral question and decide on an assessment plan to the final meeting with the client should take on average, about 15 hours.

5. The goal of this practicum is to enable the student to accumulate a minimum of 150 total hours, which would include 25 supervision hours.

**Doctoral Internship in Counselling Psychology**

The internship is an integral component of the PhD program in Counselling Psychology, representing the culminating experience of the training program and functioning as a transition point to independent professional status. It occurs apart from the departmental program and is administered externally by the internship setting. Thus, internship supervision is the responsibility of the internship setting.

**Eligibility of Students to Accept an Internship Placement**

The internship occurs after the course work, clinical practicum, and proposal defense have been completed. Students are only permitted to apply for an internship placement after their
comprehensive exams have been successfully completed. At the time of application, students who have not also completed their proposal defense should also have projected timetable for completion. **Students may begin their internship only after the successful defense of the dissertation proposal.** It is strongly recommended that students also complete a considerable portion of the dissertation research (e.g., data collection and analysis) prior to beginning the internship. Internship sites have different requirements. Some require that the thesis proposal has been successfully defended before they will consider an application. Others require the dissertation be completed prior to beginning internship. It is a great advantage to students to have most of the dissertation work completed prior to internship so that clinical networks created on-site are useful in the post-PhD job search. Some internship sites have also been practicum sites in the past; this practice will continue. However, trainees are expressly forbidden to do a practicum and an internship at the same site.

**Internship Objectives**
The primary objective of the internship is to provide students with the opportunity to function in a school, a college, a university, a community setting, or a hospital setting. The internship is intended to provide experiences relevant to the following areas:

1. **Knowledge of effective psychological service delivery systems and effective use of community and institutional resources,**
2. **Exposure to diverse models of clinical interventions and treatments (e.g., psychodynamic, client-centered, behavioral, cognitive),**
3. **Continued development of communication skills and the ability to be part of a multidisciplinary team,**
4. **Continued refinement and enhancement of skills in diagnosis and evaluation consultation, intervention, and supervision,**
5. **Continued professional development through in-service training, attendance at conferences, and self-study—it is recommended that days spent on professional activities that take the intern away from the internship site be viewed as professional days and not deducted from the intern’s vacation time,**
6. **Continued development in the understanding of legal and ethical issues in psychology, and,**
7. **Support of the intern’s research activities.**

**Applying for an Internship**
Students are encouraged to schedule a meeting with the Program Director early in the year in which they plan to apply for internship to review their plans and discuss questions concerning program requirements. Applications should normally be limited to CPA- or APA-approved internship sites or their equivalent (please see the Procedures for Students Securing Internships at Non-Accredited Sites and the Standards for Non-Accredited (CPA or APA) Doctoral Internship Sites). Considerations of the breadth and quality of the experience, the frequency and type of
activities the intern will engage in, and the organization and administration of the site, are important in applying for internship. In order to ensure a sufficient breadth of experience, students may not apply to any site at which they have already completed a doctoral level practicum. Although the internship may be completed over two years, it should be completed at a single site. Students are also advised to consider licensure requirements in the province or state in which they intend to practice when selecting a site. The licensure requirements in the United States are available on the APPIC website (www.appic.org) along with an outline of the most stringent internship licensure requirements across all 50 states. Students should be aware that selecting a site that is not approved by CPA or APA approved can impact future employment prospects.

**Applying to accredited sites**

Students are strongly encouraged to apply to CPA- or APA-accredited internship sites. Such sites are usually accessed through APPIC (www.appic.org). The application process to accredited sites is typically rigorous and requires students to research multiple sites, write several essays describing their experiences and approaches to clinical work, document clinical hours, prepare cover letters, and secure commitments from referees. Sites have different application deadlines, some as early as November 1st of the year prior to the internship, so students should allow time to complete this process.

During this process, the Director of Clinical Training (DCT) is required to attest to the fact that the student is ready to go to internship the following year. This means, in part, that the student must have completed all course work, practicum, and comprehensive examinations prior to applying. The DCT must also attest to the veracity of the clinical hours that the student is claiming and write a letter that outlines the important internship objectives. In order to do this, the student must **supply the DCT with copies of signed hours-logs to support the clinical-hours claims**. You should also supply a table that indicates how the hours totals on the APPIC site relate to the logs (in other words what you added together to get what). The simplest way to do this is to use the worksheets that are included in the hours log; these are titled Totals Sheet and APPIC Conversion Sheet. If you completed hours outside the McGill Counselling Psychology Program (e.g., if your MA is from another university) and you would like the DCT to attest to these hours, you will need to produce signed proofs from your other university of those hours. You will also need to indicate to the DCT where those hours are added into the totals from your logs.

If you are not matched to an accredited site, you have three alternatives: to go through the Clearinghouse for a second round match, to select a site that is not accredited by CPA or APA, or to defer your application to the following year.

**Applying to non-accredited sites**

When a placement at a CPA- or APA-accredited site is not possible, **it is the responsibility of the student** to inform the Program Director of how the internship site that they select meets the requirements outlined below. All non-accredited sites must be approved by the Director of
Clinical Training before beginning the internship. Splitting an internship between two different sites is not permitted. This is a regulation not only of the program but also of our accrediting body, the Canadian Psychological Association.

When students elect to apply to an internship site that is not CPA- or APA-accredited, they should consult the following documents to ensure that their site is approved by the program: Procedures for Students Securing Internships at Non-Accredited Sites, Procedures for Non-Accredited (CPA or APA) Sites Accepting McGill Counselling Psychology Doctoral Interns, Standards for Non-Accredited (CPA or APA) Doctoral Internship Sites. These documents are found in the Appendix section of this Handbook.

**Applying for an Insurance Certificate**

Some sites may ask for an insurance certificate attesting to the fact that the intern possesses liability insurance as a McGill student. McGill’s Risk Management and Insurance Office provides this attestation to the intern. To secure a certificate the intern fills out the Request of Proof of Liability Insurance Form available online here: https://www.mcgill.ca/riskmanagement/forms, and emails the completed form to supportrisk.insurance@mcgill.ca. Interns must copy the Director of Training and the program (counsellingpsych.education@mcgill.ca) when making these requests. Risk Management will request documentation from the insurance provider and send it electronically to all copied on the originating email. You can then supply this document as proof to your site.

**Internship Hours Requirements**

A minimum of 1600 hours are required during the predoctoral internship, which may be carried out in no fewer than 12 and no more than 24 months.

Internship training must contain a minimum of 600 hours of client contact, most of which is usually direct contact. Direct contact is defined as any practical training activity during which the trainee is face-to-face and actively intervenes with a client or any significant member of the client’s system (e.g., spouse or parent) directly linked with the provision of psychological services.

Internship training must contain a minimum of 200 hours of supervision, including 100 hours of one-on-one supervision.

During the internship, students at non-accredited sites must log all hours on the Internship Hours Log. This is the same log that is used for all fieldwork in the MA and doctoral programs and can be found on the website https://www.mcgill.ca/edu-ecp/programs/counsellingpsych/resources. At accredited sites, students will follow the regulations of the site. Information related to access to the Log is described in the Appendices. Signatures must be obtained from the site supervisors for all logged hours. Logs must be submitted before a passing grade can be given for EDPC 795.
**Internship Supervision**

Every supervisor must be a doctoral-level licensed psychologist. It is desirable that the supervisor also have doctoral-level training in supervision as well as psychotherapy. Supervisors must also have at least two years of licensed practice following receipt of their doctorate before supervising a Program student.

The Director of Training (DT) of the site is responsible for ensuring the adequacy of intern training student supervision. Any training problems that cannot be resolved on-site should be reported immediately to the Program Director either by the site DT or the student.

**Evaluation of the Internship**

EDPC 795, the pre-doctoral Internship, is graded as Pass/Fail. For sites that are CPA- or APA-approved, the responsibility for format of the evaluation rests with the site. The only additional McGill requirements are the hours logs as specified above.

For sites that are not CPA- or APA-accredited, interns should be evaluated using the *Pre-Doctoral Internship Trainee Evaluation Form*. Two evaluations, one at the midpoint and one at the end of the internship must be completed by the site supervisor and forwarded to the McGill Program Director. In the event that the intern has more than one site supervisor, more than one form can be completed at each evaluation point or the supervisors can collaborate on a joint evaluation. For all sites, copies of interim and final evaluations, including a clear statement that the intern has successfully completed the internship requirements of the site, should be sent to the Program Director. In the event that the intern wishes to appeal the evaluation that has been given by the internship site, appropriate channels must be followed within the internship agency. The intern should advise the Program Director of such an appeal in writing. The Counselling Psychology PhD program will generally accept the evaluation of the site.

No grade for EDPC 795 can be submitted on MINERVA (McGill’s on-line student-record system) until the final evaluation and the hours logs are received. Students have the responsibility to follow-up on late evaluations. Please be aware that a student cannot graduate without a passing grade on EDPC 795.

**Doctoral Dissertation**

The successful proposal of a dissertation (or thesis—McGill uses these labels interchangeably) includes five stages: (a) the development of a research proposal and its defense in a departmental colloquium (EDPC 786), (b) a McGill Research Ethics Board certification of acceptability (you may also need ethics review and approval from the site at which you collect data), (c) the execution of the study (data collection and analysis), (d) writing the dissertation, and (e) successfully completing an oral defense of the thesis in a public forum.
**Doctoral Advisory Committee**

Each student must develop an advisory committee to provide input on his or her doctoral research. The doctoral advisory committee is chaired by the supervisor and normally includes two or three other members. Committee members are chosen by the student, with the participation and approval of the supervisor, for their ability to contribute needed expertise to the development of the student’s dissertation research. Committee members do not need to be ECP Departmental faculty but must have clear expertise related to the dissertation. It is recommended that candidates identify faculty who have interests related to their area of research, and might serve as members of the advisory committee, early in their program. One strategy is to make a short list of three or four appropriate potential committee members. Reading several recent publications of these individuals in an effort to understand their current research is highly advisable. A meeting to discuss research possibilities with these professors can then be scheduled. When meeting with a potential committee member, bring a copy of your résumé and a brief outline of your proposed research.

**Thesis Proposal and Defense**

In consultation with the thesis supervisor and advisory committee members, the student develops a thesis proposal.

A final draft of the proposal should be circulated to all committee members at least three weeks prior to the proposal defense. At the defense, the student will make a short (approximately one-half hour) formal presentation of the proposed thesis research that reviews the theory and rationale for the study, the research base on which it will build, and thoroughly presents the methodology, proposed analyses of the results, and a statement of the original contribution to science that the project will constitute. The presentation is followed by a question period and suggestions for modifications by the committee members. At the conclusion of the meeting, the doctoral committee shall go to a closed session (absent all students). Members of the committee vote on whether the student should proceed with data collection (consistent with the outlined recommendations of the committee) or whether the student must reappear before the group for another formal presentation. Although total agreement is highly desirable, a majority vote of the student's doctoral committee shall determine whether or not the student should proceed. The committee shall sign the appropriate authorization form which is placed in the student's file. Ethical approval for the study may be obtained prior to the colloquium however, changes based on the defense may necessitate changes in the ethics application.

**McGill Guidelines for Execution, Writing, Submission, & Defense**

The Graduate and Postdoctoral Studies Office (GPS) has the following specifications for thesis preparation. Please visit the GPS website for full details

http://www.mcgill.ca/gps/thesis/guidelines/preparation. Theses not prepared according to these guidelines will not be accepted unless the Executive Committee of Council (of GPS) has given its agreement in advance.
Ethical Guidelines

In order for doctoral research with human subjects to proceed, an ethics certificate must first be obtained. For information on research ethics procedures please see the following website: http://www.mcgill.ca/research/researchers/compliance/.

Additional Information for all Counselling Psychology Students at McGill

Course Evaluations

MERCURY is McGill's online end-of-course evaluation system. Students have the opportunity to provide written comments and numerical ratings at the end of each course.

MERCURY facilitates all aspects of the official course evaluation process: students giving anonymous feedback, instructors and administrators reviewing it, and the dissemination of numerical results to the McGill community.

The MERCURY system is key to McGill’s ongoing work to provide students with enriching learning experiences. Student involvement in this process is critical to enhance the general quality of teaching and learning and all students are strongly encouraged to participate.

Please visit http://www.mcgill.ca/mercury/ for further information on the online course-evaluation system.

McGill Libraries

The McGill University Library & Archives advances teaching, learning, research and community service by providing outstanding collections, access to the world of knowledge, excellence in service and an appropriate library environment, all of which are client-focused and responsive to the needs of the McGill community. The Library is a nexus for students, professors and staff across all faculties, helping to inspire and stimulate the great minds of today and tomorrow. Whether you need a space for quiet study or group work, a public forum for broadening perspectives or a hideaway for quiet introspection, library spaces are here to help you reach the highest levels of academic excellence. If you’d rather access the Library from the comfort of home, the e-resources are accessible to you 24/7 from around the globe with just your McGill credentials. Further information can be found online: http://www.mcgill.ca/library/.
Library Databases and Searching

For the most up-to-date information about McGill’s library please visit their website: http://www.mcgill.ca/library/.

McGill’s library catalogue provides students with access to books and journals available at its libraries and online. These materials may also be borrowed from other Universities via the Interlibrary Loan (ILL) service by acquiring a CREPUQ card (Conférence des Recteurs et des Principaux des Universités du Québec). Colombo is a web-based interlibrary loan (ILL) system used to search multiple university and other library catalogues simultaneously and request items not held at McGill Library. For further information about CREPUQ and Colombo please visit http://www.mcgill.ca/library/services/otherloans.

The McGill Library also has access to a number of combined catalogues that allow students search databases for thousands on libraries worldwide (http://www.mcgill.ca/library/services/otherloans/othercatalogues/)

OVID online is a web interface that allows you to search different databases using a common search screen and commands. OVID databases contain abstracts and references to journal articles and books. OVID provides access to online periodical indexes and abstracts. The major databases of interest is PsycINFO. Faculty and students have electronic access to many new acquisitions including: APA PsycARTICLES, Eric E*Subscribe, Education Full Text (Wilson), CBCA Fulitext, Education (Micromedia), Proquest Research Library, Proquest Digital Dissertations, Science Direct (Elsevier), Web of Science, Social Sciences Citation Index (ISI Web of Knowledge), Kluwer Online, Project Muse. Please consult the library website for a complete listing of available data bases and for information about workshops.

McGill University Bookstore – LE JAMES

Textbooks and coursepacks can be purchased at the McGill University Bookstore – LE JAMES. Students can also purchase other nonfiction and fiction books, school supplies, and items with the McGill logo on them. For more information see: https://lejames.ca/.
Assessment Materials Resource Center

The primary role of the Department’s Assessment Materials Resource Center (AMRC) is to provide graduate students from Counselling Psychology and School/Applied Child Psychology programs with the necessary standardized materials to conduct psychological and cognitive assessments. In essence, the AMRC serves as a loan collection at which test packages can be loaned to individual students as part of their course requirements. The measures housed in the AMRC are based on the instructors’ lists indicated in course outlines. For a complete summary of measures currently available, detailed information about accessibility, hours, ethical and legal issues, user fees, affected courses, and borrowing privileges please refer to the assessment collection’s website at http://www.mcgill.ca/edu-ecp/students/amrc/.

Computers and Related Services at McGill

Education Computer Lab/Audiovisual Equipment Loan Service

The Education Computer Lab and Audiovisual Loan Service, located on the third floor of the Education Building in room 328, is open to students and is used for instructional purposes (e.g., statistics courses). It is composed of two large labs that are normally scheduled for classes, and a central drop-in lab space. One lab contains PCs, the other Macs. The Lab houses a software collection ranging from educational programs to business packages. Lab assistants are on duty at all times to assist users. Audiovisual equipment loans are available from the service booth operating inside the computer lab. All loans are short-term with variable maximums depending upon demand. Some equipment items are available for use within the Faculty of Education only. For information on how to request a reservation for equipment available, please refer to the following website: https://www.mcgill.ca/education/technology.

IT Services

Email

Your McGill Email Address is the official way the University communicates with you. This email address will be assigned to you when you are admitted to McGill. You can access your email via the myMcGill portal or directly through Outlook Web App (OWA) at https://outlook.com/mcgill.ca. Sign in using your McGill Username and McGill Password. For more information please consult the following website: http://www.mcgill.ca/it/get-started-it/students. Note the University has a policy on E-mail communication with Students which can be found online here: https://www.mcgill.ca/secretariat/policies/informationtechnology.
Email on mobile devices
You can get your McGill Exchange email delivered to an iPhone, iPad or iPod Touch or many other Exchange-capable smartphones.

Wireless coverage
Students have access to a secure wireless network on the downtown and Macdonald campuses and in every student residence at McGill.

Virtual Private Network (VPN)
Connecting to McGill's VPN allows you to access campus-restricted systems from anywhere, so you can continue your research and study. In addition, Google Scholar collaborates with the Library to offer students direct access to journals and other documentation.

McGill Student Directory
Students can choose to opt into the McGill Student Directory. Choose whether to display your email or telephone information to the world or only to the McGill community.

eduroam
Students can use their McGill Username and Password to log into wireless networks at participating universities in Europe, Canada, Asia, and Australia.

Counselling Psychology Professional Organizations
As professional Counselling Psychologists in training, students are expected to be informed on the current trends and developments in the field. One way to do this is through membership in various professional organizations. Students are encouraged to get involved in such organizations and become familiar with their procedures and philosophies.

Canadian Psychological Association (CPA)
The CPA is the major Canadian national organization devoted to the advancement of psychology as a science, as a profession, and as a means of promoting human welfare. The Canadian Psychological Association serves as a forum for the latest research in Canadian Psychology as well as for professional topics that directly affect psychologists in the workplace. Members receive the newspaper Psynopsis, the journal Canadian Psychology, and a choice of two journals. The CPA website is at http://www.cpa.ca

American Psychological Association (APA)
The American homologue to CPA is APA http://www.apa.org. By virtue of its size and the large number of world-class journals that it publishes, the APA exerts a significant influence on Canadian psychology. Through its many journals, both flagship and divisional, as well as its annual conventions, it assists the findings of psychological research, and works toward improved standards for psychological
training and service. Through its approximately 50 divisions, psychologists interested in specific areas may more easily join with others to promote research, practice, and the discussion of important psychological issues. The division of the APA that is directly affiliated with the international community of counselling psychologists is Division 17. The Division’s publications are the *Journal of Counselling Psychology* and *The Counselling Psychologist*.

**Canadian Counselling and Psychotherapy Association (CCPA)**

The CCPA is a professional association of professional counsellors and psychotherapists designed to work with clinicians, vocational guidance counsellors, rehabilitation counsellors, and other specialists in counselling psychology. It supports research in this field and publishes in its flagship journal, *Canadian counsellor/conseiller(ere) canadien(ne)*. For membership information contact http://www.ccpa-accp.ca/
**APPENDICES**

**Pertinent Information and Documents You Should Have**

In addition to this Handbook, the Office of Graduate and Postdoctoral Studies offers a wealth of essential information. Information is available concerning policies and procedures (www.mcgill.ca/gps/policies/) with specific references to Course Calendars; Student Guide to Intellectual Property at McGill; Research and Time Limitation Policies; Handbook of Students Rights and Responsibilities; General Information; and Regulations and Research Guidelines (often referred to as The Red Book).

The following documents will be useful during your graduate studies at McGill.

|   | General Information, GPS Regulations and Research Guidelines and Research Calendar | Graduate and Postdoctoral Studies (GPS)  
    | James Administration Building, Room 400  
    | www.mcgill.ca/gps/  
    | http://www.mcgill.ca/gps/students |
|---|---|---|
| 2. | Minerva (online registration, course information, grades, fee information, etc.) | www.mcgill.ca/minerva-students/ |
| 3. | Graduate Fellowships and Awards Calendar | http://www.mcgill.ca/gps/funding |
| 4. | Ethics Guidelines | Research Ethics  
    | https://www.mcgill.ca/research/researchers/compliance  
    | http://www.mcgill.ca/students/srr/academicrights/integrity/ethics/  
| 5. | Guidelines and Dates Concerning Thesis/Dissertation Preparation and Submission | Faculty of Graduate and Postdoctoral Studies  
    | James Administration Building, 4th Floor  
    | 514-398-3990  
    | www.mcgill.ca/gps/students/thesis/programs-guidelines/ |
| 7. | Fee Information | Faculty of Graduate and Postdoctoral Studies  
    | James Administration Building, Room 400  
    | 514-398-3990  
    | www.mcgill.ca/gps/  
    | Student Information, Fee Information  
    | www.mcgill.ca/student-accounts/fees/ |
|---|----------------------------------------------------|---------------------------------------------------------------------|
| 10. | Graduate Student Handbook of the Post-Graduate Student's Society | Thompson House, 4th Floor pgss.mcgill.ca/WELCOME/ |
| 11. | Graduate Studies in Education Handbook | Education Building, 6th Floor Room 614 |
| 14. | McGill University Bookstore - LE JAMES | https://lejames.ca/ |

Note. Other sources of information can be found through both the general McGill University website (www.mcgill.ca) and Department Website www.mcgill.ca/edu-ecp/. 

Revised January 8, 2019
Contacts on Campus

Association of Graduate Students Employed at McGill (AGSEM)
AGSEM is the union representing all teaching assistants and their rights at McGill.
Contact: www.net/ agsem

Canadian Federation of Students (CFS) and its Quebec component (CFS-Q)
This is a Canada-wide alliance of students. It has been active in the fight against the privatization and corporatisation of education. The CFS-Q works with numerous grassroots groups, unions, and other student organizations to make education in Quebec fully public and accessible.
Contact: www.cfs-fcee.ca

Career Planning Service
They provide job listings, workshops, individual career counselling to McGill students and postdocs. Contact: www.caps.mcgill.ca

Committee for Graduate Student Support (CGSS)
CGSS works to defend the rights of students and researchers at McGill. This is a confidential service for grad students and postdocs who’s civil, academic or human rights have been violated.
Contact: 398-3339 (hotline), www.pgss.mcgill.ca , cgss.pgss@mail.mcgill.ca

Counselling Services
The service offers orientation to life at university, career planning and personal counselling, workshops on time management, study and social skills, aid relating to exam anxiety, stress management and offers relaxation training, assessment and counselling for students with learning disabilities. The service is staffed by psychiatrists, psychologists and counsellors.
Contact: www.mcgill.ca/counselling

Education Graduate Student Society (EGSS)
All graduate students in Education are automatically members of the Education Graduate Society. Some of the goals of the EDGSS are to facilitate participation of graduate students in the Faculty of Education, to promote academic interaction, to represent members on a wide variety of issues, to establish channels for research funding, to encourage original research among its members, and to liaise with Education graduate students in other universities. Please feel free to get involved.
Contact: www.education.mcgill.ca/egss

Handicapped and Special Needs Information
The Education Building is equipped with exterior ramps facilitating entry into the building on both the first and the second floors. It has a small garage and a designated handicapped bus stop. The building has elevator access to all floors including the parking garage.
Health Services
They offer advice and treatment for any health concern including dental care and emergencies. You need to have a valid McGill ID card and provincial medicare, or health insurance card to use their services. Contact: www.mcgill.ca/studenthealth.

International Student Services
Offers assistance with all non-academic matters for international students including the Blue Cross health insurance. Contact: www.mcgill.ca/internationalstudents.

398-MAIN McGill Nightline
McGill Nightline in a confidential hotline for personal, medical, and legal issues.

McGill International Students’ Network
This network provides international students with social and political services. Contact: www.misn.ca

Office for Students with Disabilities
The provide services to meet the special needs of students with disabilities including note-takers, tutors, sign language interpreters, Braille, specialized equipment and special arrangements for exams. Contact: www.mcgill.ca/osd.

Post-Graduate Students’ Society PGSS
As a current graduate or postdoc student you are a member of the PGSS, McGill’s largest contingency of researchers, students, and teaching assistants. They provide information pertaining to academic and ethical rights in the administrative and political arena of McGill. Contact: www.pgss.mcgill.ca.

Queer McGill
This is a social, political, support service for lesbian, bisexual, gay, and trans students and their friends. Contact: http://www.queermcgill.ca/

SACOMSS
This is a student-run sexual assault center that offers discussion and help groups. Contact: 398-8500 or http://ssmu.mcgill.ca/sacomss/.
### Staff and Faculty Directory

#### Support Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Extension</th>
<th>Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ryan, Samantha</td>
<td>Administrative Officer</td>
<td>4260</td>
<td>614D</td>
</tr>
<tr>
<td>Ngaira, Angela</td>
<td>Graduate Program Administrator</td>
<td>4245</td>
<td>614A</td>
</tr>
<tr>
<td>Manuela Franzo</td>
<td>Frontline Administrative Coordinator</td>
<td>4242</td>
<td>614</td>
</tr>
<tr>
<td>Jamieson, Robb</td>
<td>Graduate Program Coordinator</td>
<td>4244</td>
<td>614C</td>
</tr>
<tr>
<td>Triplet, Emelia</td>
<td>Administrative &amp; Student Affairs Coordinator (on leave)</td>
<td>4248</td>
<td>614B</td>
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<tr>
<td>Brown, Kelly</td>
<td>Interim Administrative &amp; Student Affairs Coordinator</td>
<td>4248</td>
<td>614B</td>
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<tr>
<td>Muncaster, Rachael</td>
<td>Clinic &amp; AMRC Coordinator (on leave)</td>
<td>4363</td>
<td>614G</td>
</tr>
<tr>
<td>Anekwe, Happiness</td>
<td>Interim Clinic &amp; AMRC Coordinator</td>
<td>4363</td>
<td>614G</td>
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#### Academic Faculty

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<tr>
<td>Bertone, Armando</td>
<td>Associate Professor</td>
<td>3448</td>
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<tr>
<td>Breuleux, Alain</td>
<td>Associate Dean Infrastructure, Associate Professor</td>
<td>6952/422 8</td>
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<tr>
<td>Burack, Jacob A.</td>
<td>Professor</td>
<td>3433</td>
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<tr>
<td>Derevensky, Jeffrey L.</td>
<td>Department Chair; Director of Clinical Training, School/Applied Psychology,</td>
<td>4249</td>
<td>DH20 4/549</td>
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<tr>
<td>De Stefano, Jack</td>
<td>Clinic Director, Faculty Lecturer</td>
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<td>Drapeau, Martin</td>
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<td>Dubé, Adam</td>
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<td>El-Khoury, Bassam</td>
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<td>Fitzpatrick, Marilyn</td>
<td>Program Director, Counselling Psychology, Professor</td>
<td>3476</td>
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<td>Flanagan, Tara</td>
<td>Associate Professor</td>
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<td>Hall, Nathan C.</td>
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<td>Heath, Nancy L.</td>
<td>Program Director, Human Development and</td>
<td>3439</td>
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<tr>
<td>Hoover, Michael L.</td>
<td>Facilitator of the Graduate Student Assembly</td>
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<td>Konishi, Chiaki</td>
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<td>Körner, Annett C.</td>
<td>Chair of Assessment Library Committee</td>
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<td>Lajoie, Susanne P.</td>
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<td>Ruglis, Jessica</td>
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<tr>
<td>Saroyan, Alenoush</td>
<td>Program Director, Learning Sciences</td>
<td>5329</td>
<td>531</td>
</tr>
<tr>
<td>Savage, Robert S.</td>
<td>Associate Professor</td>
<td>3435</td>
<td>534</td>
</tr>
<tr>
<td>Shaw, Steven R.</td>
<td>Program Director, School/Applied Child Psychology, Associate Professor</td>
<td>4913</td>
<td>522</td>
</tr>
<tr>
<td>Sinacore, Ada L.</td>
<td>Associate Professor</td>
<td>3446</td>
<td>545</td>
</tr>
<tr>
<td>Sladeczek, Ingrid E.</td>
<td>Associate Professor</td>
<td>3450</td>
<td>550</td>
</tr>
<tr>
<td>Stringer, Ronald</td>
<td>Associate Professor (on leave)</td>
<td>3428</td>
<td>506</td>
</tr>
<tr>
<td>Talwar, Victoria</td>
<td>Associate Professor</td>
<td>3438</td>
<td>548</td>
</tr>
</tbody>
</table>
Instructions for Logging Hours

Follow the instructions below to track and log hours for the MA Internship, MA Project, and PhD programs. Note that hours should never be counted more than once and please consult with your McGill supervisor should you have any questions or concerns. Also note that although this process is meant to help track hours as needed for the APPIC application, the Counselling Psychology Program cannot guarantee the accuracy of the conversion. Moreover, the spreadsheet may not always reflect changes that APPIC has made to their application.

1. Use the excel spreadsheet found on the ECP website.
2. When logging hours ensure that you select the correct tab that corresponds to the course for which you are logging the hours.
3. Input identifying information (i.e., trainee name, student number, McGill supervisor name etc.) Also indicate the type of site (e.g., treatment setting) at the top of the hours log form. The options are as follows:
   - Child Guidance Clinic
   - Community Mental Health Center
   - Department Clinic (Psychology clinic run by a department or school)
   - Forensic/Justice setting (e.g., jail, prison)
   - Inpatient Psychiatric Hospital
   - Medical Clinic/Hospital
   - Outpatient Psychiatric Clinic/Hospital
   - Partial Hospitalization/Intensive Outpatient Programs
   - Private Practice
   - Residential/Group Home
   - Schools
   - University Counseling Center / Student Mental Health Center
   - VA Medical Center
   - Other (Please speak to your supervisor before using this option)

4. Tabulate the hours accrued each week using the appropriate categories and change the week labels to reflect the appropriate week/year. Also keep a count of the total number of individuals, couples, or groups you have interacted with. The logging categories are as follows:
INDIVIDUAL DIRECT HOURS

For the following categories count the number of individuals Counselling: Individual emotional/social counselling

Career/Vocational: Individual career/vocational counselling

Assessments & Testing: Administering individual tests and conducting assessments and/or providing individual feedback of test results

School Counselling Interventions:
• Consultation: Providing consultation to persons involved in the client’s life as part of a direct clinical intervention (e.g., providing info to relatives or teachers, discussing client concerns with a physician or allied health professional; within the context of a school setting).
• Direct Intervention: School related direct interventions.
• Other: Check with McGill supervisor before use of this category

OTHER PSYCHOLOGICAL INTERVENTIONS
For this category count the number of individuals with whom you intervened. (e.g., One 2-hour workshop with five people counts as 5 individuals and the hours logged would be 2. You would not log 5 people and 10 hours nor would you log it as 1 group and 2 hours).

Consultation: Consulting with persons involved in the client’s life as part of a direct clinical intervention (e.g., providing info to relatives, discussing client concerns with a physician or allied health professional; not in a school setting).

Sports Psychology/Performance Enhancement: Individual or group sports or performance enhancement related interventions.

Medical/Health Related Intervention: Individual or group medical/health enhancement related interventions or workshops (e.g., providing counselling for stress management or psychoeducational workshops).

Intake Interview/Structured Interview: Conducting intake or structured interviews where is this is client who you will not see for counselling/where this is not part of the counselling process.

Other (Providing Information): Providing information to individuals or groups. For example, sometimes interns need to provide general information to clients about services available at a community centre or they may lead workshops that are not medical/health related.
GROUP DIRECT HOURS
Count either the number of couples or groups not the number of people in the group.

Counselling: Group counselling

Family: Family counselling

Couple: Couple’s counselling
Please note: When conducting workshops you can log it in the "Other: specify_____" category that is found in other psychological interventions section, for example, "Other: Workshops"

Assessment & Testing: Administering tests and conducting assessments in a group and/or providing feedback of test results in a group setting

SUPERVISION

Individual: One-on-one supervision with the supervisor

Group: Supervision that occurs within a group setting and that is not focused directly on the intern

Individual in Group: Supervision focused directly on the intern that occurs within group supervision

ACTIVITIES TO SUPPORT PRACTICE

Indirect Client Contact: Observing but not interacting with a client (e.g., observing therapy through a one-way mirror; sitting in on an intake performed by another therapist)

Staff Meetings: Meetings of staff members focused on administrative issues

Conference Planning: Planning for professional conferences related to the internship site

Professional Conferences: Attendance at professional conferences related to the internship site

Planning Groups & Workshops: Planning and/or preparing for groups and workshops, whether counselling focused or psychoeducational.

Reports & Record-Keeping: Note-taking, report-writing, and/or other record-keeping

Training: Engaging in training (e.g., office procedures, such as scheduling, note-taking, etc.) that orients the intern to the policies and procedures of the internship site
**Case Conferences:** Meetings, often interdisciplinary in nature (e.g., IEP meetings at a school), in which others are presenting their cases or as a form of intern and staff training and development (note: if the intern presents her or his case in case conference, that time should be entered in the Individual Supervision in Group category)

**Test Scoring:** Scoring of individual and/or group tests/assessments

**Professional Preparation Time:** Preparation time related to the internship (e.g., reviewing tapes; reading articles)

**Consultation:** Consultation with an agent of the client, such as another professional, when the client is not present, (e.g., regarding the coordination of care).

**MISCELLANEOUS**

**Outreach & Public Relations:** Engaging with the public related to services offered by the internship site (e.g., media interviews; non-psychoeducational presentations to groups about the services offered at an internship site; open houses; career days)

**Referrals:** Time spent in providing referrals to other service providers

**OTHER PSYCHOLOGICAL EXPERIENCE STUDENTS OR ORGANIZATIONS**

**Supervision/Advising/Mentoring Staff or Trainees:** Providing supervision, advice, or mentoring to staff members or trainees (e.g., DEC student interns)

**Program Development/Outreach Programming:** Working on program development or outreach programming.

**Outcome Assessment of Programs/Projects:** Providing an assessment of programs/projects to the site.

**Systems of Intervention/Organizational Consultation/Performance Improvement:** Consultation or performance improvement at a systemic or organizational level.

**Other:** Check with McGill supervisor before use of this category

5. Track the cultural backgrounds of each client. Factors to note are race/ethnicity, sexual orientation, disability status, and gender. Enter this information into the course logging form.

6. **Count and enter the number of integrated psychological reports you have written for each client (if applicable).** The definition of an integrated report is a report that includes a history, an interview and at least two tests from one or more of the following categories: personality assessment (objective, self-report, and/or projective), intellectual assessment, cognitive assessment, and neuropsychological assessment.
7. Track the name of each psychological test you have administered and enter the type in brackets (if applicable). Use the following table to determine the type of test you used (if the test cannot be found consult with your supervisor).

<table>
<thead>
<tr>
<th>Test Type</th>
<th>Specific Test</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ADULT Assessment Instruments</strong></td>
<td></td>
</tr>
<tr>
<td>Symptom Inventories</td>
<td></td>
</tr>
<tr>
<td>Hamilton Depression Scale</td>
<td></td>
</tr>
<tr>
<td>Beck Anxiety Inventory</td>
<td></td>
</tr>
<tr>
<td>Adult Manifest Anxiety Scale</td>
<td></td>
</tr>
<tr>
<td>Diagnostic Interview Protocols</td>
<td></td>
</tr>
<tr>
<td>SADS</td>
<td></td>
</tr>
<tr>
<td>SCID</td>
<td></td>
</tr>
<tr>
<td>DIS</td>
<td></td>
</tr>
<tr>
<td>General Cognitive Assessment</td>
<td></td>
</tr>
<tr>
<td>Stanford-Binnet 5</td>
<td></td>
</tr>
<tr>
<td>TONI 3</td>
<td></td>
</tr>
<tr>
<td>WAIS III AND WAIS IV</td>
<td></td>
</tr>
<tr>
<td>OTHER:</td>
<td></td>
</tr>
<tr>
<td>Woodcock Johnson Tests III of Cognitive Abilities</td>
<td></td>
</tr>
<tr>
<td>Visual Motor Assessment</td>
<td></td>
</tr>
<tr>
<td>Bender-Gestalt</td>
<td></td>
</tr>
<tr>
<td>Commonly Used Neuropsychological Measures</td>
<td></td>
</tr>
<tr>
<td>Boston Diagnostic Aphasia Exam</td>
<td></td>
</tr>
<tr>
<td>Brief Rating Scale of Executive Functioning (BRIEF)</td>
<td></td>
</tr>
<tr>
<td>Dimentia Rating Scale - II</td>
<td></td>
</tr>
<tr>
<td>California Verbal Learning Test</td>
<td></td>
</tr>
<tr>
<td>Continuous Performance Test</td>
<td></td>
</tr>
<tr>
<td>Delis Kaplan Executive Function Test</td>
<td></td>
</tr>
<tr>
<td>Finger Tapping</td>
<td></td>
</tr>
<tr>
<td>Grooved Pegboard</td>
<td></td>
</tr>
<tr>
<td>Rey-Osterrieth Complex Figure</td>
<td></td>
</tr>
<tr>
<td>Trailmaking Test A &amp; B</td>
<td></td>
</tr>
<tr>
<td>Wechsler Memory Scale III</td>
<td></td>
</tr>
<tr>
<td>Wisconsin Card Sorting Test</td>
<td></td>
</tr>
<tr>
<td>Measures of Academic Functioning</td>
<td></td>
</tr>
<tr>
<td>Strong Interest Inventory</td>
<td></td>
</tr>
<tr>
<td>Wechsler Individual Achievement Test (WIAT)</td>
<td></td>
</tr>
<tr>
<td>Wide Range Assessment of Memory and Learning (Version: ______)</td>
<td></td>
</tr>
<tr>
<td>Woodcock Johnson Tests III of Achievement</td>
<td></td>
</tr>
</tbody>
</table>
## Behavioural/Personality Inventories
- WRAT-4
- Millon Clinical Multi-Axial III (MCMI)
- Minnesota Multiphasic Personality Inventory
- Myers-Briggs Type Indicator
- Personality Assessment Inventory

## Measures of Malingering
- Structured Interview of Reported Symptoms (SIRS)
- Miller Forensic Assessment of Symptoms Test (M-FAST)
- Rey 15-Item Test
- Test of Memory Malingering (TOMM)

## Forensic/Risk Assessment
- Psychopathy Checklist-Revised (PCL-R); Static 99
- Violence Risk Assessment Guide (VRAG)
- History-Clinical-Risk 20 (HCR-20)
- Validity Indicator Profile

## Projective Assessment
- Human Figure Drawing
- Kinetic Family Drawing
- Sentence Completion
- Thematic Apperception Test
- Rorschach
- Other (specify: _______)
- Rorschach Scoring System (Specify:__________)

## CHILD and ADOLESCENT Assessment Instruments

### Parent/Youth-Report Measures
- Behavior Assessment System for Children (BASC)
- Achenbach System of Empirically Based Assessment

### Symptom Inventories
- Barkley-Murphy Checklist for ADHD
- Conner's Rating Scales
- Self-report Measures

### Diagnostic Interview Protocols
- DISC
- Kiddie-SADS

### General Cognitive Assessment
- Bayley Scales of Infant and Toddler Development - III
- Differential Abilities Scale - II (DAS-II)
- Mullen Scales of Early Learning
- Stanford-Binet 5
- WPPSI-III
- WISC-IV
8. Note the number of times that a test was administered/scored and the number of reports you wrote using that test. Enter this information into your log.

9. It is important to be aware that the names of tests administered/scored do not carry over to the Totals Sheet or the APPIC Conversion Sheet. As such, be sure to record the name and type of test that you use in the Totals Sheet and the APPIC Conversion Sheet.

10. Also note that if you use an “other category” the name/labels that you fill in per course should also be manually entered into the Totals Sheet and the APPIC Conversion Sheet.

11. Once you are done logging your hours make a copy of the relevant course excel sheet. Do this by opening a new excel workbook and save it as “Hours Log EDPC XXXX_ Last name.” Leave the new excel document open. Go back to the Hours Log_Student Version workbook and left click on the relevant course tab> then select the “move or copy” option> select “Hours
Log EDPC XXXX__ Last name” for the “move the relevant course sheet(s) to” section. Then select the relevant course sheet to copy, click the “create copy” checkbox, and then hit “ok.” DO NOT copy paste the cells from one workbook into a new workbook. Email the hours log sheet to your McGill supervisor (and site supervisor if applicable) to be approved.

12. The McGill supervisor will forward a final and approved copy to the ECP Graduate Advisor.

13. Note. MA Internship students: Your site supervisor can sign a printed copy, which you can submit to your McGill supervisor to attest that your site supervisor has signed off on your hours. However, you will also need to submit the electronic version of your hours form to your McGill supervisor to finalize and send to the ECP Graduate Advisor.
## Sample Logging Form

<table>
<thead>
<tr>
<th>McGill University Counselling Psychology Program - On-Site Hours Log - M. A. Internship - EDPC 665 D1</th>
<th>Enter Semeseter/Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trainee Name</td>
<td>Enter Student ID#</td>
</tr>
<tr>
<td>McGill Supervisor Name</td>
<td>Enter McGill Supervisor Name</td>
</tr>
<tr>
<td>Site Supervisor Name (If applicable)</td>
<td>Enter Site Supervisor Name</td>
</tr>
<tr>
<td>Practicum Location</td>
<td>Enter Practicum location</td>
</tr>
<tr>
<td>Treatment Setting (See list)</td>
<td>Enter Treatment Setting</td>
</tr>
</tbody>
</table>

### INDIVIDUAL DIRECT HOURS

<table>
<thead>
<tr>
<th>Number of Individuals, Couples, or Groups</th>
<th>Hours Accrued Each Week</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4-8h</td>
<td>9-12h</td>
</tr>
<tr>
<td><strong>Counselling - Individual Therapy</strong></td>
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<td></td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Assessment &amp; Testing</strong></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Group Direct Hours (# couples or groups)</strong></td>
<td></td>
<td></td>
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<td></td>
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<td></td>
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<td></td>
</tr>
<tr>
<td><strong>SUPERVISION</strong></td>
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<td></td>
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<tr>
<td></td>
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<td></td>
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<tr>
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<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Notes:**
- **INDIVIDUAL DIRECT HOURS:** This section logs individual counseling hours for different age groups.
- **Assessment & Testing:** Logs hours spent on various types of assessments.
- **GROUP DIRECT HOURS (# couples or groups):** Logs hours for group counseling.
- **SUPERVISION:** Logs supervision hours for both individual and group settings.

---

**Revised January 8, 2019**
<table>
<thead>
<tr>
<th>Cultural Factor</th>
<th>Intervention</th>
<th>Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race/Ethnicity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>African American/Black/African Origin</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian American/Asian Origin/Asian Islander</td>
<td></td>
<td></td>
</tr>
<tr>
<td>American/Indian/Alaska Native/Aboriginal Canadian</td>
<td></td>
<td></td>
</tr>
<tr>
<td>European/White</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bi-racial/Multi-racial</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (specify:)</td>
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<td></td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heterosexual</td>
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</tr>
<tr>
<td>Gay</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lesbian</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bisexual</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (Specify:)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disability Status</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical/Orthopedic</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Blind/Visually Impaired</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deaf/Hard of hearing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Learning/Cognitive disability</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Developmental disability (including Mental Disabilities and Autism)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Various Mental Illness</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (specify:)</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Gender</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MA LEVEL</td>
<td>PKD LEVEL</td>
</tr>
<tr>
<td>------------------</td>
<td>----------</td>
<td>-----------</td>
</tr>
<tr>
<td></td>
<td>Number Written</td>
<td>Number Written</td>
</tr>
<tr>
<td>Adults</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Children/Adolescents</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>INTEGRATED PSYCHOLOGICAL REPORTS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tests Administered</td>
<td>Number Clinically Administered/Scored</td>
<td>Number of Reports Written w/ Test</td>
</tr>
<tr>
<td>Adult Assessment Experience</td>
<td>Insert Test Name (and Type)</td>
<td></td>
</tr>
<tr>
<td>Adult Assessment Experience</td>
<td>Insert Test Name (and Type)</td>
<td></td>
</tr>
<tr>
<td>Adult Assessment Experience</td>
<td>Insert Test Name (and Type)</td>
<td></td>
</tr>
<tr>
<td>Children/Adolescent Assessment Experience</td>
<td>Insert Test Name (and Type)</td>
<td></td>
</tr>
</tbody>
</table>

Trainee's Signature: Date: Site Supervisor Signature (if applicable): Date: McGill Supervisor’s Signature: Date: [End of Excerpts from Hours Log]
McGill University
Counselling Psychology
EDPC 679/685: MA Internship Placement
Form

This form is to be completed by the individual(s) who will assume direct supervision of or responsibility for the internship of the student named below. Each student in the internship has an on-site supervisor as well as a university program supervisor. The student cannot be assigned to a McGill supervisor until this form is completed and returned to the Counselling Psychology Program, Department of Educational and Counselling Psychology.

Name of Student: ____________________________________________

Placement: ____________________________________________

Address: ____________________________________________

Telephone: ________________________________ Fax: _____________________________

Name(s) of the person(s) who will supervise or assume responsibility for the student’s internship:
(Please print clearly)

<table>
<thead>
<tr>
<th>Supervisor’s Name</th>
<th>Phone #</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Nature of the duties of this student’s Internship: ____________________________________________

Number of days per week this student will be involved in the above duties: ____________

Days and times that the student will be required at his or her internship site (e.g., supervision, department grand rounds, team supervision, etc.): ____________________________________________

Signature of Supervisor: ___________________________ Date: ___________________________
Dear: ________________________________          Date: _______________________

Re: Interim Assessment of Student Progress

In order to assure that students’ development is consistently addressed the Counselling Psychology Program Committee meets mid-semester to assess student progress. The evaluation of students focuses on three broad areas: academic course work, development of clinical skills, and professional development. Based on the committee’s recent discussions it was determined that your progress in each of the areas is as follows:

<table>
<thead>
<tr>
<th>Satisfactory</th>
<th>Unsatisfactory</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic Course Work (includes all course work and comprehensive examinations)</strong></td>
<td>Comments:</td>
</tr>
<tr>
<td><strong>Clinical Skills</strong></td>
<td>Comments:</td>
</tr>
<tr>
<td><strong>Professional Development</strong></td>
<td>Comments:</td>
</tr>
</tbody>
</table>

If you have received an unsatisfactory assessment in any of the three areas, please meet with your Academic Advisor and/or Course Instructor in order to develop an appropriate course of action to remedy the situation. Please note that progress on research is assessed individually with your supervisor.

Please do not hesitate to contact me if you have any concerns.

Yours truly,
Program Director
Counselling Psychology
cc: Academic Advisor
Students who request that a course be considered for equivalence in their program are responsible for providing the information below and obtaining the required signatures. The steps in establishing equivalence are as follows:

(i) Answer questions 1-3 below.
(ii) Submit this form along with the syllabus (see #3) to the instructor named in #3.
(iii) The instructor should indicate by signing below agreement that the completed course is equivalent to the McGill course.
(iv) Submit this form together with the syllabus and copy of the relevant transcript to the Director of Training for final signature, along with a copy of the McGill Transfer Credit Form available here:
http://www.is.mcgill.ca/wfiles/SIS/transfer_credit_form.pdf

1. The course for which equivalence is requested.

   Course Name:

   __________________________________________________________

   Course#: ________________________________________________

   Number of credits: ____________________

2. Course which has already been completed.

   Name of institution:

   __________________________________________________________

   Course Name:

   __________________________________________________________

   Course#: ________________________________________________

   Number of credits: ____________________

3. Name of the most recent instructor of the course for which equivalence is requested.

   Name: ____________________________________________________
Document Check List

☐ Please check the box to the left and attach (a) a copy of the syllabus for the course previously completed and (b) a copy of the transcript for the course previously completed.

Instructor’s name: ________________________________

Instructor’s signature: ____________________________ Date: ________________

Training Director’s name: __________________________

Training Director’s signature: __________________________ Date: ____________
Intern’s Name: ____________________________________________________________

Internship Site: __________________________________________________________

Evaluation Date: October 15 __________   February 15 __________

Evaluator’s Name: ________________________________________________________

Evaluator’s Title: _________________________________________________________

Evaluator’s Professional Certification: ______________________________________

The progress of ___________________________ to date is:

(Intern’s Name)

Satisfactory ☐  Unsatisfactory ☐

Evaluator's Signature: _____________________________________________________

Date Signed: _______________________

Intern’s Signature: ________________________________________________________

Date Signed: _______________________

Note to Evaluator: This evaluation will be used by the McGill supervisor to determine the intern's current status at their internship site. The intent of the document is to alert the program staff to any
serious problems that may jeopardize the intern’s progress toward completion of the program. If the rating of the intern is unsatisfactory, please append an additional sheet with recommended steps to improve progress to a satisfactory level during the period before the next evaluation.
In each of the categories below please check your choice of rating or write a comment beneath the item. In some statements you may wish to do both.

6. EXCELLENT; 5. SUPERIOR; 4. VERY GOOD; 3. GOOD; 2. FAIR; 1. POOR; 0. N/A

A. GENERAL COUNSELLING SKILLS: ONE TO ONE COUNSELLING

1) Ability to establish a counselling relationship with clients.

6. ____  5.____  4. ____  3.____  2. ____  1. ____  0. ____

Comments:
______________________________________________________________________________

2) Ability to establish a working definition of clients' problems.

6. ____  5.____  4. ____  3.____  2. ____  1. ____  0. ____

Comments:
______________________________________________________________________________

3) Ability to help clients formulate short- and long-term goals to the mutual satisfaction of the client and/or intern.

6. ____  5.____  4. ____  3.____  2. ____  1. ____  0. ____

Comments:
______________________________________________________________________________
4) Ability to use counselling skills/techniques to facilitate client's behaviour change as explained or demonstrated to on-site supervisor.

6. ____  5.____  4. ____  3.____  2. ____  1. ____  0. ____

Comments:

________________________________________________________________________

5) Ability to terminate counselling with client or make referrals when appropriate.

6. ____  5.____  4. ____  3.____  2. ____  1. ____  0. ____

Comments:

________________________________________________________________________

B. INTERN'S RESPONSE TO SUPERVISION

1) Intern's level of preparation for supervision session.

6. ____  5.____  4. ____  3.____  2. ____  1. ____  0. ____

Comments:

________________________________________________________________________

2) The intern's response to supervisor's feedback (e.g., openness to listen, to learn, to collaborate).

6. ____  5.____  4. ____  3.____  2. ____  1. ____  0. ____

Comments:

________________________________________________________________________
3) Intern's general ability to collaborate with supervisor to formulate treatment (counselling intervention) plans.

6. ____ 5.____ 4. ____ 3.____ 2. ____ 1. ____ 0. ____

Comments:

________________________________________________________________________

C. INTERN'S PROFESSIONAL BEHAVIOR

1) Intern's respect for the confidentiality of client data.

6. ____ 5.____ 4. ____ 3.____ 2. ____ 1. ____ 0. ____

Comments:

________________________________________________________________________

2) Intern's relationships with colleagues and support (on-professional) staff.

6. ____ 5.____ 4. ____ 3.____ 2. ____ 1. ____ 0. ____

Comments:

________________________________________________________________________

3) Attention to record keeping, returning telephone calls, keeping up-to-date notes.

6. ____ 5.____ 4. ____ 3.____ 2. ____ 1. ____ 0. ____

Comments:

________________________________________________________________________
D. SUMMARY EVALUATION

1) Intern's general adjustment to the site at this time (e.g., to kind of clientele served, to the role functions of the professional staff of this institution).

   6. ____  5.____  4. ____  3.____  2. ____  1. ____  0. ____

Comments:


2) The intern's demonstrated assets and professional potential.

   6. ____  5.____  4. ____  3.____  2. ____  1. ____  0. ____

Comments:


3) The need for growth and improvement of the intern’s professional competencies – relative to their level of training. 6 indicating a significant need for growth, 0 indicating no need for further growth.

   6. ____  5.____  4. ____  3.____  2. ____  1. ____  0. ____

Comments:
4) Do you think this intern has a realistic assessment of his/her potential and/or limitations at this stage of his/her internship experience?

   6. ____  5. ____  4. ____  3. ____  2. ____  1. ____  0. ____

Comments:


5) Please offer any further comments about this intern's growth and development since the beginning of the internship that you think would be pertinent and helpful for evaluation.

Comments:


Signature: ________________________________

Date: ________________________________
Listed immediately below are the Field Placement (external practicum) sites used by our program in the last six years (beginning in the fall of 2010), followed by contact information for each and a brief summary of the setting, population, interventions featured, the typical numbers of placements, and the relationship of the site to the University program. All placements are for nine months but some students stay on longer, especially if they have not met the required hours. Some sites may share a student. Evaluations are required by both sites.

**Argyle Institute of Human Relations**
4115 Sherbrooke Street West
Westmount, QC, H3Z 1K9
(514) 488-8047

- **Supervisor:** TBA, OPQ
- **Description:** Community-based, private-practice setting providing assessments and individual therapy. The Institute also provides training in family therapy, apart from its work with our practicum students.
- **Clientele:** Adults
- **Number of Students Placed Annually:** 1 or 0
- **Duration of Placement:** 9 months.
- **Relationship to Program:** External to the program but with a longstanding collaborative relationship, this institute is registered with the Canadian government as a charitable foundation. Staff include psychologists, social workers, and family therapists.

**Concordia University, Counselling and Development Service**
1455 de Maisonneuve Blvd. West,
Montreal, QC, H3G 1M8
(514) 848-3545

- **Contact Person:** Dr. Lazarus (Lazo) Fitopoulos, OPQ; lfitopou@alcor.concordia.ca
- **Description:** University counselling center: Individual counselling, vocational assessment, and career counselling.
- **Clientele:** Adults
- **Number of Students Placed Annually:** 1 or 2
- **Duration of Placement:** 9 months.
- **Relationship to Program:** The Counselling Psychology program has a longstanding collegial relationship with Concordia Counselling and Development. This service is also a key placement for several MA (Professional/Internship students); their placements are administered independently due to different expectations and licensing preparation. In addition, Dr. Fitopoulos is a 2004 graduate of the McGill PhD in Counselling Psychology.
Douglas Mental Health University Institute, Bipolar program
6875, boul. LaSalle,
Montreal, QC, H4H 1R3
(514) 761-6131 ext. 3074
  Supervisor: Dr. Liliane Sayegh, OPQ
  Description: Out-patient department, patients with resistant depression
  Clientele: Adults
Number of Students Placed Annually: 1 or 0
Duration of Placement: 9 months.
Relationship to Program: The Douglas Hospital and Institute are McGill teaching hospitals.
Contact for all Psychology placements at the Douglas:
Dr. Margaret O’Byrne, OPQ; peggy.obyrne@douglas.mcgill.ca

Emotional Health CBT Clinic
2100 Marlowe Avenue, Suite 261,
Montreal, QC H4A 3L5
(514) 485-7772; www.cbtclinic.ca
  Contact: Dr. Luisa Cameli, OPQ
  Description: Out-patient psychotherapy; private, mostly CBT treatment
  Clientele: Mostly adults, recently some adolescents
Number of Students Placed Annually: 1 or 0
Duration of Placement: 9 months.
Relationship to Program: The Emotional Health CBT Clinic was originally housed at the
Montreal General Hospital under the directorship Dr. Michael Spevack. It later moved to the
Queen Elizabeth Health Centre. In 2009 Dr. Luisa Cameli became director; the relationship
with our program began soon after. The Clinic is affiliated with the McGill University Health
Centre (MUHC).

McGill University, Counselling Service
William and Mary Brown Building
3600 McTavish St., Suite 4200
Montreal, QC, H3A 1Y2
(514) 398-3601
  Contact Person: Dr. Vera Romano, Director, OPQ, vera.romano@mcgill.ca
  Description: Counselling centre: Individual counselling and couple counselling, assessment
and consultation; 2 or 3 PhD students in practica and 4 master’s level interns a year.
  Clientele: Adults, couples (especially university-aged, but the range is wide)
Number of Students Placed Annually: 1 or 2
Duration of Placement: 9 months.
Relationship to Program: There is a very close and special relationship to this unit. A past
Director [Dr. Theodore (Ted) Maroun] became Program Director in the Department in the
1970s, the director for many years (Dr. Ted Baker) was a program graduate, and the current
Director [Dr. Vera Romano] is a graduate of this PhD, as are several other psychologists (see
The PhD and MA internships are appropriately tailored experiences for each; the unit is very knowledgeable about our program.

Montreal General Hospital, Palliative Care Unit
1650 Cedar Ave., 10 East
Montreal, QC, H3G 1A4

  Supervisor: Mme. Johanne de Montigny, OPQ  
  Description: Hospital setting providing assessments and individual therapy.  
  Clientele: Adults, families  
  Number of Students Placed Annually: 1 or 0  
  Duration of Placement: 9 months.  
  Relationship to Program: The Montreal General Hospital is a McGill teaching hospital. The setting is unique and it attracts students with special interests that cannot be readily addressed elsewhere.

McGill University Health Center Psychosocial Oncology and Palliative Care
1001 Boulevard Décarie,  
Montréal, QC H4A 3J1  
(514) 934-1934 ext. 44816 or 46000

  Supervisor: Dr. Marc Hamel, OPQ; Dr. Chris MacKinnon OPQ  
  Description: Hospital setting providing assessments training and individual therapy.  
  Clientele: Adults, families  
  Number of Students Placed Annually: 1 or 0  
  Duration of Placement: 9 months.  
  Relationship to Program: Housed in a university teaching hospital, this setting provides specialized training to prepare emerging psychologists for careers primarily in health care settings; correspondingly applicants should have interest in the areas of oncology and palliative care. Applicants must be at the pre-doctoral level and need to have completed at least 1 supervised practicum (M.A. or doctoral level are acceptable) prior to commencing this program. The ability to function professionally in both French (spoken) and English (spoken and written) is valued. For more information see http://www.mcgill.ca/palliativecare/home-page

OMETZ
5151 Chemin de la Côte-Sainte-Catherine #300,  
Montreal, QC, H3W 1M6  
(514) 342-0000  
https://www.ometz.ca/

  Supervisor: Dr. Felicia Kaufman, OPQ  
  Description: Community social service center offering counselling and psychotherapy; social and immigration-integration services, assessments, individual and group therapy.  
  Clientele: Children, adolescents, couples, and families and individuals, especially recent immigrants (considerable diversity).  
  Number of Students Placed Annually: 1 or 0  
  Duration of Placement: 9 months.
Relationship to Program: Independent of the program. New relationship since OMETZ hired a licensed, doctoral level psychologist in 2011.

Royal Victoria Hospital, Sex and Couple Therapy Service
687 Pine Ave.,
Montreal, QC, H3A 1A1
http://www.sexandcoupletherapy.com/
Contact Person: Dr. Dennis Kalogeropoulos, OPQ
Description: Hospital clinic offering therapy services (group, individual, and conjoint), 1 or 2 trainees per year.
Clientele: Adults, couples
Number of Students Placed Annually: 1 or 0
Duration of Placement: 9 months.
Relationship to Program: The Royal Victoria Hospital is a McGill teaching hospital located adjacent to campus and closest to the Education Building.

St. Mary’s Hospital, Annex Building
3830 Lacombe Avenue,
Montreal, QC, H3T 1M5
(514) 734-2684
Contact Person: Dr. Nathalie Dinh, OPQ
Description: Medical Centre - Individual therapy, assessment, and consultation.
Clientele: Adults
Number of Students Placed Annually: 1 or 0
Duration of Placement: 9 months.
Relationship to Program: St. Mary’s Hospital is a McGill teaching hospital serving a catchment area of immense socio-economic, ethnic, linguistic, religious, and age variability.
Note: The St Mary’s Psychology Department is currently being re-structured and not accepting students for 2016-17.

Other Practicum Sites Used Since 2010

Center for Student Development and Counselling - Ryerson University
Ryerson University
Centre for Student Development and Counselling
350 Victoria Street,
Toronto, Ontario, M5B 2K3.
www.ryerson.ca/counselling
Contact Person: Dr. Diana Brecher, C. Psych. - Coordinator of Practicum and Internship Training Program
Tel: (416) 979-5000, 1, ext. 6631
E-mail: dbrecher@ryerson.ca
Clientele: University Students (wide range of issues)
Brief Description: The Centre for Student Development and Counselling (CSDC) provides
confidential individual counselling in a professional and friendly environment. Counsellors are available to work with students on a one-to-one basis in relation to a variety of personal concerns and crisis situations. As well, we provide individual counselling for those experiencing confusion about their educational or career goals. Beyond this, CSDC also offers a variety of personal development groups and career related groups and workshops.

Markham Stouffville Hospital
381 Church St.
Markham, ON, L3P 7P3
(905) 472-7000
  **Supervisor:** TBA
  **Trainee Placement:** 1 student in 2009
  **Description:** Hospital setting providing assessments and individual therapy.
  **Clientele:** Adults

MedEgo
2015 rue Drummond, Suite 250,
Montreal, QC, H3G 1W7
(514) 448-2800
http://www.medego.ca/
  **Contact Person:** Dr Norman Hoffman, M.D.
  **Trainee Placement:** 1 student in 2016
  **Description:** Private setting providing assessments and individual therapy.
  **Clientele:** Adults

McGill University Sexual Identity Centre (MUSIC)
MUHC: Montreal General Hospital site
1650 Cedar Avenue
Montreal, QC H3G 1A4
Tel: 514.934.1934 ext 43585
https://www.mcgill.ca/cosum/
  **Contact Person:** Dr Richard Montoro, M.D.
  **Trainee Placement:** 1 student in 2016
  **Description:** Provides specialized mental health care to individuals, couples and families with sexual orientation issues. Our clientele includes people who are questioning their sexual orientation or who feel unhappy about it, individuals and couples seeking to improve the quality of their interpersonal relationships, and couples and families who have concerns about a loved one’s sexual orientation.
  **Clientele:** Adults

Centre for Interpersonal Relationships
305 - 10 St. Mary St.
Toronto ON, M4Y 1P9
https://www.cfir.ca/
Supervisor: Dr. Lila Hakim, C. Psych.,
Email: lila.hakim@cfir.ca
Trainee Placement: 1 student in 2016
Description: Check website for information.
Clientele: Adults

Personal Counseling Services (PCS)
Bennett Centre for Student Services
York University, 4700 Keele Street
Toronto, Ontario, M3J 1P3
Tel: 416-736-5297 / http://pcs.info.yorku.ca/

Internship coordinator: Joseph Dembinski
Supervisor: Dr Karen Hardtke
Trainee Placement: 1 student in 2015-16
Description: Check website for information.
Clientele: Adults
McGill University  
Counselling Psychology  
EDPC 679/685 – MA Internship End of  
Term Evaluation  

Intern’s Name: ___________________________________________________  

Internship Site: ___________________________________________________  

Evaluation Date: Fall Semester __________ Winter Semester __________  

Evaluator’s Name: ___________________________________________________  

Evaluator’s Title: ___________________________________________________  

Evaluator’s Professional Certification:  
____________________________________________________________________  

Note to the Evaluator:  

This evaluation will be used by the McGill supervisor to determine the intern’s final grade (Pass Fail) for internship courses EDPC 679 (Internship General) and EDPC 685 (Internship in Vocational and Rehabilitation Counselling). The intent of the questionnaire is to allow maximum freedom to the on-site supervisor to identify and clarify the essential strengths and weaknesses of the intern. The evaluation format consists of a general rating scale (for most items) and encourages written comments for all items in the questionnaire. Written comments are most helpful in clarifying the criteria used in evaluating the intern’s performance according to the general rating scale. This form is comprised of two sections. In some cases, only Section I will apply to the intern, in other cases both sections may be applicable.
Concernant l'admission
S.V.P., prendre le temps de bien lire toutes les informations.

