Individualized Internship Goals:

Interns will develop at least **four personal goals for the internship year**. Goals should:

* Be based on the candidate’s practicum progress, program advising and supervision feedback, and/or personal achievement goals.
* Be realistic, yet challenging the intern to stretch personal comfort levels.
* Be based on consideration of the rubrics used to assess intern progress (e.g., *Professional Work Characteristics*, *Diversity Values and Dispositions*, or any of the NASP training domains measured by the *Field-Based Supervisor Evaluation*).
* Include at least one “Content Skill Development” and at least one “Personal/Interpersonal Skill Development” goal (among the four total goals).
* Be **specific, observable, and measureable**. Goal progress data must be collected and discussed with your supervisor at the end of each semester. If you suggest a goal was “met” at that time, a common response may be “How do we know it was met?” (i.e., be sure to have supportive data). Supportive data may come from more than one source/measure.

Sample intern goals:

1. **School Psychology Content Skill Development Goal #1**: I will improve my skill and understanding of school crisis intervention and prevention strategies. My attainment of this goal will be measured in the following ways: a) I will join and attend all district crisis team meetings, b) I will attend PREPaRE workshop #1 at the NASP conference in the spring, earning a certificate of attendance, c) On my formative field-supervisor evaluation at the end of the fall semester, I will earn at least a “4” on the five-point item #27 “*Provides or contributes to prevention and intervention programs that promote mental health*.”
2. **Personal/interpersonal Skill Development Goal #1:** During practicum, my supervisors provided feedback indicating my need to improve my oral communication during team meetings. I will improve my oral communication skills, as measured by the *Professional Work Characteristics* form. I will earn at least a “4” on the five-point oral communication item indicating “*Expresses self in an organized and clear manner.”* Additionally, I will earn at least a “3” on the four-point “*Interpersonal skills and communication*” item on all *Performance-based observation rubrics* completed by my field-based and university-based supervisors. Finally, in order to garner qualitative feedback, I will ask my supervisors to comment specifically about my oral communication skills when they observe me
3. **School Psychology Content Skill Development Goal #2:** I will improve my assessment skills with ethnically diverse students. While the internship requires me to be part of only two ethnically diverse cases each semester, I will seek out at least four assessment cases involving ethnically diverse learners each semester. I will include best practice evaluation strategies as needed in each case (e.g., increased use of qualitative strategies like interviewing and observing, use of cultural liaisons, use of nonverbal cognitive measures, etc.). I will address my culturally competent practice skills for at least 30 minutes of the required two hours of field-based supervision each week (extra notations will be made on my supervision hour log). Additionally, I will earn at least a “4” on all of the five-point items on the *Diversity Values and Dispositions* rubric, completed by my field-bases supervisor in the spring.

All goals will be developed near the end of the practicum year and must be approved by the field-based and university-based supervisors in the fall of the internship year. Once approved, the supervisors will agree to help support the intern’s stated goals. Goal progress will be re-assessed at the end of the first semester of the internship. At that time, the intern must set new goals to replace any goals deemed “met.” Unmet goals may be revised, if necessary.

1. SPSY Content Skill Development Goal #1:
2. SPSY Content Skill Development Goal #2:
3. Personal/interpersonal Skill Development Goal #1:
4. Personal/Interpersonal Skill Development Goal #2: