

Table 1

Toolkit Assessment Measures, Foundational and Functional Competencies, Formative and Summative Evaluation, and Developmental Level

Method	Overall broad competencies useful	Essential components of competencies useful	Formative and summative evaluation (notes types of evaluation most useful for most competencies)	Developmental level (notes levels most useful for)
360-degree evaluation	Foundational <ul style="list-style-type: none"> ● Professionalism ● Reflective practice ● Relationships ● Ethical and legal standards and policy ● Interdisciplinary systems Functional <ul style="list-style-type: none"> ● Supervision ● Teaching ● Administration ● Advocacy 	Foundational <ul style="list-style-type: none"> ● Individual and cultural diversity Functional <ul style="list-style-type: none"> ● Intervention 	Formative Summative	Readiness for internship Entry level to practice Advanced credentialing
Annual/rotation Performance Reviews	Foundational <ul style="list-style-type: none"> ● Professionalism ● Relationships ● Individual and cultural diversity ● Ethical and legal standards and policy ● Interdisciplinary systems Functional <ul style="list-style-type: none"> ● Supervision 	Foundational <ul style="list-style-type: none"> ● Reflective practice ● Scientific knowledge and methods Functional <ul style="list-style-type: none"> ● Assessment ● Intervention ● Research and evaluation ● Administration ● Advocacy 	Summative	Readiness for practicum Readiness for internship Entry level to practice Advanced credentialing
Case presentation reviews	Foundational <ul style="list-style-type: none"> ● Ethical and legal standards and policy Functional <ul style="list-style-type: none"> ● Intervention 	Foundational <ul style="list-style-type: none"> ● Professionalism ● Reflective practice ● Scientific knowledge and methods ● Relationships ● Individual and cultural diversity ● Interdisciplinary systems Functional <ul style="list-style-type: none"> ● Assessment ● Supervision ● Consultation ● Research and evaluations 	Formative Summative	Readiness for internship Entry level to practice Advanced credentialing
Competency Evaluation Rating Forms (CERF)	Foundational <ul style="list-style-type: none"> ● Professionalism ● Relationships ● Individual and cultural diversity ● Ethical and legal standards and policy Functional <ul style="list-style-type: none"> ● Intervention ● Supervision 	Foundational <ul style="list-style-type: none"> ● Scientific knowledge and methods ● Interdisciplinary systems Functional <ul style="list-style-type: none"> ● Assessment ● Research and evaluation ● Teaching 	Formative Summative	Readiness for practicum Readiness for internship Entry level to practice Advanced credentialing
Client/patient process and outcome data	Foundational <ul style="list-style-type: none"> ● Professionalism ● Relationships ● Individual and cultural diversity 	Foundational <ul style="list-style-type: none"> ● Ethical and legal standards and policy Functional <ul style="list-style-type: none"> ● Assessment ● Intervention ● Consultation 	Formative	Readiness for internship Entry level to practice Advanced credentialing

(table continues)

Table 1 (continued)