Pour devenir membre de l'Ordre des conseillers et conseiliaires d'orientation du Québec (OCCOQ), vous devez remplir et faire parvenir le formulaire de demande d'admission que vous trouverez dans notre site Internet http://orientation.apprendre-orienter-admission/conditions-dobtention-du-permis, accompagné des documents suivants :

- relevé de notes officiel du baccalauréat (avec date d'obtention);
- relevé de notes officiel de la procédure d'admission (si applicable);
- relevé de notes officiel de la maîtrise (avec date d'obtention du diplôme);
- un chèque ou numéro de carte de crédit pour le paiement des frais d'ouverture de dossier de 68,99 $.

FOIRE AUX QUESTIONS

1. Q. J'ai terminé ma maîtrise, mais la note de mon essai ou de mon travail d'intégration n'est pas encore disponible, puis-je faire ma demande quand même? R. Non, lorsque l'essai ou le travail d'intégration sera corrigé et réussi, vous pourrez demander au responsable de programme de faire parvenir une lettre qui confirme que vous avez TERMINÉ et RÉUSSI tous les cours, les stages et l'essai ou le rapport d'intégration. À la réception du paiement pour la cotisation ainsi que du formulaire d'inscription au tableau des membres complété, votre dossier sera activé et un numéro de membre vous sera attribué.

   ATTENTION Si votre relevé de notes de maîtrise ne contient pas la date d'obtention, vous pouvez communiquer avec le responsable de programme de maîtrise qui vous produira une lettre qui mentionne que vous avez TERMINÉ et RÉUSSI tous les cours, les stages et l'essai ou le rapport d'intégration de votre maîtrise. Avec ce document et une photocopie de votre dernier relevé de notes de la maîtrise (celui à 38 ou 46 crédits), nous serons en mesure de procéder à votre admission. Si vous utilisez cette méthode, vous devrez, lorsque le relevé de notes officiel avec date d'obtention et statut de l'université sera disponible, le faire parvenir par la poste pour que votre dossier soit complet.

2. Q. Quels relevés de notes dois-je faire parvenir, avez-vous besoin de mon relevé de baccalauréat en psychologie et psychoéducation ou seulement de la procédure d'admission ou de la maîtrise en orientation? R. Nous avons besoin de tous vos relevés de notes d'études universitaires, peu importe le domaine étudié.

3. Q. Le milieu de stage m'offre un emploi lorsque celui-ci sera terminé, puis-je avoir un permis temporaire pour être en mesure de porter le titre de signer les contrats en attendant d'avoir mon permis? R. Non, il n'existe pas de permis temporaire, vous devez d'abord terminer votre maîtrise et ensuite effectuer votre demande d'admission. Lorsque nous aurons tous les documents en main, nous procéderons à votre admission.

4. Q. Comment dois-je procéder pour devenir membre-recrue? R. Si vous faites parvenir votre demande d'admission à l'intérieur de 4 mois après la fin de votre maîtrise, votre statut sera automatiquement celui de membre-recrue.

5. Q. Je suis étudiant associé, dois-je payer les frais d'ouverture de dossier de 68,99 $? R. Oui, les frais d'ouverture de dossier sont obligatoires pour tous les nouveaux membres, que vous soyez étudiant associé ou non. Le fait d'être étudiant associé vous évite de payer les frais relatifs aux droits d'entrée qui sont de 200,00 $ (plus taxes).

6. Q. Je suis sans emploi, ai-je besoin de payer l'assurance responsabilité professionnelle? R. Selon le Règlement sur l'assurance de la responsabilité professionnelle des membres de l'OCCOQ, tout membre de l'Ordre doit adhérer au contrat du régime collectif d'assurance de la responsabilité professionnelle conclu par l'Ordre, établissant une garantie contre la responsabilité qu'il peut encourir en raison des fautes commises dans l'exercice de sa profession. Un certificat d'assurance est délivré par l'Ordre. Si vous n'avez pas d'emploi, l'assurance de base sera ajoutée à votre facture.
All fieldwork placements are undertaken with the permission of the student’s research advisor and as part of an approved program of study toward the PhD in Counselling Psychology. The form is to be completed by student in consultation with the Doctoral Field Experience Coordinator and the Site Director. Students will not be permitted to register until this form has been completed, signed and returned to Doctoral Field Experience Coordinator and the Program Coordinator counsellingpsyc@education.mcgill.ca.

Please indicate the course number for this field experience.

EDPC 782  EDPC 783  EDPC 784

Placement Site Name: ________________________________

Placement Address: ______________________________________

Telephone: ___________________ Fax: ___________________

Person(s) who will supervise or assume responsibility for the student’s fieldwork:

<table>
<thead>
<tr>
<th>Supervisor Name</th>
<th>Phone number</th>
<th>Email</th>
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</thead>
<tbody>
<tr>
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</tbody>
</table>

Nature of the duties:

Number of hours per week this student will be involved in the above duties:
Starting Date
Ending Date:
Days and times student is required at the site:

<table>
<thead>
<tr>
<th>NAME</th>
<th>SIGNATURE</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td></td>
<td></td>
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<tr>
<td>Research Supervisor</td>
<td></td>
<td></td>
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<tr>
<td>Site Supervisor</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Hours of Training
Please indicate the nature and the extent (i.e., hours) of training experiences provided below. The trainee is expected to complete weekly logs of hours for every activity listed and to submit these to the site supervisor for his/her initials. For the mid-point evaluation, please calculate the hours to date. For the final evaluation, please indicate the total hours from the beginning to the end of the doctoral practicum at this site.

Domains of Training
In completing the evaluation grids below, please rate this trainee’s abilities compared to other trainees at a similar level of training. Indicate your evaluations in the areas of Relationship and Interpersonal Skills, Ethical Issues and Professional Conduct, Psychological Assessment Skills, Intervention Skills, Consultation Skills, Skills in Application of Research, and Supervision.

1 Deficient: Functions at a level substantially below that of trainees at this year level. Performance is deficient and unsatisfactory. Remedial action is required.
2 Needs improvement: Functions at a level somewhat below that expected of trainees at this year level. Closer supervision is required.
3 Good: Functions at a level appropriate to the year of training.
4 Very Good: Functions at a level above that expected of trainees at this year level.
5 Excellent: Functions at a superior level relative to other trainees at this level.
N/A Not Applicable

Successful Completion: Students are required to have a minimum score of 3 in all categories to successfully complete the practicum requirements and earn a passing grade for the course.

Training experiences for the time period ending: ________________.
**Direct client contact**

Individual adult therapy cases  ______ total hours

Individual child/adolescent therapy cases  ______ total hours

Couple and family therapy cases  ______ total hours

Group therapy leadership  ______ total hours

Assessment (Adults)  ______ total hours

Assessment (Child/Adolescents)  ______ total hours

Consultation  ______ total hours

**Indirect client contact**

Observation of individual therapy  ______ total hours

Observation of child/adolescent therapy  ______ total hours

Observation of family therapy  ______ total hours

Observation of group therapy  ______ total hours

Observation of assessments  ______ total hours

**Supervision**

Individual Supervision  ______ total hours

Group Supervision  ______ total hours

**Activities to support practice**  ______ total hours

---

1 *Direct contact*: a training activity (usually face to face) where students intervene with a client and/or any significant member of the client’s system (e.g.: teacher, parent, executive/manager) directly linked with the provision of psychological services.

2 *Individual supervision*: activities where the supervisor observes the student deliver a service, reviews an audio/video taped session of service delivery with the student, or where the student presents an ongoing case for discussion and review.

3 *As per the Excel Tracking Log - Activities to support practice.*
## Relationship & Interpersonal Skills

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</thead>
<tbody>
<tr>
<td><strong>1. With clients:</strong></td>
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</tr>
<tr>
<td>a. Ability to take a respectful, professional approach with clients.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>b. Ability to form a working alliance with clients including those with different cultural backgrounds.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>c. Ability to deal with conflict, negotiate differences.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
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<tr>
<td>d. Ability to understand and maintain appropriate professional boundaries.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>e. Knowledge about the nature and impact of diversity in different clinical situations.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
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<tr>
<td><strong>2. With colleagues:</strong></td>
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<tr>
<td>a. Ability to work collegially with fellow professionals including those of different backgrounds from that of the trainee.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
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<tr>
<td>b. Ability to work effectively with diverse others in assessment, treatment and consultation.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
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<td><strong>3. With supervisors:</strong></td>
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<tr>
<td>a. Ability to work collaboratively with the supervisor.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
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<tr>
<td>b. Ability to self-reflect and self-evaluate regarding clinical skills and use of supervision.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
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<td><strong>4. With support staff:</strong></td>
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<tr>
<td>a. Respectful of support staff roles and individuals</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
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<tr>
<td><strong>5. With teams at clinic:</strong></td>
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</tr>
<tr>
<td>a. Ability to participate fully in team’s work.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>b. Ability to understand and observe team’s operating procedures.</td>
<td>1</td>
<td>2</td>
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<td>4</td>
<td>5</td>
<td>N/A</td>
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<tr>
<td><strong>6. With community professionals:</strong></td>
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</tr>
<tr>
<td>a. Ability to communicate professionally and work collaboratively with community professionals.</td>
<td>1</td>
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<td>5</td>
<td>N/A</td>
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## 7. With the practicum site:

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<th>N/A</th>
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</thead>
<tbody>
<tr>
<td>a. Ability to understand and observe agency’s operating procedures.</td>
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<tr>
<td>b. Ability to participate in furthering the work and mission of the practicum site.</td>
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## 8. Self Knowledge

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<tbody>
<tr>
<td>a. Aware of personal values, motives, biases.</td>
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<tr>
<td>b. Aware of impact on others (clients/colleagues/supervisors)</td>
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## Overall Relationship/Interpersonal Skills

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## Ethical Issues and Professional Conduct

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<tbody>
<tr>
<td>1. Observes OPQ Ethical Code of Conduct.</td>
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<tr>
<td>2. Observes practicum site rules and regulations.</td>
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<tr>
<td>3. Observes pertinent Quebec laws.</td>
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<tr>
<td>4. Identifies ethical issues.</td>
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<tr>
<td>5. Seeks appropriate information and consultation when faced with ethical issues.</td>
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<tr>
<td>6. Timeliness (e.g., notes, reports, meetings and appointments).</td>
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<td>7. Successfully manages fees and payments.</td>
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<tr>
<td>8. Presentation of case material in an organized manner.</td>
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<tr>
<td>10. Monitors own professional behavior and provides unimpaired psychological services.</td>
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<tr>
<td>11. Uses resources that support healthy functioning when experiencing personal distress.</td>
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<tr>
<td>12. Maintains working rapport with colleagues/other professionals in case conferences, team meetings etc.</td>
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## Overall Ethical Issues and Professional Development

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*Revised January 8, 2019*
### Psychological Assessment

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<tbody>
<tr>
<td>1.</td>
<td>Ability to utilize systematic approaches to gathering data to inform clinical decision making.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td>2.</td>
<td>Knowledge of psychometric issues and assessment methods.</td>
<td>1</td>
<td>2</td>
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<tr>
<td>3.</td>
<td>Ability to integrate assessment data from different sources for diagnostic purposes.</td>
<td>1</td>
<td>2</td>
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<td>5</td>
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<tr>
<td>4.</td>
<td>Ability to formulate the case including diagnosis, risk assessment, and identification of behavioral targets for change.</td>
<td>1</td>
<td>2</td>
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<tr>
<td>5.</td>
<td>Ability to clarify referral questions.</td>
<td>1</td>
<td>2</td>
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<td>5</td>
</tr>
<tr>
<td>6.</td>
<td>Ability to develop appropriate assessment strategy.</td>
<td>1</td>
<td>2</td>
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<tr>
<td>7.</td>
<td>Ability to develop appropriate treatment recommendations and/or follow-up.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td>8.</td>
<td>Ability to communicate assessment results to patients and other professionals.</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<td>5</td>
</tr>
<tr>
<td>9.</td>
<td>Ability to integrate understandings of gender, ethnicity, sexual orientation or other diversity issues into assessment.</td>
<td>1</td>
<td>2</td>
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**Overall Psychological Assessment Skills**

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### Intervention Skills

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<tbody>
<tr>
<td>1.</td>
<td>Ability to manage general issues with the therapeutic relationship (i.e. limit-setting, missed appointments, termination, etc.).</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>2.</td>
<td>Ability to formulate a therapeutic plan and goals (based on both a case assessment and a conceptual model of intervention).</td>
<td>1</td>
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<tr>
<td>3.</td>
<td>Ability to develop and implement specific empirically-supported treatment methods.</td>
<td>1</td>
<td>2</td>
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<tr>
<td>4.</td>
<td>Ability to effectively communicate skills that promote a therapeutic alliance, patient disclosure, and active problem exploration.</td>
<td>1</td>
<td>2</td>
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<tr>
<td>5.</td>
<td>Ability to evaluate treatment efficacy/outcomes on an ongoing basis.</td>
<td>1</td>
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<td>5</td>
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<tr>
<td>6.</td>
<td>Demonstrates an understanding of how gender, ethnic, cultural, and sexual orientation factors may influence interventions and takes these factors into account.</td>
<td>1</td>
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<tr>
<td>7.</td>
<td>Reviews and, when appropriate, modifies the therapeutic plan on the basis of an ongoing case assessment.</td>
<td>1</td>
<td>2</td>
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<td>5</td>
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</tbody>
</table>
8. Recognizes therapeutic complications and instances of personal values, emotions or biases that may impair professional objectivity and conduct. | 1 2 3 4 5 N/A

9. Ability to identify when and how collateral interventions, including family involvement, are indicated. | 1 2 3 4 5 N/A

10. Ability to formulate suitable termination recommendations. | 1 2 3 4 5 N/A

11. Ability to provide clear, well-integrated, timely, and concise progress notes, countersigned by supervisors. | 1 2 3 4 5 N/A

12. Reports are well organized, succinct and provide useful and relevant recommendations to other professionals. | 1 2 3 4 5 N/A

13. Ability to accurately assess crisis situations including suicidality, violence potential, and the gravely disabled | 1 2 3 4 5 N/A

14. Develops responsible plans for intervening in crisis situations including, for example, therapy referral, behavioral contracting, and voluntary and involuntary hospitalization | 1 2 3 4 5 N/A

15. Uses good professional judgment and knowledge of how to access community resources such as child or elder protective services. | 1 2 3 4 5 N/A

**Overall Psychotherapy/Behavior Change Skills** | 1 2 3 4 5 N/A

**Consultation Skills**

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<tr>
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</thead>
<tbody>
<tr>
<td>1. Knowledge of the roles of other professionals.</td>
<td>1 2 3 4 5 N/A</td>
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</tbody>
</table>

2. Ability to effectively relate to other professionals in accordance with their unique patient care roles. | 1 2 3 4 5 N/A

3. Ability to clarify consultation questions in relation to the particular needs, responsibilities and problems of the consultee. | 1 2 3 4 5 N/A

4. Ability to choose an appropriate means of assessment to answer referral questions. | 1 2 3 4 5 N/A

5. Ability to implement a systematic approach to data collection in a consultative role. | 1 2 3 4 5 N/A

6. Consultative reports are well organized, succinct and provide useful and relevant recommendations to other professionals. | 1 2 3 4 5 N/A

**Overall Consultation Skills** | 1 2 3 4 5 N/A

*Revised January 8, 2019*
### Skills in Application of Research

1. Deficient  
2. Needs Improvement  
3. Good  
4. Very Good  
5. Excellent

<table>
<thead>
<tr>
<th>Skill</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Understands and applies theory and research knowledge related to practice in the setting.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td><strong>Overall Skills in Application of Research</strong></td>
<td>1 2 3 4 5 N/A</td>
</tr>
</tbody>
</table>

### Supervision

1. Deficient  
2. Needs Improvement  
3. Good  
4. Very Good  
5. Excellent

<table>
<thead>
<tr>
<th>Supervision Activity</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Ensures that no clinical services are delivered without the oversight of a qualified supervisor.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>2. Attends supervisory sessions regularly and punctually.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>3. Demonstrates professional work habits (e.g., duty hours, personal appearance, etc.).</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>4. Maintains working rapport with supervisor(s).</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>5. Accurately reports clinical activities to supervisor(s).</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>6. Accepts supervisory input regarding performance.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>7. Incorporates supervisory directives in service delivery.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>8. Is aware of when to seek additional supervision or referral.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>9. Demonstrates emotional adjustment and maturity.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>10. Is well-prepared for supervision.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td><strong>Overall Use of Supervision</strong></td>
<td>1 2 3 4 5 N/A</td>
</tr>
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### Global Evaluation of Trainee

**STRENGTHS:**

**NEEDS:**

**RECOMMENDATIONS FOR FUTURE TRAINING:**
(Signature of supervisor*) (Date)

(Signature of student**) (Date)

*Supervisor signature indicates that feedback on clinical performance to date has been given to the trainee. Once completed and signed, please provide copies of this evaluation to the student.

**Trainee signature indicates only that the feedback was given. Trainees who do not agree with the feedback may contest the evaluation by speaking to the McGill Practicum Supervisor who will contact the site and set up a meeting in discuss and resolve evaluation issues.

Send the evaluation with original signatures to:

Doctoral Practicum Coordinator
McGill University,
Counselling Psychology Program
Counsellingpsych.education@mcgill.ca
Student: __________________________________________
Supervisor: _______________________________________
Director of Practicum Training Site: _________________________
Practicum Training Site: ________________________________
Dates of Training FROM: ____________ TO: ______________
This is a(n): Interim Evaluation ☐ Final Evaluation ☐

Hours of Training
Please indicate the nature and the extent (i.e., hours) of training experiences provided below. The trainee is expected to complete weekly logs of hours for every activity listed and to submit these to the site supervisor for his/her initials. For the mid-point evaluation, please calculate the hours to date. For the final evaluation, please indicate the total hours from the beginning to the end of the doctoral practicum at this site.

Domains of Training
In completing the evaluation grids below, please rate this trainee’s abilities compared to other trainees at a similar level of training. Indicate your evaluations in the areas of Relationship and Interpersonal Skills, Ethical Issues and Professional Conduct, Psychological Assessment Skills, Intervention Skills, Consultation Skills, Skills in Application of Research, and Supervision.

1 Deficient: Functions at a level substantially below that of trainees at this year level. Performance is deficient and unsatisfactory. Remedial action is required.
2 Needs improvement: Functions at a level somewhat below that expected of trainees at this year level. Closer supervision is required.
3 Good: Functions at a level appropriate to the year of training.
4 Very Good: Functions at a level above that expected of trainees at this year level.
5 Excellent: Functions at a superior level relative to other trainees at this level.
N/A Not Applicable

Successful Completion: Students are required to have a minimum score of 3 in all categories to successfully complete the practicum requirements and earn a passing grade for the course.
Training experiences for the time period ending: ________________.

Direct client contact¹

- Individual adult therapy cases   ______ total hours
- Individual child/adolescent therapy cases   ______ total hours
- Couple and family therapy cases   ______ total hours
- Group therapy leadership   ______ total hours
- Assessment (Adults)   ______ total hours
- Assessment (Child/Adolescents)   ______ total hours
- Consultation   ______ total hours

Indirect client contact

- Observation of individual therapy   ______ total hours
- Observation of child/adolescent therapy   ______ total hours
- Observation of family therapy   ______ total hours
- Observation of group therapy   ______ total hours
- Observation of assessments   ______ total hours

Supervision

- Individual Supervision²   ______ total hours
- Group Supervision   ______ total hours

Activities to support practice³   ______ total hours

¹ Direct contact: a training activity (usually face to face) where students intervene with a client and/or any significant member of the client’s system (e.g.: teacher, parent, executive/manager) directly linked with the provision of psychological services.

² Individual supervision: activities where the supervisor observes the student deliver a service, reviews an audio/video taped session of service delivery with the student, or where the student presents an ongoing case for discussion and review.

³ As per the Excel Tracking Log - Activities to support practice.
### Relationship & Interpersonal Skills

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<tr>
<td><strong>1. With clients:</strong></td>
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<tr>
<td>a. Ability to take a respectful, professional approach with clients.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>b. Ability to form a working alliance with clients including those with different cultural backgrounds.</td>
<td>1 2 3 4 5 N/A</td>
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<td>c. Ability to deal with conflict, negotiate differences.</td>
<td>1 2 3 4 5 N/A</td>
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<td>d. Ability to understand and maintain appropriate professional boundaries.</td>
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<tr>
<td>e. Knowledge about the nature and impact of diversity in different clinical situations.</td>
<td>1 2 3 4 5 N/A</td>
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<td><strong>2. With colleagues:</strong></td>
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<tr>
<td>a. Ability to work collegially with fellow professionals including those of different backgrounds from that of the trainee.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>b. Ability to work effectively with diverse others in assessment, treatment and consultation.</td>
<td>1 2 3 4 5 N/A</td>
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<td><strong>3. With supervisors:</strong></td>
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<tr>
<td>a. Ability to work collaboratively with the supervisor.</td>
<td>1 2 3 4 5 N/A</td>
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<td>b. Ability to self-reflect and self-evaluate regarding clinical skills and use of supervision.</td>
<td>1 2 3 4 5 N/A</td>
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<td><strong>4. With support staff:</strong></td>
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<tr>
<td>a. Respectful of support staff roles and individuals</td>
<td>1 2 3 4 5 N/A</td>
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<td><strong>5. With teams at clinic:</strong></td>
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<tr>
<td>a. Ability to participate fully in team’s work.</td>
<td>1 2 3 4 5 N/A</td>
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<td>b. Ability to understand and observe team’s operating procedures.</td>
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<td><strong>6. With community professionals:</strong></td>
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<tr>
<td>a. Ability to communicate professionally and work collaboratively with community professionals.</td>
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<tr>
<td><strong>7. With the practicum site:</strong></td>
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<tr>
<td>a. Ability to understand and observe agency’s operating procedures.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>b. Ability to participate in furthering the work and mission of the practicum site.</td>
<td>1 2 3 4 5 N/A</td>
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</table>
### 8. Self Knowledge

- a. Aware of personal values, motives, biases.
  
  1 2 3 4 5 N/A

- b. Aware of impact on others (clients/colleagues/supervisors)
  
  1 2 3 4 5 N/A

**Overall Relationship/Interpersonal Skills**

1 2 3 4 5 N/A

### Ethical Issues and Professional Conduct

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<tbody>
<tr>
<td>1.</td>
<td>Observes OPQ Ethical Code of Conduct.</td>
<td>1 2 3 4 5 N/A</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Observes practicum site rules and regulations.</td>
<td>1 2 3 4 5 N/A</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Observes pertinent Quebec laws.</td>
<td>1 2 3 4 5 N/A</td>
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<td>4.</td>
<td>Identifies ethical issues.</td>
<td>1 2 3 4 5 N/A</td>
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<td>5.</td>
<td>Seeks appropriate information and consultation when faced with ethical issues.</td>
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<td>6.</td>
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**Overall Ethical Issues and Professional Development**

1 2 3 4 5 N/A

### Psychological Assessment

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5. Ability to clarify referral questions. & 1 2 3 4 5 N/A  
6. Ability to develop appropriate assessment strategy. & 1 2 3 4 5 N/A  
7. Ability to develop appropriate treatment recommendations and/or follow-up. & 1 2 3 4 5 N/A  
8. Ability to communicate assessment results to patients and other professionals. & 1 2 3 4 5 N/A  
9. Ability to integrate understandings of gender, ethnicity, sexual orientation or other diversity issues into assessment. & 1 2 3 4 5 N/A  

**Overall Psychological Assessment Skills**

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<td>6. Demonstrates an understanding of how gender, ethnic, cultural, and sexual orientation factors may influence interventions and takes these factors into account.</td>
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<td>10. Ability to formulate suitable termination recommendations.</td>
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<td>11. Ability to provide clear, well-integrated, timely, and concise progress notes, countersigned by supervisors.</td>
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12. Reports are well organized, succinct and provide useful and relevant recommendations to other professionals. | 1 2 3 4 5 N/A
---|---
13. Ability to accurately assess crisis situations including suicidality, violence potential, and the gravely disabled | 1 2 3 4 5 N/A
14. Develops responsible plans for intervening in crisis situations including, for example, therapy referral, behavioral contracting, and voluntary and involuntary hospitalization | 1 2 3 4 5 N/A
15. Uses good professional judgment and knowledge of how to access community resources such as child or elder protective services | 1 2 3 4 5 N/A
**Overall Psychotherapy/Behavior Change Skills** | 1 2 3 4 5 N/A
---|---

**Consultation Skills**


<table>
<thead>
<tr>
<th></th>
<th>1 2 3 4 5 N/A</th>
</tr>
</thead>
</table>
1. Knowledge of the roles of other professionals. | 1 2 3 4 5 N/A |
2. Ability to effectively relate to other professionals in accordance with their unique patient care roles. | 1 2 3 4 5 N/A |
3. Ability to clarify consultation questions in relation to the particular needs, responsibilities and problems of the consultee. | 1 2 3 4 5 N/A |
4. Ability to choose an appropriate means of assessment to answer referral questions. | 1 2 3 4 5 N/A |
5. Ability to implement a systematic approach to data collection in a consultative role. | 1 2 3 4 5 N/A |
6. Consultative reports are well organized, succinct and provide useful and relevant recommendations to other professionals. | 1 2 3 4 5 N/A |
**Overall Consultation Skills** | 1 2 3 4 5 N/A |
---|---

**Skills in Application of Research**


<table>
<thead>
<tr>
<th></th>
<th>1 2 3 4 5 N/A</th>
</tr>
</thead>
</table>
1. Understands and applies theory and research knowledge related to practice in the setting. | 1 2 3 4 5 N/A |
**Overall Skills in Application of Research** | 1 2 3 4 5 N/A |
### Supervision

<table>
<thead>
<tr>
<th></th>
<th>Deficient</th>
<th>Needs Improvement</th>
<th>Good</th>
<th>Very Good</th>
<th>Excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Ensures that no clinical services are delivered without the oversight of a qualified supervisor.</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Attends supervisory sessions regularly and punctually.</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Demonstrates professional work habits (e.g., duty hours, personal appearance, etc.).</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Maintains working rapport with supervisor(s).</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>Accurately reports clinical activities to supervisor(s).</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>Accepts supervisory input regarding performance.</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7.</td>
<td>Incorporates supervisory directives in service delivery.</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
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</tr>
<tr>
<td>8.</td>
<td>Is aware of when to seek additional supervision or referral.</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.</td>
<td>Demonstrates emotional adjustment and maturity.</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
<td></td>
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<tr>
<td>10.</td>
<td>Is well-prepared for supervision.</td>
<td>1 2 3 4 5</td>
<td>N/A</td>
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</tr>
</tbody>
</table>

**Overall Use of Supervision**

1 2 3 4 5 N/A

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**Global Evaluation of Trainee**

**STRENGTHS:**

**NEEDS:**

**RECOMMENDATIONS FOR FUTURE TRAINING:**
*Supervisor signature indicates that feedback on clinical performance to date has been given to the trainee. Once completed and signed, please provide copies of this evaluation to the student.

**Trainee signature indicates only that the feedback was given. Trainees who do not agree with the feedback may contest the evaluation by speaking to the McGill Practicum Supervisor who will contact the site and set up a meeting in discuss and resolve evaluation issues.

Send the evaluation with original signatures to:

Dr. Jack De Stefano
Doctoral Practicum Supervisor, McGill University
McGill University
Counselling Psychology
EDPC 784: Doctoral Field Experience
Trainee Evaluation Form

Student: ____________________________________________
Supervisor: _________________________________________
Director of Practicum Training Site: _______________________________
Practicum Training Site: ________________________________________
Dates of Training  FROM: ___________ TO: _________________
This is a(n):       Interim Evaluation [ ]         Final Evaluation [ ]

Hours of Training
Please indicate the nature and the extent (i.e., hours) of training experiences provided below. The trainee is expected to complete weekly logs of hours for every activity listed and to submit these to the site supervisor for his/her initials. For the mid-point evaluation, please calculate the hours to date. For the final evaluation, please indicate the total hours from the beginning to the end of the doctoral practicum at this site.

Domains of Training
In completing the evaluation grids below, please rate this trainee’s abilities compared to other trainees at a similar level of training. Indicate your evaluations in the areas of Relationship and Interpersonal Skills, Ethical Issues and Professional Conduct, Psychological Assessment Skills, Intervention Skills, Consultation Skills, Skills in Application of Research, and Supervision.

1. Deficient: Functions at a level substantially below that of trainees at this year level. Performance is deficient and unsatisfactory. Remedial action is required.
2. Needs improvement: Functions at a level somewhat below that expected of trainees at this year level. Closer supervision is required.
3. Good: Functions at a level appropriate to the year of training.
4. Very Good: Functions at a level above that expected of trainees at this year level.
5. Excellent: Functions at a superior level relative to other trainees at this level.
N/A  Not Applicable

Successful Completion: Students are required to have a minimum score of 3 in all categories to successfully complete the practicum requirements and earn a passing grade for the course.
Training experiences for the time period ending: _________________.

**Direct client contact**

- Individual adult therapy cases ______ total hours
- Individual child/adolescent therapy cases ______ total hours
- Couple and family therapy cases ______ total hours
- Group therapy leadership ______ total hours
- Assessment (Adults) ______ total hours
- Assessment (Child/Adolescents) ______ total hours
- Consultation ______ total hours

**Indirect client contact**

- Observation of individual therapy ______ total hours
- Observation of child/adolescent therapy ______ total hours
- Observation of family therapy ______ total hours
- Observation of group therapy ______ total hours
- Observation of assessments ______ total hours

**Supervision**

- Individual Supervision ______ total hours
- Group Supervision ______ total hours

**Activities to support practice** ______ total hours

---

1 *Direct contact:* a training activity (usually face to face) where students intervene with a client and/or any significant member of the client’s system (e.g.: teacher, parent, executive/manager) directly linked with the provision of psychological services.

2 *Individual supervision:* activities where the supervisor observes the student deliver a service, reviews an audio/video taped session of service delivery with the student, or where the student presents an ongoing case for discussion and review.

3 *As per the Excel Tracking Log - Activities to support practice.*
### Relationship & Interpersonal Skills

<table>
<thead>
<tr>
<th>1. With clients:</th>
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<tbody>
<tr>
<td>a. Ability to take a respectful, professional approach with clients.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>b. Ability to form a working alliance with clients including those with different cultural backgrounds.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>c. Ability to deal with conflict, negotiate differences.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>d. Ability to understand and maintain appropriate professional boundaries.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>e. Knowledge about the nature and impact of diversity in different clinical situations.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<th>2. With colleagues:</th>
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<td>a. Ability to work collegially with fellow professionals including those of different backgrounds from that of the trainee.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>b. Ability to work effectively with diverse others in assessment, treatment and consultation.</td>
<td>1 2 3 4 5 N/A</td>
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<th>3. With supervisors:</th>
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<td>a. Ability to work collaboratively with the supervisor.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td>b. Ability to self-reflect and self-evaluate regarding clinical skills and use of supervision.</td>
<td>1 2 3 4 5 N/A</td>
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<th>4. With support staff:</th>
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<tbody>
<tr>
<td>a. Respectful of support staff roles and individuals</td>
<td>1 2 3 4 5 N/A</td>
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<th>5. With teams at clinic:</th>
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<td>a. Ability to participate fully in team’s work.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>b. Ability to understand and observe team’s operating procedures.</td>
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<th>6. With community professionals:</th>
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<td>a. Ability to communicate professionally and work collaboratively with community professionals.</td>
<td>1 2 3 4 5 N/A</td>
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</table>
7. With the practicum site:
   a. Ability to understand and observe agency’s operating procedures. 1 2 3 4 5 N/A
   b. Ability to participate in furthering the work and mission of the practicum site. 1 2 3 4 5 N/A

8. Self Knowledge
   a. Aware of personal values, motives, biases. 1 2 3 4 5 N/A
   b. Aware of impact on others (clients/colleagues/supervisors) 1 2 3 4 5 N/A

Overall Relationship/Interpersonal Skills 1 2 3 4 5 N/A

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<td>1. Observes OPQ Ethical Code of Conduct.</td>
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<td>2. Observes practicum site rules and regulations.</td>
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4. Ability to formulate the case including diagnosis, risk assessment, and identification of behavioral targets for change.  
   1 2 3 4 5 N/A

5. Ability to clarify referral questions.  
   1 2 3 4 5 N/A

6. Ability to develop appropriate assessment strategy.  
   1 2 3 4 5 N/A

7. Ability to develop appropriate treatment recommendations and/or follow-up.  
   1 2 3 4 5 N/A

8. Ability to communicate assessment results to patients and other professionals.  
   1 2 3 4 5 N/A

9. Ability to integrate understandings of gender, ethnicity, sexual orientation or other diversity issues into assessment.  
   1 2 3 4 5 N/A

**Overall Psychological Assessment Skills**  
   1 2 3 4 5 N/A

**Intervention Skills**

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</table>
### Counselling Psychology Graduate Students’ Handbook

**10. Ability to formulate suitable termination recommendations.**

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>N/A</th>
</tr>
</thead>
</table>

**11. Ability to provide clear, well-integrated, timely, and concise progress notes, countersigned by supervisors.**

<table>
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<th>3</th>
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<th>5</th>
<th>N/A</th>
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</table>

**12. Reports are well organized, succinct and provide useful and relevant recommendations to other professionals.**

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**13. Ability to accurately assess crisis situations including suicidality, violence potential, and the gravely disabled**

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**14. Develops responsible plans for intervening in crisis situations including, for example, therapy referral, behavioral contracting, and voluntary and involuntary hospitalization.**

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**15. Uses good professional judgment and knowledge of how to access community resources such as child or elder protective services**

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### Overall Psychotherapy/Behavior Change Skills

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### Consultation Skills

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1. Knowledge of the roles of other professionals.

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2. Ability to effectively relate to other professionals in accordance with their unique patient care roles.

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3. Ability to clarify consultation questions in relation to the particular needs, responsibilities and problems of the consultee.

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4. Ability to choose an appropriate means of assessment to answer referral questions.

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5. Ability to implement a systematic approach to data collection in a consultative role.

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</table>

6. Consultative reports are well organized, succinct and provide useful and relevant recommendations to other professionals.

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<tr>
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### Overall Consultation Skills

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### Skills in Application of Research

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1. Understands and applies theory and research knowledge related to practice in the setting.

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### Overall Skills in Application of Research

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*Revised January 8, 2019*
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<tbody>
<tr>
<td>1. Ensures that no clinical services are delivered without the oversight of a qualified supervisor.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>2. Attends supervisory sessions regularly and punctually.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>3. Demonstrates professional work habits (e.g., duty hours, personal appearance, etc.).</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>4. Maintains working rapport with supervisor(s).</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>5. Accurately reports clinical activities to supervisor(s).</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>6. Accepts supervisory input regarding performance.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>7. Incorporates supervisory directives in service delivery.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>8. Is aware of when to seek additional supervision or referral.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>9. Demonstrates emotional adjustment and maturity.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
<tr>
<td>10. Is well-prepared for supervision.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Overall Use of Supervision**

1 2 3 4 5 N/A

**Global Evaluation of Trainee**

**STRENGTHS:**


**NEEDS:**


**RECOMMENDATIONS FOR FUTURE TRAINING:**
(Signature of supervisor*)  
(Date)  

(Signature of student**)  
(Date)  

*Supervisor signature indicates that feedback on clinical performance to date has been given to the trainee. Once completed and signed, please provide copies of this evaluation to the student.

**Trainee signature indicates only that the feedback was given. Trainees who do not agree with the feedback may contest the evaluation by speaking to the McGill Practicum Supervisor who will contact the site and set up a meeting in discuss and resolve evaluation issues.

Send the evaluation with original signatures to:

Director of Clinical Training  
McGill University,  
Counselling Psychology Program  
Counsellingpsych.education@mcgill.ca
1. The Outline (please append a hard copy of the outline to this document)

Title of the Outline: ________________________________

Student: _______________________________________

Approved by: ____________________________   Approved by: ____________________________

Supervisor: ____________________________   Second Reader: ____________________________

Signature: ____________________________   Signature: ____________________________

Date: ____________________________   Date: ____________________________

2. The Timetable

Expected Date of Draft to Supervisor: ____________________________

Final Due Date of Paper: ____________________________

Note. The form should be completed to this point at the time the examination begins.

3. The Final Evaluation

Supervisor: Pass ☐ Fail ☐   Second Reader: Pass ☐ Fail ☐

Signature: ____________________________   Signature: ____________________________

Date: ____________________________   Date: ____________________________

Name of Potential Third Reader: ____________________________

NOTE. IT IS THE RESPONSIBILITY OF THE STUDENT TO ENSURE THAT ALL REQUIRED SIGNATURES ARE ON THIS FORM AND THAT THE COMPLETED FORM IS GIVEN TO THE DIRECTOR OF TRAINING.
4. Remedial Procedures

This section of the form is only used if there is a failing grade in section 3.

a) For Reader Disagreement

Date of Submission to Third Reader: ______________________________

Third Reader Grade: Pass ☐ Fail ☐

Third Reader Signature: ______________________________

Date: ______________________________

b) For Two Failing Grades

Date of Resubmission: ______________________________

Supervisor: Pass ☐ Fail ☐ Second Reader: Pass ☐ Fail ☐

Signature: ______________________________ Signature: ______________________________

Date: ______________________________ Date: ______________________________

Final Grade: Supervisor: Pass ☐ Fail ☐

Signature of Director of Training: ______________________________

Date: ______________________________

Notes: Signature of the Director of Training on this form is only required in the event that one of the remedial procedures has been followed. A student may only fail the comprehensive examination once. Failure to pass the comprehensive examination a second time will result in termination of the student from the doctoral program.
The signatures below attest to this student having successfully defended her or his PhD thesis research proposal at a formal meeting of the thesis supervisory committee.

**Student:** ____________________________
(Please print name clearly)

**Thesis Title:**
________________________________________________________________________
________________________________________________________________________

**Date/Time:** __________________________

**Place/Room:** _______________________

**Committee Members:**

<table>
<thead>
<tr>
<th>Name</th>
<th>Signature</th>
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McGill University
Counselling Psychology
EDPC 786 – Thesis Research Proposal
Defense Form
## Counselling Psychology Doctoral Program Comprehensive Examination Grading Rubric

<table>
<thead>
<tr>
<th>Student: __________________________</th>
<th>Evaluator: __________________________</th>
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<table>
<thead>
<tr>
<th>Category</th>
<th>Fail</th>
<th>Pass</th>
<th>Pass with Distinction</th>
</tr>
</thead>
<tbody>
<tr>
<td>APA style (e.g., format, grammar, spelling)</td>
<td>No consideration of APA style</td>
<td>Adequate APA style; few errors</td>
<td>Perfect style</td>
</tr>
<tr>
<td>Sophistication of writing (clear thesis statement and coherent narrative)</td>
<td>Disjointed and convoluted</td>
<td>Proficient: clear and concise, adheres to thesis statement</td>
<td>Expert: clear, concise, very strong argument</td>
</tr>
<tr>
<td>Identification and description of relevant theoretical and empirical literature (accurate and comprehensive summary of literature)</td>
<td>Unclear description/ Insufficient identification of literature</td>
<td>Clear description/ Adequate identification of literature</td>
<td>Expert description/ comprehensive identification of literature (constructs, methods, and findings are clear)</td>
</tr>
<tr>
<td>Synthesis of theoretical and empirical literature (integration of multiple studies to further rationale)</td>
<td>Inadequate synthesis</td>
<td>Adequate synthesis: relationships are apparent</td>
<td>Expert synthesis: sophisticated discussion of relationships</td>
</tr>
<tr>
<td>Critique (identification of contradictions, gaps, and inconsistencies)</td>
<td>Inadequate critique</td>
<td>Proficient critique</td>
<td>Expert critique</td>
</tr>
<tr>
<td>Implications for research and practice (e.g., identification of areas for further study; articulation of potential research questions)</td>
<td>No implications presented or implications are not related to the literature; failed to address both research and practice</td>
<td>Implications are proficient in drawing upon the literature; implications have some practicality</td>
<td>Implications are derived expertly from the synthesis and critique; implications are practical and explicit</td>
</tr>
</tbody>
</table>

- Both readers must give passing scores in all categories to be considered a passing grade.
- A failing score in any category will result in a failing grade. If the two readers both give a failing grade, then the candidate is provided feedback and she or he has 4 weeks to revise and resubmit the paper.
- If the two readers disagree on whether the paper should receive a passing grade, then the third reader will be asked to review the paper. If the third reviewer gives a passing grade (i.e., scores of pass or pass with distinction in all categories), then the candidate passes her or his comprehensive examination based on the majority rule. If the third reader gives a failing grade in any category, then feedback is provided to the candidate who then has 4 weeks to revise it and resubmit.
Student Guide to the APPIC Process

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Overview of the APPIC process

The APPIC Match is an online application process that allows students to apply to many sites in North America through one online system. According to the APPIC Website:

*Students who are interested in participating in the APPIC Match for psychology internship programs may register for the Match at the National Matching Services web site. The APPIC Post Match Vacancy Service provides information on internship positions that are available at the conclusion of the Match.*

*Students may search for internship programs using the APPIC Directory Online.*

*APPIC provides the APPIC Application for Psychology Internships (AAPI), a standardized application for use by students who are applying to internship programs.*

*APPIC provides e-mail lists that may be of interest to students, including MATCH-NEWS (news and information about the APPIC Match) and INTERN-NETWORK (a discussion list for internship applicants and current interns).*

The training programs that participate in the APPIC match have met a certain level of training standards, and many of these programs automatically meet the requirements of the Doctoral Internship outlined in our program’s handbook. However, you must ensure that the training requirements outlined in our handbook are met by each training program. There are both accredited and non-accredited training programs available through APPIC (most non-accredited are newer and in the process of applying for accreditation).