Method	Overall broad competencies useful	Essential components of competencies useful	Formative and summative evaluation (notes types of evaluation most useful for most competencies)	Developmental level (notes levels most useful for)
Consumer surveys	Foundational <ul style="list-style-type: none"> ● Professionalism ● Relationships ● Individual and cultural diversity Functional <ul style="list-style-type: none"> ● Supervision ● Administration ● Advocacy 	Foundational <ul style="list-style-type: none"> ● Scientific knowledge and methods ● Ethical and legal standards and policy ● Interdisciplinary systems Functional <ul style="list-style-type: none"> ● Assessment ● Intervention ● Consultation ● Teaching 	Formative Summative	Readiness for internship Entry level to practice Advanced credentialing
Live or recorded Performance ratings	Foundational <ul style="list-style-type: none"> ● Relationships ● Individual and cultural diversity ● Interdisciplinary systems Functional <ul style="list-style-type: none"> ● Consultation ● Administration 	Foundational <ul style="list-style-type: none"> ● Professionalism ● Scientific knowledge and methods ● Ethical and legal standards and policy Functional <ul style="list-style-type: none"> ● Assessment ● Intervention ● Research and evaluation ● Supervision ● Teaching 	Formative Summative	Readiness for practicum Readiness for internship Entry level to practice Advanced credentialing
Objective Structured Clinical Examinations (OSCEs)	Foundational <ul style="list-style-type: none"> ● Relationships ● Ethical and legal standards and policy Functional <ul style="list-style-type: none"> ● Assessment ● Intervention 	Foundational <ul style="list-style-type: none"> ● Professionalism ● Reflective practice ● Scientific knowledge and methods ● Individual and cultural diversity Functional <ul style="list-style-type: none"> ● Consultation ● Research and evaluation 	Summative	Readiness for internship Entry level to practice Advanced credentialing
Portfolios	Foundational <ul style="list-style-type: none"> ● Scientific knowledge and methods Functional <ul style="list-style-type: none"> ● Intervention ● Research and evaluation ● Teaching ● Administration 	Foundational <ul style="list-style-type: none"> ● Professionalism ● Reflective practice Functional <ul style="list-style-type: none"> ● Assessment ● Supervision 	Summative Formative	Readiness for practicum Readiness for internship Entry level to practice Advanced credentialing
Record reviews		Foundational <ul style="list-style-type: none"> ● Professionalism ● Ethical and legal standards and policy Functional <ul style="list-style-type: none"> ● Assessment ● Intervention ● Consultation ● Supervision 	Formative	Readiness for internship Entry level to practice Advanced credentialing
Simulations/role plays	Foundational <ul style="list-style-type: none"> ● Ethical and legal standards and policy 	Foundational <ul style="list-style-type: none"> ● Relationships Functional <ul style="list-style-type: none"> ● Assessment ● Intervention 	Formative	Readiness for practicum Readiness for internship Entry level to practice Advanced credentialing

(table continues)

Table 1 (continued)

Method	Overall broad competencies useful	Essential components of competencies useful	Formative and summative evaluation (notes types of evaluation most useful for most competencies)	Developmental level (notes levels most useful for)
Self-assessment	Foundational <ul style="list-style-type: none"> ● Reflective practice ● Individual and cultural diversity ● Ethical and legal standards and policy ● Interdisciplinary systems Functional <ul style="list-style-type: none"> ● Supervision ● Administration ● Advocacy 	Foundational <ul style="list-style-type: none"> ● Professionalism ● Scientific knowledge and methods ● Relationships Functional <ul style="list-style-type: none"> ● Assessment ● Intervention ● Consultation ● Research and evaluation ● Teaching 	Formative	Readiness for practicum Readiness for internship Entry level to practice Advanced credentialing
Standardized client/patient interviews	Foundational <ul style="list-style-type: none"> ● Ethical and legal standards and policy 	Foundational <ul style="list-style-type: none"> ● Scientific knowledge and methods ● Relationships ● Individual and cultural diversity Functional <ul style="list-style-type: none"> ● Assessment ● Intervention ● Research and evaluation ● Teaching 	Summative	Readiness for internship Entry level to practice Advanced credentialing
Structured oral examinations	Foundational <ul style="list-style-type: none"> ● Scientific knowledge and methods ● Ethical and legal standards and policy 	Foundational <ul style="list-style-type: none"> ● Professionalism ● Reflective practice ● Individual and cultural diversity ● Interdisciplinary systems Functional <ul style="list-style-type: none"> ● Assessment ● Intervention ● Consultation ● Supervision 	Summative	Readiness for practicum Readiness for internship Entry level to practice Advanced credentialing
Written examinations	Foundational <ul style="list-style-type: none"> ● Scientific knowledge and methods ● Ethical and legal standards and policy 	Foundational <ul style="list-style-type: none"> ● Individual and cultural diversity ● Interdisciplinary systems Functional <ul style="list-style-type: none"> ● Assessment ● Intervention ● Consultation ● Research and evaluation ● Teaching 	Summative	Readiness for practicum Readiness for internship Entry level to practice