**Pros and Cons applying through APPIC**

You are encouraged to apply through APPIC for the internship requirement of the McGill Counselling Psychology Program. It is a very time consuming task, and very competitive. As of 2014 there are no sites in Quebec to apply to through APPIC. If you do not apply through APPIC it is your responsibility to ensure that your internship training program meets the training standards outlined by our program.

The advantage of to applying to APPIC is that you receive a stipend and can receive training in clinical areas that might be of special interest to you. However, it may be difficult to re-locate if you have a partner or family to leave behind. This is a major consideration, and although many individuals will leave their partner for the training year, how this decision will impact your home life is worthwhile to consider.

If you are applying to sites in the United States, be aware that in the past there have been issues with work visas (e.g., historically it was a J1 VISA and now you apply under a TN VISA). This is not a major problem, as many of the students in our program have matched to sites in the US, but you need to look into visa requirements when applying to sites outside of Canada.
General Timeline

The general sequence of steps for the application process and their timelines are the following:

- Prior to applying:
  a) You must complete your Comprehensive Exams, and you are STRONGLY encouraged to complete your Proposal Defense EDPC 786 (i.e., Colloque) prior to the application date as many programs do not take applicants that have not completed their proposal defense.

- Summer of the year you apply:
  a) Create your AAPI profile (see below);
  b) Sign up for Match News and possibly Intern-Network (this is an intern and applicant discussion forum, but this can be somewhat anxiety inducing as it is applicants discussing all things about the application process).

- September:
  a) Ask for reference letters;
  b) Start to write your essays;
  c) Start to aggregate all previous practicum hours;
  d) Order university transcripts.

- October:
  a) Prepare your CV;
  b) Read through brochures of sites to decide where to apply;
  c) Write cover letters;
  d) Submit request to DCT to sign off on your ‘Summary of Doctoral Experience” (early October).

- November:
  a) Submit applications (Some applications are due November 1st);
  b) Submit applications (Other applications are due November 4th and 8th);
  c) Submit applications (Many are due November 15).
• December:
  a) Submit applications that are due December 1st;
  b) By mid-December you will have heard back from most sites about getting offered;
  c) Interview (some sites take longer, such as the end of December).

• January:
  a) Month of interviews!

• February:
  a) Early February you submit your rankings for the sites that you want to be trained with (see ranking section below).

• March:
  a) Second round of matching (if you do not match in the first round there is a second round of the APPIC application);
  b) Write new cover letters and modify other aspects of the application etc.).

What is the AAPI?

The AAPI online application is your ‘APPIC Application’- this is the online portal that you sign up for when you begin the application process.

• To sign up for the AAPI:
  a) Go to the APPIC website: http://www.APPIC.org
  b) Click on AAPI/APPA
  c) Click on AAPI Internship Application Information
  d) Click on Applicant Portal (takes you to a new page that says “Click here”)
  e) Sign up for the AAPI

What is needed for the AAPI?

• Personal and Academic Information.

• Applicant Code: see section below on ‘Applicant Code Number’.

• Transcript: only graduate level transcripts.
• Cover Letters: tailored to each site.

• Essays: four different 500 word essays (not necessary to tailor to each site).

• CV.

• Reference Letters: most sites require 3, some require 4; some sites require a specified format, please see section on CCPPP reference letters

• Summary of Doctoral Experience: once you have completed the ‘Summary of Practicum Experiences’, this information is then transferred to the ‘Summary of Doctoral Experience’ which needs to submitted to the program’s Director of Training as they need to sign off this and submit it - see details in ‘Summary of Doctoral Experience’ Section below.

• Summary of Practicum Experiences (MA and PhD hours are listed separately)
  a) All clinical hours have to be within the context of a course, if you have clinical hours outside of a course or if you have clinical experience from an employment setting this can be added at the end of “Additional Information”;
  b) Hours of Supervision (both group and individual);
  c) Assessment Experience (Child and Adult separate);
  d) Assessment Tools Used;
  e) Number of Integrated Assessment Reports;
  f) Intervention Hours;
  g) Support Activities (hours spent writing notes, receiving didactic training, preparing for session/case conceptualization, writing reports etc., professional reading);
  h) Additional Information (practicum hours spent in different work settings, e.g., hospital vs. counselling service; theoretical orientation; group therapy hours; hours spent with different populations, e.g., men/women, diverse sexual orientations/gender identities, different ethnicities etc.).

• Internship Program Designations (where you search for and list the sites you wish to apply to. This has the complete list of available sites and is usually only available as of Oct. 1 each year).

**Applicant Code Number for the Match**

The AAPI online application must be completed but this is not the same as ‘The Match’. Applicants must register for the Match as well and receive a unique ‘Applicant Code Number’. The following information can be found under the ‘Applicant Code Number’ of the Application List in the APPI:
“IMPORTANT NOTE: The Applicant Code Number for the APPIC Match is NOT required in order to submit your application to any training sites. However, this number is required for you to participate in the APPIC Match, as described below.

Applicants who are applying to programs that participate in the APPIC Match must register for the Match and receive a unique, five-digit Applicant Code Number in order to participate in the Match. Please note that APPIC Match registration is a completely separate process from the AAPI Online registration -- in other words, applicants must register separately for both the AAPI Online AND the APPIC Match.

Get your ‘Applicant Code Number’ before you apply, it helps to have your code number on your cover letters/CV etc.

The following link is provided in order to receive the ‘Applicant Code Number’ and register for the ‘Match’:  http://www.natmatch.com/psychint

The APPIC Directory

Directory Website: https://membership.APPIC.org/directory/search

Here you can find a list of most of the sites available through the APPIC Match Process. (See next section for information on where to find sites not listed in the APPIC directory). If you click “Search by program criteria”- you can search for sites by country, province, accreditation, client population (children, couples etc.), stipend etc. Once you do the search, a page will appear providing you with initial information about the site, such as the name, the location and the application due date.

Once you click on the site you will be provided with all of the site information. Most importantly:

• Find the name, email and address of the training director (for cover letters or questions).
• Find the brochure
  o The brochure is the most important document for each site. These brochures are very long, and you need a sufficient amount of time to read through each one (your cover letters should be written based on the information you find in the brochures);
  o The brochure outlines everything you need to know about the site, and about the application process, what they are looking for, what rotations they offer, how to structure your cover letter etc.;
  o The brochures allow you to know if a site is very attractive to you in terms of what training you are looking for;
  o The brochures allow you to tailor your cover letters to highlight the qualities that you have that they may be interested in;
  o The brochures are usually located in the section labelled “Brochure website address” or you may have to search for them on the Internship site’s website.
• When you scroll down the page you will find a section on what types of students are accepted (e.g., counselling, clinical etc.);
• If a site indicates that they do not take counselling students, it is worth contacting them to inquire further. Some individuals have gotten interviews at these (this is rare though!). Try not to be discouraged if they do not take counselling students, it is likely that this site would probably not have been a good match for you;
• There is also a section on what types of students have gotten the positions at each site previously (clinical vs counselling etc.);
• There is also a section that briefly outlines the description of the training program.

What is the CCPPP and why does it matter for me?


The CCPPP is the “Canadian Council for Professional Psychology Programs”. This is the general description provided on the CCPPP website:

“The Canadian Council of Professional Psychology Programs (CCPPP) represents the various university-based psychology programs and psychology internship settings in Canada that train professional psychologists such as clinical psychologists, counselling psychologists, and clinical neuropsychologists, as well as other branches of professional psychology.”

When applying for internship through the National Matching Service, most of the time you will find sites listed in the APPIC directory ([https://membership.APPIC .org/directory/search](https://membership.APPIC.org/directory/search)). However there are some Canadian sites that are not listed in the APPIC directory. Instead they are listed in the CCPPP directory. Some sites may be listed in both the APPIC and CCPPP directories (The "Training Program Designations" can provide you with all available programs.)

When you are submitting your applications, those contained in the CCPPP directory sites still have an APPIC Match Number, and will be provided in the list of sites that you can apply for in your APPI online. This is confusing, but just think of these sites as just being in a different directory, but apply the same rules through your AAPI online application.

The CCPPP website has a student section that contains the directory of internship sites to apply for (make sure you do not click “Academic Programs” because this will give you graduate programs in psychology as well).


Once you have clicked on the directory link, you will see that you can search by province (again
make sure you are under the “Internship” column). Once you see a site listed in the directory, you can click on “View setting information” and here you will find the name, email, and address of the training director (which is important for each cover letter). You can then usually find a link to either the website of the training site, or their brochure. Some sites will link you directly to the brochure, others you will have to search for it on their website.

Please see below for information pertaining to the type of reference letter requested by CCPPP sites.

**CCPPP Reference Letter Guidelines**

Some of the sites that are part of CCPPP, or listed in the CCPPP directory, want applicants to give their referees a form/set of guidelines for writing reference letters.


Why is this important?
- You have to find out if the CCPPP sites requires/prefers the reference letters to follow the CCPPP guidelines (these do not apply to sites outside of Canada).
- Usually the brochure of the site will indicate if they require that the reference letters be written in the CCPPP format.
- If the site is part of the CCPPP/found in the CCPPP directory and it is not outlined in their brochure what format they want the reference letters, you should email the training director to be sure. Many say it is optional, but some say required.
- This means that you may have to ask your referees for two different types of reference letters so plan accordingly. If you are using the same referee for multiple sites (as most applicants do) then you would upload a regular reference letter to all sites not requiring the CCPPP format, and upload the CCPPP format to those that require it. Make sure these are labelled well.

**Reference Letters**

- Most sites are looking for 3 reference letters NOT including your DCT Summary of Doctoral Training Experience.
- One letter should be (or has to be) from your primary research supervisor.
- Think of those individuals that know your clinical skills well, that you had for a substantial amount of time (if they only supervised a few client contact hours this may not be viewed as someone who knows your clinical skills well).
- If applying to diverse types of training sites (e.g., hospital, community-based, university
counselling centres) try to have reference letters from a supervisor that supervised you in each setting.

- Often times (especially if you are filling out the CCPPP format) a referee will want a template or outline of what is to be covered, or what you think is helpful for them to mention, in the reference letter.
- Ask for reference letters in September (mid-September at the latest), and give reminders of when they are due to be submitted (the submission process can be a little confusing for them to do, so giving clear instructions and possible help may be important).
- It is a big task to write reference letters, so you should not ask referees to have letters that are unique to each site (with everything to worry about, you don’t want to think that your referee addressed a training director by the wrong name and site).
- You may need to remind referees of the work you did at their site they know are your strengths.
- You add your referees into the AAPI via the ‘References’ section and click ‘Add new entry’.

**Tracking Client Contact Hours**

Track every contact hour you have with any client. The program’s tracking form is designed to be used from your first session with a client. The tracking form can be found in the program handbook. A sample form is included in Appendices.

- Time2Track: [https://time2track.zendesk.com/hc/en-us](https://time2track.zendesk.com/hc/en-us) is a tracking tool that maps onto the AAPI, it allows you to fill in all of your client contact hours and then can transmit them to your AAPI (it is a great tool, although you do not have to use it).
- Make sure you track all supervision hours, whether these were group or individual.
- Track the types of assessments that you did, and the assessment tools you have used, scored, interpreted, or have been trained on. Track tools that you have used for both clinical and research purposes.
- Track any consulting you did (talking with a psychiatrist, social worker etc. about a case because these can count as consulting hours).
- Get involved in groups and track these hours. Also if you are doing a workshop/presentation to the community or other clinicians, this can often be considered consulting, so make sure that you are counting this as well.
- All supervisors (MA, PhD) have to sign off on your hours, so do this throughout your degrees, because it is a lot more difficult to track people down after three years.
- Keep the demographic information of clients, you can submit this in the AAPI so that sites know the types of populations you have worked with.
• When you take the “Supervision of Supervision” course (Edpc 780), you can count the hours that you supervise as client contact, so keep these hours logged as well.

**Summary of Doctoral Experience and What to Submit to Your Director of Clinical Training (DCT)**

• Once you have tracked all of your hours, and have inputted these into you AAPI, you have to send a request to your DCT to sign off on your ‘readiness for internship’. This means that the DCT is giving the ‘ok’ that your clinical hours are correct and that you have met the program requirements that allow you to start internship.

• You have to give the DCT time to be able to look over your file and submit this in ample time. You have to provide your DCT with spreadsheets that showcase your hours at each site, and the signed documents from your supervisors at these sites. Please see an example spreadsheet in the Appendices.

• Once you send the request to your DCT through the AAPI (Summary of Doctoral Experience Section), they will get an email and they will have access to your Summary of Practicum Experience (i.e. your past client contact hours).

• Within the Summary of Doctoral Experiences you have to fill in:
  o assessment and intervention hours
  o progress on research (e.g. comps completed, proposal defense completed, data collection completed etc., or the dates that these will be completed)

• IMPORTANT: Your DCT has to write a short summary as to why you are ready to begin internship. This is basically a summary of what you had previously completed in your degree, your types of clinical experience, as well as some strengths. Think of this as a mini reference letter. It is important for you to provide your DCT with an outline of this prior to sending them the request through the AAPI.

**What to Include in the APPIC CV**

You can choose the format of the CV (the following list is only a suggestion, other sections can be included or removed). The CV will be long (approx. 10 pages).

Suggestions of CV sections to include:

• Education
• Academic Scholarships and Awards
• Clinical Experience (provide brief description of the client populations and the tasks you
performed, e.g. groups, couple therapy, individual, outreach)

- Clinical Supervision Experience
- Teaching Experience
- Outreach
- Publications
- Presentations
- Theses
- Research Experience (brief description of each)
- Professional Membership
- Administrative Experience (brief description of each)
- Journal Reviews
- Select training workshops attended (good place to show off specific training)
- Referees

Cover Letters

The cover letter is often said to be one of the most important parts of your application. It is your first opportunity to present yourself, make yourself stand out, and showcase your past experiences as well as your training goals for internship. Some choose to showcase goals more in the cover letter and less than in the autobiographical essay.

Unlike much of the application, the cover letter NEEDS to be tailored to each site. You address it to the training director of the site, and often you have to make it clear which rotations you are applying to (Adult Mental Health Track vs Child Psychology Track etc.). A few sites may ask you to also address certain things in the cover letter (e.g. one site asked to state your theoretical orientation in the cover letter).

General suggestions for letters:

- “Sell the fit”: Write the cover letter as if you are showcasing an argument as to why you are the correct ‘fit’, convince them through your description of your past experiences and the your clinical qualities that you are perfect for their site.
- Spend time with the site brochure!! You have to gain a really good understanding of the ‘culture’ of the site, the work they do, the qualities they are looking for, and the clinical experiences that they value, and then work to highlight how you are an ideal candidate. Although it may seem obvious to you as to why you are a great fit, they do not know you and need to be clearly shown the ‘evidence’ as to why you are the right candidate.
The APAGS Workbook discusses guidelines for the cover letter, a summary of these are the following:

- Use strong language
- List rotations/experiences
- Be authentic
- Be enthusiastic

You can have a basic template for the cover letter (usually the opening paragraph can remain much the same, but just highlight the site and the rotations you are applying to)

Some past students suggested keeping the cover letter brief, however many students choose to have longer letters (approx. 1.5 to 2 single space pages, 12 pt font)

Suggestions for the flow of the cover letter:

- Intro paragraph showcasing enthusiasm for the site (make sure to write the correct site name!) as well as the rotations/tracks you are applying for, your internship goals, and some general strengths you have that make you an ideal ‘fit’ for that site.
- General recap of past training and clinical experiences: state your total number of client contact hours in this paragraph, it is a quick way of positioning yourself. Highlight those experiences that are in line with the site you are applying to (e.g. groups, client populations, hospital vs. counselling experience) and close each paragraph with a recap of the strengths you showcased at that site, or how what you learned there would be ideal for working with the site you are applying to.
- Briefly discuss the populations you have worked with and the orientation/interventions used with diverse presenting problems, especially linking to the populations that are listed in the rotations with the site you are applying to.
- Briefly discuss your research area (if this is linked to research at the site highlight this) or express any interest you have in projects/research topics that the site has.

See the sample letter in the Appendices.

Cover Letter Resources:

- Past applicants are your best resource, they are the only ones that know the ins and outs of this process, so get a few different people to read over the letters;
- Get any past supervisors/training directors that you can to read your letter;
- APAGS Workbook;
The Interview Process

Phone vs. In-person interviews

The general knowledge, and match statistics, show that there is no difference in terms of matching to a site if you do a phone or an in-person interview. Some sites (e.g., NL) only offer phone interviews because the cost to travel there is so expensive.

- Advantages of In-person: They get to meet you in person (possibly get a better read on you personally); you get to see the site and experience the ‘vibe’ of the training and work setting.

- Advantages of phone interviews: Cost-effective; less tiring; you can have notes in front of you (which can be very helpful!).

- Some general advice:
  - Save money and fly to the sites that you are very interested in (unless this is less feasible, e.g. flying to BC/Alberta);
  - Go to as many in-person interviews as you can, keeping in mind that many sites are used to doing phone or Skype interviews;
  - Be aware of flight schedules, delays, etc. Interviews can be very tiring, so prioritize flying to sites that you are very interested in, and phone interviews for sites that you are less interested in;

Interview Questions

See appendix for list of possible interview questions.

- Some of the most common questions to prepare for:

  Tell me about yourself?
  Why are you a good fit for our training program?
  Tell us about a difficult case, your case conceptualization, as well as interventions and treatment (prepare one of these to discuss!!)
  Describe your theoretical orientation.
  How can our program meet your internship goals?
  What are your clinical strengths and weaknesses?
  How to do a suicide risk assessment.
  Describe an ethical dilemma and how you handled it.
  What are the characteristics of a good intern?
  What are the characteristics of a good supervisor?
  Describe a problem you have encountered with a supervisor and how you addressed the problem
Describe your dissertation research.
What would you describe as your career aspirations?
What do you do for fun/to relax?

Some sites can ask very unique questions such as: “What is the specific role of the psychologist on a multidisciplinary team?” or “What would you do if you disagreed with an assessment/diagnosis and treatment plan of a consulting psychiatrist on your team, for one of your clients?”

At almost every site you will be asked to read a case and either give a diagnosis, or describe your conceptualization and possible treatment plan (these often include suicidality). At some sites you are given an ethical dilemma and asked to discuss the dilemma and how to handle it.

• Have questions ready to ask your interviewers (see also in Appendix), such as:

What would you say is a strength of the training program?
What are the qualities of an intern that has done well in this training environment?
What are some of the research opportunities?
What would you say is particularly challenging about this training program?

You will also have an opportunity to meet with past interns of the training site and you can ask them confidential questions. (see Appendix for possible questions). Remember that even though these meetings are confidential the interns may be asked to give their overall impression of the candidate, so be professional!

Interview Preparation Resources:

  o The CCPPP website lists questions to prepare for, as well as questions to ask the faculty: http://CCPPP.ca/index.php/en/interview-questions
  o The APAGS workbook

What is the general format of the interview day?

• You will never be interviewed by only one person even when on the phone/Skype.
• You will often have a large meeting with the training director and possibly other interviewees, this can be before or after your interview, and you will be given time to meet with past interns. This means that each sites takes about half a day or a full day to interview with, and often includes a lunch/snacks.
• There is a large range of interview formats that you will encounter. Most are structured interviews, where the team will alternate asking you questions.
• Some interviews have an informal very warm feel, and others can have a very formal structured feel, so do not be concerned if they differ in this way.
Interview Tips

- Eat before the interview!! You will already be tired/nervous, so having a hunger headache will not help you. Even if you do not like to eat in the mornings, eat something small.
- Bring a bottle of water.
- Bring gum mints (many are all day interviews and often we would have lunch that needed to have gum afterwards).
- If you have room, bring comfortable walking shoes that you can slip into a briefcase/bag.
- If flying, be prepared to lose your luggage and make sure to carry-on your suit/skirt and the items most necessary for your interview.
- If a female and wearing a skirt, bring extra panty hose as your may need back-ups.
- Bring copies of your CV with you.
- Bring a note pad to take notes on.
- Be early!! Often times you are navigating a city you do not know that well, so make sure to leave yourself extra time prior to the interview.
- Try to give yourself a day in between interviews. It may make sense to try to get them all over with, but each one feels like running a 10 km race. You need rest and relaxation in between! Seriously, at LEAST one day in between interviews.
- Do not overanalyze every question that is asked, trust what you said in the moment because you may feel great about the interview right after, and then as time passes you will second guess everything you said. Remember, this is just part of the process, and EVERYONE will doubt what some of their answers were.
- Remember that if you are there for the interview they already believe you are competent and a strong candidate, relax, trust yourself and your training.
- Let your personality shine through!! People want to work with individuals that are authentic and nice people to be around. The match is about clinical competencies, but it is also about the types of people that they wish to have join their work environment/team.

Tips for the Ranking Process

- No site can find out how you ranked, and they are not allowed to ask you.
- When you are ranking, it is set up to "favour the student". What this means is that, you really should rank exactly the order that you want. You do not have to anticipate who would rank you as first because if you rank how you want the sites it does not matter because the process will follow your list. This is a bit confusing, so here is an example: If I ranked sites as follows: Site A, Site B, Site C etc. but I am worried that I interviewed better with B and C and think I should rank them first, this is a flawed way of looking at it. There is no consequence if I put A first, if I really want it, because if Site A does not rank me highly and therefore they get their first 2 or 3, site B becomes my new number 1 site, and so on etc. So even if sites C felt the best and you feel you have the best chance, that doesn't matter, because if you place A and B in front of it because you truly want those sites over C that is how you should rank.
Most students who Match (more than 80%) get their top two choices.

Try as much as you can to be guided by how you think you would fit into the program, and also how well they meet your training needs (sites will also know if they can't meet your needs).

Use factors like geography or pay as valid reasons to consider sites, especially geography. It is difficult to be far away from family (especially children) and you need to consider how this could impact your training year.

Make the rankings and trust your gut. You will second guess yourself, but try to imagine your reaction to getting the Match email. What one truly makes you the most excited? Then go with that.

What I Wish I Would Have Known Before Doing APPIC

At the MA stage:
- Count your client-contact hours meticulously (the spreadsheet provided by the program is a great tracking tool, even keep track of client populations, age, sexuality, gender, presenting problem).
- When you do an assessment practicum, get ‘real’ clients, not friends/volunteers to do the tests on because these count as ‘real’ assessments when counting your hours.
- Track your supervision hours.
- Get your client-contact hours, supervision hours, and non-direct hours signed by your supervisor—> this also applies to your testing/assessment practicum!!
- It is your responsibility to show your DCT where your hours come from and that you have evidence of a supervisor signing off on them!
- Start thinking about the practicum sites you want to apply to in the PhD, and try to structure your PhD program of study so that it fits in a large amount of practicum time. Plan on doing two practica.

At the PhD stage:
- Get as many hours as you can. Bottom line, you are not competitive if you are not reaching at least 600 direct-client contact hours.
- Seek out assessment/testing experience – this is a weakness of our program, and most of the doctoral practicum sites do not have opportunities for assessment, and
this will work against you, especially if you are applying to hospital sites. Try to seek out a part time practicum with a site/someone that can give experience in administering diverse tests (IQ, Memory, Academic, Personality). 95-100 assessment hours are considered in the lower end.

- Be aware of where each hour fits. For example “Intake/Structured Interview” is considered Intervention, not Assessment; “Program Development” is considered Intervention, not Support Hours (this can be confusing!)

- Seek out practicum sites that will provide you with diverse experiences (group and individual therapy with diverse age groups, ethnicities, presenting problems etc., workshop, outreach, program evaluation etc.). The more diverse your past experiences are, the better it is to sell a ‘fit’ to many sites.

- If you know that you want a certain site early in your PhD (many people don’t know this very early on), take a look at what they are seeking in an applicant, and seek these experiences out.

- Get experience at both a counselling site, as well as a hospital/community setting. Most sites are either a counselling centre or a hospital/community centre, and you want to be able to sell yourself to both.

- Get your colloquium done before the October of when you are applying- most sites require that you defend your thesis proposal prior to applying. There is often no wiggle room with this, some will drop the application right away if you have not defended your proposal.

- Give yourself a lot of time for each part of the application when you begin to do it in the fall. This is obvious advice, but it is genuine.

- Even if your hours are well-tracked, you need to give yourself time to combine the hours, put them into summary spreadsheets for you DCT to look over etc.
## APPIC APPENDIX A: Sample Clinical Contact Hours for DCT Summary

<table>
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<th>Sites and course numbers</th>
<th>Site 1 - EDPC 782</th>
<th>Site 2 - EDPC 782</th>
<th>Site 3 - EDPC 783</th>
<th>Supervision - EDPC 780</th>
<th>Total doctoral hours</th>
<th>Site 4</th>
<th>Assessment</th>
<th>Total McGill MA hours</th>
<th>Final Total Hours</th>
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November 12, 2013
Elizabeth Whelan, PhD, R. Psych.
Assistant Professor and Training Director
University Centre, UC 5000
Memorial University of Newfoundland
St. John's, Newfoundland
Canada A1C 5S7

Dear Dr. Whelan,

It is with great enthusiasm that I am applying to the Memorial University Counselling Centre Doctoral Professional Psychology Residency Programme. The training opportunities offered with your internship program are ideally suited to my clinical interests, and would provide me with the training needed to achieve my internship goal of broad-based generalist training with diverse adult populations. I am impressed by the diversity of clinical training opportunities available with your program. As I aspire to not only enhance my clinical intervention skills, but also my skills in assessment, career counselling, consultation, and group therapy, a position within your internship program would certainly meet these training needs. I have developed clinical, research, and applied skills that have prepared me well for the internship opportunities you offer, and I am confident that these make me an excellent fit for your internship program.

Throughout my graduate training I have completed five field placements, amounting to over 2000 clinical hours, more than 750 of which were direct client contact. I have extensive experience working with a university population, as I have worked as an intern at the McGill University Counselling Service for two years.

During this time, I have honed my skills in psychological assessment, crisis intervention, treatment planning, and short-term evidence-based individual, group, and couple therapy. I developed and facilitated therapy groups for Generalized Anxiety, and provided outreach workshops on stress and anxiety management to students, faculty and staff at McGill University. I have also been involved in other outreach programs with the McGill Counselling Service, creating an outreach video informing the student population of the mental health services available to them, and providing psychoeducation to the students and staff during Mental Health Week at McGill University. I have worked with clients with diverse mental health concerns such as mood and anxiety disorders, adjustment difficulties, issues concerning identity, grief, interpersonal difficulties, and academic and career concerns. In this setting, I have also conducted career testing (Myers-Briggs Type Inventory and the Strong Interest Inventory), and provided feedback sessions with clients. I sought additional assessment experience in a private practice setting (Centre XYZ) conducting psychological, memory, intelligence, and achievement tests, writing integrated reports and conducting feedback sessions.
Through these clinical experiences I have worked with adolescents and adults of diverse ethnic, economical, educational and cultural backgrounds presenting with a variety of mental health problems. My experience working in diverse therapeutic modalities with a university population, as well as receiving training in multiple therapeutic orientations such as cognitive-behavioural, emotion-focused, and compassion-focused therapy, have prepared me well for a position within your internship program. Additionally, my strong conceptualization skills, particularly from a developmental perspective, and ability to provide evidence-based interventions, coupled with my natural compassion and motivation to learn are assets I bring to the internship experience. Throughout my doctoral training I have also completed a practicum at the Royal Victoria Hospital’s Sex and Couple Clinic. I became adept at conducting clinical assessments and psychotherapy with individuals and couples diagnosed with sexual dysfunctions, chronic illnesses and mood and anxiety disorders. Working in a multidisciplinary team highlighted the importance of multiple perspectives in informing the treatment process. Throughout these experiences I came to appreciate the complex interplay of physical and mental health problems, and further broadened my conceptualization and intervention skills to include biological and systemic factors.

In addition to my previous goals, I am interested in further developing as a clinical supervisor and teacher. I have received graduate level training in supervision, and have supervised four Master’s practicum students both individually and in a group setting. This was a rewarding endeavor and I am thrilled at the prospect of assuming a supervisory role during my internship. Additionally, I have been teaching psychology courses at the college level for two years and being in this role has been profoundly fulfilling. My experiences and training in both teaching and supervision are unique assets to bring to your internship program. I enjoy being in a leadership position, and would hope to continue my growth in these positions throughout internship.

My primary research interests lie in ________________________________. As a researcher and clinician, I am committed to a career that combines clinically relevant research with empirically informed practice, and I aspire to continue and expand my current research throughout my internship. The prospect of working with Family Medicine residents would be an exciting opportunity both as a clinician, and possibly to further the scope of my research. In summary, I am an enthusiastic learner and a compassionate and dedicated clinician who hungers for new training experiences. My diverse clinical training and extensive experience working with a university population, coupled with my collaborative nature, strong work ethic and ability to work effectively in a multi-disciplinary team make me an ideal fit for your internship program. Please do not hesitate to contact me at (514) XXX XXXX, or by email at XXXXX. I want to thank you for your consideration of my application and look forward to discussing your training program and my specific qualifications in more detail.

Sincerely,

XXXX, MA
Doctoral candidate
APPIC Match Number: xxxxx
November 12, 2013  
Paul Freeman, Ph.D., R.Psych  
Director of Training  
Suite 500 33 Alderney Drive  
Dartmouth, Nova Scotia B2Y 2N4

Dear Dr. Freeman,

It is with great enthusiasm that I am applying to the Nova Scotia Capital District Mental Health Internship in Clinical Psychology. The training opportunities offered with your training program are ideally suited to my clinical and research interests, and would provide me with the training needed to achieve my internship goal of broad-based generalist training with diverse adult populations. I am impressed by the diversity of clinical training experiences available at your site and the prioritization of inter-professional collaboration. I have developed clinical, research, and applied skills that have prepared me well for internship, and am confident that these make me an excellent fit for your internship program.

Throughout my graduate training I have completed five field placements, amounting to over 2000 clinical hours, more than 750 of which were direct client contact. At the McGill Counselling Service I honed my skills in psychological assessment, crisis intervention, treatment planning, and short-term evidence-based individual, group, and couple therapy. I developed and facilitated therapy groups for Generalized Anxiety, and provided outreach workshops on stress and anxiety management to students, faculty and staff at McGill University. I sought additional assessment experience in a private practice setting (Centre MDC) conducting psychological, memory, intelligence, and achievement tests, writing integrated reports and conducting feedback sessions.

During my practicum with the Royal Victoria Hospital’s Sex and Couple Clinic and Urology Department I gained experience and training with a hospital population. I became adept at conducting clinical assessments and psychotherapy with individuals and couples diagnosed with sexual dysfunctions, chronic illnesses as well as mood, personality and anxiety disorders. I completed a rotation in the Urology department conducting biopsychosocial assessments and developing treatment plans for men with sexual dysfunctions and mental health concerns. I continued in this role in the Urology department for an additional year as an employee. Throughout these experiences I came to appreciate the complex interplay of physical and mental health problems. Working in a multidisciplinary team highlighted the importance of multiple perspectives in informing the treatment process. The extensive training I have received in a hospital setting working with individuals with diverse mental health concerns has left me well equipped for many of your training opportunities.
My previous clinical experiences have entailed working with adults of diverse ethnic, economical, educational and cultural backgrounds presenting with a variety of mental health problems (e.g. mood, anxiety and personality disorders, interpersonal problems, adjustment difficulties). My experience working in diverse therapeutic modalities, as well as receiving training in multiple therapeutic orientations such as cognitive-behavioural, emotion-focused, and mindfulness-based therapy, have left me well prepared for a position within the Adult Mental Health Rotation. Additionally, my strong conceptualization skills and ability to provide evidence-based interventions, coupled with my natural compassion and motivation to learn are assets I bring to the internship experience.

My primary research interests lie in___________________________. As a researcher and clinician, I am committed to a career that combines clinically relevant research with empirically informed practice, and I aspire to continue and expand my current research throughout my internship. The prospect of working within the Shared Care Collaborative Mental Health setting would be an exciting opportunity both as a clinician, and possibly to inform or further the scope of my research. Additionally, I grew up in a rural Maritime environment and look forward to working with individuals in a rural family practice setting.

I am also interested in receiving training in the Intensive Short-Term Dynamic Therapy program. I have recently attended Dr. Allan Abbass’s ISTDP workshop in Montreal and became intrigued and excited at the opportunity to receive training and experience in assessment and treatment from a short-term dynamic framework.

Finally, in addition to my goals of enhancing my clinical skills and expanding my research abilities, I am interested in further developing as a clinical supervisor and teacher. I have received graduate level training in supervision, and have supervised four Master’s practicum students both individually and in a group setting. This was a rewarding endeavor and I am thrilled at the prospect of assuming a supervisory role in the Clinical Supervision Minor Rotation. Furthermore, I have been teaching psychology courses at the college level for two years and being in this role has been profoundly fulfilling. My experiences and training in both teaching and supervision are unique assets to bring to your internship program. I enjoy being in a leadership position, and would hope to continue my growth in these positions throughout internship by leading groups, supervising practicum students and being involved in outreach and consultation initiatives.

In summary, I am an enthusiastic learner and a compassionate and dedicated clinician who hungers for new training experiences. My diverse clinical training coupled with my collaborative nature, strong work ethic and ability to work effectively in a multi-disciplinary team make me an ideal fit for your internship program. Furthermore, it is a personal and professional goal of mine to return to Nova Scotia to begin my professional career. Please do not hesitate to contact me at XXX-XXXX, or by email at XXXX. I want to thank you for your consideration of my application and I would enjoy meeting with you in person to discuss your training program and my specific qualifications in more detail.

Sincerely,
XXXX, MA
APPIC Match Number: xxxxx
**APPIC APPENDIX D**

*Possible interview questions*

**General**

So, what do you want to know about us?

Explain to me your predominant theoretical orientation and how this orientation influences your approach to therapy or assessment.

Describe a particularly challenging therapy case. How did you conceptualize the patient's problem? How did you treat the patient? What happened?

Tell me about your dissertation. When will you finish your dissertation?

Where do you see yourself in 5 or 10 years? Academia, private practice?

Why do you want to come here?

What do you want to accomplish on internship?

Tell me why you are a good fit for this program.

What drew you to our program?

What rotations do you want?

Describe to me a particular strength you would bring to this program.

Describe to me a particular weakness in your training.

What are my professional weaknesses?

Tell me about your strengths and weaknesses as a clinician, assessor, supervisee and researcher

What are my professional aptitudes/talents?

Tell me about the most difficult thing you have experienced in graduate school.

So, tell us about yourself (get ready for this one, I was asked and hadn’t prepared an answer to such a specific question!!)

If you could have one book on your bookshelf as a psychologist, what book would that be? How has that book influenced your thinking as a psychologist?
What do you think are the top five characteristics of a good intern?

What do you like to do for fun and stress relief? Do you have any hobbies?

Give an example of a time where your personal characteristics helped you to work well with others while under stress.

**Ethics:**

Describe an ethical dilemma you have faced during your training, and how did you deal with it?

Under what conditions can/should psychologists break confidentiality?

Describe how you hand those at risk of suicide:

**Supervision:**

What are the characteristics of good supervision?

What type of supervision do you feel you benefit from most?

What have you learned about yourself from supervision?

Tell me about a time your boss or your supervisor made a decision you didn’t agree with and how you handled it.

Tell me about a negative/rewarding supervisory experience.

**Research:**

What is your Ph.D. dissertation topic? How is your research progressing?

How did you get interested in your Ph.D. dissertation topic?

What is the clinical relevance of your Ph.D. dissertation topic?

What are some of the ethical dilemmas posed by your Ph.D. dissertation research?

What research would you want to pursue here?

What are your research interests and how have they evolved?

Describe one way in which your research has affected your clinical work and in which your clinical work has affected your research.
**Other Questions:**

What types of populations do you want to work with?

What type of setting do you want to work in?

What type of research do you want to do?

Have you worked with underserved populations?

Tell me what you would do with an anxious or depressed patient?

What types of groups have you led and how did you lead them?

What types of patients have you not liked working with and why?

What are your favorite patients you have worked with?

What is your theoretical orientation?

What client populations have you worked with?

What would you do if you weren’t in psychology?

What have you done to deal with shortcomings?

What non-psychology experience has helped shape your professional identity?

Where do you see the profession heading?

What qualities are characteristic of a good clinical psychologist (or supervisor)?

What is the role of the psychologist in a multidisciplinary team?

Tell me about yourself? (include both professional and personal interests?

What do you see as your personal strengths and weaknesses?

What do you do in your spare time?

What unique qualities would you bring to our training program?
**Assessment:**

What is your experience in assessments?

Tell us about an instrument with which you feel competent.

What psychological tests are you familiar with?

What is your opinion on projective tests?

Conceptualize a recent case (or conceptualize a case presented to you as a vignette).

What further assessment training do you need?

**Treatment:**

Describe a case that was unsuccessful. Why?

What further therapy training or experiences do you need?

What empirically validated treatments are you familiar with?

Have you had any experience with group therapy? If so, describe.

How do you describe your therapeutic style?

**Client/Patient Information:**

What sorts of clients have you worked with? Which were you most comfortable with? Least comfortable with? Most effective with?

How do you work with and understand people with different ethnic or cultural backgrounds?

Explain how you have integrated multicultural issues into your clinical work and your research

**Miscellaneous:**

What else would you like me to know about you that is not apparent from your CV?

What is your experience working with other professionals on a multidisciplinary team?

Describe your understanding of child development and how it guides your clinical work.

If you could have one (psychology) textbook on your bookshelf, what would it be and why?

What books/articles have you read recently?
The following list is not exhaustive and is just suggestive in terms of what you may want to ask the faculty or past interns of different training programs.

**Questions for Current Interns**

What is the relationship between interns and faculty?

How have you liked your experience here?

Do you feel you get adequate supervision?

Do you really have time to do research?

What is the best/worst rotation? Why?

Are the faculty members supportive of interns?

How many hours do you work per day/ per week?

What is the quality of didactic seminars?

Any changes they would make in the internship?

Availability of post-docs at that site

What is it like to live in that geographic area?

Is housing affordable?

If you had to choose an internship site again, would you still rank this site high on your list?

**Questions for Faculty**

What are you looking for in an intern?

I am particularly interested in _____ rotation. Could you expand on ________.

Will there be opportunities to get ________ experiences.

Can you tell me more about your research?

What opportunities do students have to work with diverse populations?
What types of jobs do interns usually take after finishing here?

Are there any opportunities for interns to stay on and take postdoctoral positions here?

What types of theoretical orientations do faculty here hold?

Are supervision experiences typically held in an individual or group format?

What is the division of assessment/therapy/research experiences in a typical week?

Are there library/on-line computer resources available to interns here in the hospital/university?

What do you feel are this internship’s biggest strengths?

Do you foresee any changes occurring in the next year in the rotations offered?
When a student elects to apply to an internship site that is not CPA or APA accredited, they should follow the guidelines below.

1. Be familiar with the McGill Counselling Psychology Program: Standards for Non-Accredited Pre-Doctoral Internship Sites (see below).

2. Review all online or printed available materials concerning the site to get a sense of whether or not the site is likely to meet the standards.

3. Print a copy of the Procedures for Non-Accredited (CPA or APA) Sites Accepting McGill Counselling Psychology Pre-Doctoral Interns and a copy of the Standards for Non-Accredited Doctoral Internship Sites and submit it with your letter of application to the site.

4. During your interview, review the Standards for Non-Accredited Pre-Doctoral Internship Sites with the site to ensure that the site can meet the McGill requirements. Interviews typically offer time for you to ask questions about the internship experience; focus some of your questions around the standards.

5. After the site has offered the internship, request that the personal responsible for training at the site reviews and signs the McGill Counselling Psychology Program: Standards for Non-Accredited Pre-Doctoral Internship Sites initialing each page. This document should be returned to the Director of Training at McGill by the Director of Training at the site along with a copy of your letter of acceptance.

6. Students are not permitted to begin an internship at a non-accredited site that has not submitted the signed Standards for Non-Accredited Pre-Doctoral Internship Sites.
1. When considering a intern from the Counselling Psychology program at McGill, the person responsible for training at the site must review these procedures along with the *Standards for Non-Accredited (CPA or APA) Doctoral Internship Sites*. Accepting an intern should indicate that you can comply with these standards.

2. Questions or clarifications about these procedures and standards should be directed to the McGill Counselling Psychology Program Director of Training, Dr. Jack De Stefano (jack.destefano@mcgill.ca). Candidates that you interview from the McGill Counselling Psychology Program may have questions concerning how your site complies with these standards.

3. When you are ready to make an offer to a student from the McGill Counselling Psychology Program, please sign a copy of the *Standards for Non-Accredited (CPA or APA) Pre-Doctoral Internship Sites* and initial each page. Return the document to Director of Training, McGill University, Counselling Psychology Program, 3700 McTavish Street Montreal, QC H3A 1Y2.

   It is also acceptable to send an electronic copy of the document in PDF form with your electronic signature from your institutional email. Please email: jack.destefano@mcgill.ca.

4. Send a copy of the letter of acceptance that you send to the student to Dr. De Stefano either by surface mail or in electronic form as indicated above.

5. The following documents must be sent by the site to the McGill Director of Training according to the timetable below.

<table>
<thead>
<tr>
<th>Document</th>
<th>Standard</th>
<th>Date Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter of offer</td>
<td>2</td>
<td>When offer is made</td>
</tr>
<tr>
<td>Site Policies and Procedures</td>
<td>2, 27</td>
<td>When offer is made</td>
</tr>
<tr>
<td>Individualized training plan for the intern</td>
<td>23, 24</td>
<td>Beginning of internship</td>
</tr>
<tr>
<td>Doctoral Evaluation Form (including hours log)</td>
<td>26</td>
<td>Mid-point of internship</td>
</tr>
<tr>
<td>Doctoral Evaluation Form (including hours log)</td>
<td>26</td>
<td>End of internship</td>
</tr>
<tr>
<td>Copy of the certificate/letter of completion</td>
<td>29</td>
<td>End of internship</td>
</tr>
<tr>
<td>Documentation concerning remediation</td>
<td>27, 28</td>
<td>As required</td>
</tr>
</tbody>
</table>
Organization of the Internship

1. The selection of candidates for an internship program occurs as the result of a systematic review of applicants’ qualifications by the site to determine the fit between applicants’ preparation and interests and the needs and operations of the internship program.

2. Candidates are given a letter of offer by the site. The letter includes a copy of the policies and procedures of the internship site.

3. The internship is a full-time commitment over the course of one calendar year or, half-time over the course of two, consecutive calendar years, a minimum of 1600 hours.

4. Because interns contribute to and support the training of their peers, the site admits at least two, and preferably more, interns each year.

5. Interns understand and play an integral role in the application of the agency’s mission; however, interns’ primary roles are as trainees. Interns do not spend more than two-thirds of their time providing direct professional service to clients.

6. Interns spend approximately 50% of their hours in direct services, 25% in supervision, and 25% in indirect service. Direct services are normally face-to-face contacts including interviewing, assessing, intervening, providing consultation to clients (groups, couples, families). Indirect services include any activities related to the provision of clinical services (e.g., report writing, observing assessment/intervention sessions, functioning within an inter-professional team, carrying out program or treatment evaluation, administrative work, staff meetings etc.)

7. Internship training is offered in an organized and coherent sequence of experiences and activities, providing exposure to a variety of problems and populations. Each successive experience:
   i. increases in complexity,
   ii. is commensurate with the increasing knowledge and skill, and readiness for autonomy of the intern as she/he progresses through the internship, and
   iii. facilitates the intern’s integration of her/his training experiences.

8. Professional practice within the discipline both informs and is informed by science. The way in which science and practice are integrated within the site is evident to interns.

9. The internship site provides interns with the administrative, educational, and supervisory support necessary to allow them to assume increasing responsibility for their professional practice over the course of the internship year.

10. By the conclusion of the internship year, interns’ have sufficient knowledge and skill in the in the assessment and intervention procedures listed below (i. - vii.) to render them eligible to pursue registration in any jurisdiction in Canada.
    i. psychological assessment
    ii. intervention (i.e., planning, techniques and evaluation)

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1 Recommended but not required.


iii. consultation (e.g., inter-disciplinary team functioning; other organizations such as schools and community agencies)
iv. program development and evaluation (e.g., methodology for total quality management, inter-professional service development and evaluation)
v. interpersonal relationships (e.g., therapeutic alliance and professional rapport, self-knowledge and the impact of therapist characteristics on professional relationships, effective communication)
vi. professional standards and ethics
vii. supervision.

11. Training encompasses a range of assessment and intervention procedures and is not restricted to a single type.

12. The site provides training in:
   i. empirically-supported interventions
   ii. more than one therapeutic modality (e.g., individual, couple, family, group).

13. The site adheres to national, provincial, and territorial standards and guidelines of professional practice in psychology, including but not limited to CPA’s Canadian Code of Ethics for Psychologists and Practice Guidelines for Providers of Psychological Services.

Supervision received by the intern

14. The site shall provide regularly scheduled clinical supervision.
15. Supervision takes place within a collaborative and respectful supervisor-supervisee relationship.
16. Supervision promotes and facilitates reflective critical analysis of professional services provided and the development of professional identity and skills.
17. Supervision is provided at the minimum rate of four hours per week related to direct service (interns’ interviewing, assessing, or intervening with patients/clients) or to activities to support this (e.g., progress/session notes, report writing, etc.).
18. Three of the four hours of supervision must be individual supervision. Individual supervision is defined as, “communication between a supervisor and supervisee in which the supervisor observes, or reviews audio or video tapes, or engages in case discussion concerning the supervisee’s delivery of services.” Individual supervision can be one-on-one; it also can occur in a group in which the trainee has a designated and regular amount of time to present her or his case(s). Only the designated hours are counted as individual supervision.
19. The remaining hour of the 4 hours of supervision required can be provided in any other group format including participation in the supervision received by another intern.
20. Supervision is provided by licensed doctoral-level psychologists with a minimum of two years post-doctoral experience.

Supervision provided by the intern

21. Training in supervision gives interns an opportunity to supervise junior graduate students. Any supervision provided by an intern is itself supervised by the intern’s supervisor(s). Didactic training in supervision in the form of seminars may also be offered.
22. Where interns provide supervision, this is considered direct service and is logged as such.
Evaluation

23. The supervisor or person responsible for training at the site shall prepare a written, individualized training plan to be reviewed with the intern at the beginning (within the first two weeks) of the year of the training and/or rotation.

24. The training plan focuses on the seven skills areas outlined above in # 10 (i.e., psychological assessment, intervention, consultation, program development and evaluation, interpersonal relationships, professional standards and ethics, and supervision).

25. At the beginning of the internship year, the site provides interns with a document outlining their policies and procedures. The document must contain policies and procedures that outline the appeal for a decision made by the site with respect to:
   i. decision to institute a remediation plan,
   ii. decision that an intern has failed to meet the provisions of the remediation plan,
   iii. decision to terminate an intern.

26. Using the Doctoral Evaluation Form located in the Program Handbook, the site provides written feedback to the intern that explicitly assesses the intern’s performance and progress in meeting training goals and objectives. Formal, written evaluation is completed by the supervisor at regular and pre-determined points. At minimum, the Doctoral Evaluation Form is completed at midpoint and the end of the internship. The written evaluation is reviewed with the intern who signs the document and is then forwarded to the McGill Director of Training. In completing the evaluation form, trainee’s abilities should be compared to other trainees at the same level (i.e. those who are completing predoctoral internship training).

27. If interns are not meeting the minimum site standards, the following procedures are followed:
   i. Interns must be advised of their substandard performance in writing.
   ii. Interns must be given a reasonable period of time and reasonable professional support to achieve standard performance. The site prepares a written remediation plan, agreed to by the site and the intern, that specifies the standards to be achieved and the plan for achieving them.
   iii. Both the site and the intern are responsible for fulfilling the terms of the remediation plan.
   iv. Interns may not be terminated from or allowed to complete the internship unsuccessfully, until the remediation plan is deemed unsuccessful in helping the intern achieve the specified performance standard.

28. The site issues a certificate or letter to interns who successfully complete internship. A copy is sent to the McGill Director of Training.

Diversity

29. Internship sites demonstrate their understanding and respect for human diversity and a commitment to human dignity and civil rights in all aspects of their operations including, but not limited to, the treatment of clients, staff, and interns.

30. The site comprehensively and systematically provides its interns with didactic instruction or practical experience about the variability in human diversity as it affects and is affected by psychological phenomena and professional practice.
31. The site makes reasonable accommodations for interns and staff with needs unique to their diverse status.

**Professional Psychology Staff**

32. Internship training is offered by an organized group of professional psychologists who collaborate in the planning, delivering and monitoring of psychological services within the site.

33. The staff is of sufficient size and stability so that an internship would not be compromised by the loss of a single staff member.

34. Staff involved as supervisors of interns are registered for the practice of psychology in the province in which the site is located.

35. Other professionals including doctoral-level psychologists in the process of obtaining licensure for independent practice, master’s-level practitioners of psychology, or suitably qualified and credentialed members of other professions may contribute to the training experiences of interns. The supervisory roles of other professionals cannot count towards the hour requirements for supervision.

36. Supervisors uphold relevant national and provincial or territorial professional and ethical standards and guidelines of practice.

**Treatment of Interns**

37. Interns are treated with the same dignity and respect accorded to professional psychology staff.

38. The value accorded interns’ input and contributions is evident within the operation of the site.

39. Interns’ contributions to research or other professional projects are credited appropriately (e.g., authorship of publications).

**Facilities and Resources**

40. Facilities and resources provided by the organization that are adequate to meet the needs of the interns and include:
   1. Quiet, accessible, secure and private work space,
   2. Secure storage of interns’ work,
   3. Efficient means of communication with supervisors and fellow interns (e.g., telephone, voice-mail, e-mail access),
   4. Policies and mechanisms to ensure patient confidentiality and protection of information when patient care and/or supervision are provided using electronic media,
   5. Secure and sound-dampened space in which to carry out professional activities with clients,
   6. Reasonable clerical support for service functions and training needs including the means to document progress notes, psychological reports and any other required written communication,
   7. Audio-visual resources necessary for supervision (e.g., audio-video recording equipment, therapy rooms with one-way mirrors),
viii. Computer access to include Internet, word-processing, and data analysis software wherever possible,
ix. Library facilities, including books, journals, and electronic access to same wherever possible,
x. Current and relevant assessment materials and supplies, facilities for group and individual tests; specimen sets of widely used tests, manuals, rating forms, recording forms, etc.

I have read the standards in this document and attest that
________________________________    (name of site)
is offering an internship conforming to these standards to
________________________________    (name of intern)
beginning on ________________________________    (date).

________________________________   (Signature)
________________________________   (Position)
________________________________   (Date)
Student: ___________________________________________

Supervisor: ________________________________________

Director of Practicum Training Site: ____________________________

Practicum Training Site: ________________________________________

Dates of Training FROM: ___________ TO: ________________

This is a(n): Interim Evaluation ☐ Final Evaluation ☐

**Hours of Training**

Please indicate the nature and the extent (i.e., hours) of training experiences provided below. The trainee is expected to complete weekly logs of hours for every activity listed and to submit these to the site supervisor for his/her initials. For the mid-point evaluation, please calculate the hours to date. For the final evaluation, please indicate the total hours from the beginning to the end of the doctoral practicum at this site.

**Domains of Training**

In completing the evaluation grids below, please rate this trainee’s abilities compared to other trainees at a similar level of training. Indicate your evaluations in the areas of Relationship and Interpersonal Skills, Ethical Issues and Professional Conduct, Psychological Assessment Skills, Intervention Skills, Consultation Skills, Skills in Application of Research, and Supervision.

1 Deficient: Functions at a level substantially below that of trainees at this year level. Performance is deficient and unsatisfactory. Remedial action is required.

2 Needs improvement: Functions at a level somewhat below that expected of trainees at this year level. Closer supervision is required.

3 Good: Functions at a level appropriate to the year of training.

4 Very Good: Functions at a level above that expected of trainees at this year level.

5 Excellent: Functions at a superior level relative to other trainees at this level.

N/A Not Applicable

**Successful Completion:** Students are required to have a minimum score of 3 in all categories to successfully complete the practicum requirements and earn a passing grade for the course.

Training experiences for the time period ending: ________________.
Direct client contact

Individual adult therapy cases _____ total hours
Individual child/adolescent therapy cases _____ total hours
Couple and family therapy cases _____ total hours
Group therapy leadership _____ total hours
Assessment (Adults) _____ total hours
Assessment (Child/Adolescents) _____ total hours
Consultation _____ total hours

Indirect client contact

Observation of individual therapy _____ total hours
Observation of child/adolescent therapy _____ total hours
Observation of family therapy _____ total hours
Observation of group therapy _____ total hours
Observation of assessments _____ total hours

Supervision

Individual Supervision2 _____ total hours
Group Supervision _____ total hours

Activities to support practice3 _____ total hours

---

1 Direct contact: a training activity (usually face to face) where students intervene with a client and/or any significant member of the client’s system (e.g.: teacher, parent, executive/manager) directly linked with the provision of psychological services.

2 Individual supervision: activities where the supervisor observes the student deliver a service, reviews an audio/video taped session of service delivery with the student, or where the student presents an ongoing case for discussion and review.

3 As per the Excel Tracking Log - Activities to support practice.
### Relationship & Interpersonal Skills

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</thead>
<tbody>
<tr>
<td><strong>1. With clients:</strong></td>
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<tr>
<td>a. Ability to take a respectful, professional approach with clients.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>b. Ability to form a working alliance with clients including those with different cultural backgrounds.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>c. Ability to deal with conflict, negotiate differences.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td>d. Ability to understand and maintain appropriate professional boundaries.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td>e. Knowledge about the nature and impact of diversity in different clinical situations.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<td><strong>2. With colleagues:</strong></td>
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<tr>
<td>a. Ability to work collegially with fellow professionals including those of different backgrounds from that of the trainee.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td>b. Ability to work effectively with diverse others in assessment, treatment and consultation.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td><strong>3. With supervisors:</strong></td>
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<tr>
<td>a. Ability to work collaboratively with the supervisor.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>b. Ability to self-reflect and self-evaluate regarding clinical skills and use of supervision.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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<td><strong>4. With support staff:</strong></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Respectful of support staff roles and individuals</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td><strong>5. With teams at clinic:</strong></td>
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<tr>
<td>a. Ability to participate fully in team’s work.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td>b. Ability to understand and observe team’s operating procedures.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<td><strong>6. With community professionals:</strong></td>
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<tr>
<td>a. Ability to communicate professionally and work collaboratively with community professionals.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td><strong>7. With the practicum site:</strong></td>
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<tr>
<td>a. Ability to understand and observe agency’s operating procedures.</td>
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<tr>
<td>b. Ability to participate in furthering the work and mission of the practicum site.</td>
<td>1</td>
<td>2</td>
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</tr>
</tbody>
</table>
1. **Self Knowledge**

a. Aware of personal values, motives, biases.  
   - 1 2 3 4 5 N/A

b. Aware of impact on others (clients/colleagues/supervisors)  
   - 1 2 3 4 5 N/A

**Overall Relationship/Interpersonal Skills**  
- 1 2 3 4 5 N/A

---

**Ethical Issues and Professional Conduct**

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<tbody>
<tr>
<td>Observes OPQ Ethical Code of Conduct.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Observes practicum site rules and regulations.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Observes pertinent Quebec laws.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Identifies ethical issues.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Seeks appropriate information and consultation when faced with ethical issues.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Timeliness (e.g., notes, reports, meetings and appointments).</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Successfully manages fees and payments.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Presentation of case material in an organized manner.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Protects and maintains confidentiality of case materials.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Monitors own professional behavior and provides unimpaired psychological services.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Uses resources that support healthy functioning when experiencing personal distress.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Maintains working rapport with colleagues/other professionals in case conferences, team meetings etc.</td>
<td>1 2 3 4 5 N/A</td>
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**Overall Ethical Issues and Professional Development**  
- 1 2 3 4 5 N/A

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**Psychological Assessment**

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<tbody>
<tr>
<td>Ability to utilize systematic approaches to gathering data to inform clinical decision making.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Knowledge of psychometric issues and assessment methods.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Ability to integrate assessment data from different sources for diagnostic purposes.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>Ability to formulate the case including diagnosis, risk assessment, and identification of behavioral targets for change.</td>
<td>1 2 3 4 5 N/A</td>
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</table>
5. Ability to clarify referral questions.

6. Ability to develop appropriate assessment strategy.

7. Ability to develop appropriate treatment recommendations and/or follow-up.

8. Ability to communicate assessment results to patients and other professionals.

9. Ability to integrate understandings of gender, ethnicity, sexual orientation or other diversity issues into assessment.

Overall Psychological Assessment Skills

Intervention Skills


1. Ability to manage general issues with the therapeutic relationship (i.e. limit-setting, missed appointments, termination, etc.).

2. Ability to formulate a therapeutic plan and goals (based on both a case assessment and a conceptual model of intervention).

3. Ability to develop and implement specific empirically-supported treatment methods.

4. Ability to effectively communicate skills that promote a therapeutic alliance, patient disclosure, and active problem exploration.

5. Ability to evaluate treatment efficacy/outcomes on an ongoing basis.

6. Demonstrates an understanding of how gender, ethnic, cultural, and sexual orientation factors may influence interventions and takes these factors into account.

7. Reviews and, when appropriate, modifies the therapeutic plan on the basis of an ongoing case assessment.

8. Recognizes therapeutic complications and instances of personal values, emotions or biases that may impair professional objectivity and conduct.

9. Ability to identify when and how collateral interventions, including family involvement, are indicated.

10. Ability to formulate suitable termination recommendations.

11. Ability to provide clear, well-integrated, timely, and concise progress notes, countersigned by supervisors.
<table>
<thead>
<tr>
<th>12. Reports are well organized, succinct and provide useful and relevant recommendations to other professionals.</th>
<th>1 2 3 4 5 N/A</th>
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<tr>
<td>13. Ability to accurately assess crisis situations including suicidality, violence potential, and the gravely disabled</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>14. Develops responsible plans for intervening in crisis situations including, for example, therapy referral, behavioral contracting, and voluntary and involuntary hospitalization</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>15. Uses good professional judgment and knowledge of how to access community resources such as child or elder protective services</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td><strong>Overall Psychotherapy/Behavior Change Skills</strong></td>
<td>1 2 3 4 5 N/A</td>
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**Consultation Skills**


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<tr>
<th>7. Knowledge of the roles of other professionals.</th>
<th>1 2 3 4 5 N/A</th>
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<tr>
<td>8. Ability to effectively relate to other professionals in accordance with their unique patient care roles.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>9. Ability to clarify consultation questions in relation to the particular needs, responsibilities and problems of the consultee.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>10. Ability to choose an appropriate means of assessment to answer referral questions.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>11. Ability to implement a systematic approach to data collection in a consultative role.</td>
<td>1 2 3 4 5 N/A</td>
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<tr>
<td>12. Consultative reports are well organized, succinct and provide useful and relevant recommendations to other professionals.</td>
<td>1 2 3 4 5 N/A</td>
</tr>
<tr>
<td><strong>Overall Consultation Skills</strong></td>
<td>1 2 3 4 5 N/A</td>
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**Skills in Application of Research**


<table>
<thead>
<tr>
<th>1. Understands and applies theory and research knowledge related to practice in the setting.</th>
<th>1 2 3 4 5 N/A</th>
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<tr>
<td><strong>Overall Skills in Application of Research</strong></td>
<td>1 2 3 4 5 N/A</td>
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### Supervision

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<tr>
<td>1. Ensures that no clinical services are delivered without the oversight of a qualified supervisor.</td>
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<td>2. Attends supervisory sessions regularly and punctually.</td>
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<td>3. Demonstrates professional work habits (e.g., duty hours, personal appearance, etc.).</td>
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<tr>
<td>4. Maintains working rapport with supervisor(s).</td>
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<tr>
<td>5. Accurately reports clinical activities to supervisor(s).</td>
<td>1</td>
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<td>6. Accepts supervisory input regarding performance.</td>
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<td>7. Incorporates supervisory directives in service delivery.</td>
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<td>8. Is aware of when to seek additional supervision or referral.</td>
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<td>9. Demonstrates emotional adjustment and maturity.</td>
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<td>10. Is well-prepared for supervision.</td>
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**Overall Use of Supervision**

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### Global Evaluation of Trainee

**STRENGTHS:**

**NEEDS:**

**RECOMMENDATIONS FOR FUTURE TRAINING:**
(Signature of supervisor*)  

_________________________________________  

(Date)  

_________________________________________  

(Signature of student**)  

_________________________________________  

(Date)

*Supervisor signature indicates that feedback on clinical performance to date has been given to the trainee. Once completed and signed, please provide copies of this evaluation to the student.

**Trainee signature indicates only that the feedback was given. Trainees who do not agree with the feedback may contest the evaluation by speaking to the McGill Practicum Supervisor who will contact the site and set up a meeting in discuss and resolve evaluation issues.

Send the evaluation with original signatures to:

Director of Clinical Training
McGill University
Counsellingpsych.education@mcgill.ca