



## HOW TO USE THE TRIE

The TRIE should be used both at the mid-point and at the end of the internship. It is important that sufficient time is given to complete this evaluation. Agreeing to supervise interns is a significant professional commitment made by a certified therapeutic recreation specialist who wants to make a contribution to the advancement of therapeutic recreation.

The supervisor rates the intern on each item using a five-point rating scale: (1) Consistently does not meet expectations, (2) Needs improvement in meeting expectations, (3) Meets expectations, (4) Frequently exceeds expectations, and (5) Consistently exceeds expectations.

The supervisor will place an X in each appropriate column to rate the intern on each item. To score, the number of X's are added in each column, then multiplied by the value of that column: 1, 2, 3, 4 or 5. The total score is found by then adding the sums of all three columns.

Since an internship is a progressive learning experience, it may not be possible to evaluate the intern on each criterion at the mid-point. The scoring of the procedure is designed to allow for items that are not applicable (NA). In order to compute the average score for each section of Part One and Part Two, it is necessary to eliminate the number of NA's from the calculation. To compute the average score, the total score is divided by the number of items minus the number of NA's in that section.

Part Three is narrative, and is not scored.

Part Four, the scoring and grading scale, prompts the supervisor to compute the average score for the performance criteria, and to list the average score for the personal and professional development criteria. The two scores must then be added and an average score is obtained. It is this final score that determines the grade assigned by the site supervisor for the intern.



# THERAPEUTIC RECREATION INTERN EVALUATION

NAME OF INTERN \_\_\_\_\_

COLLEGE/UNIVERSITY \_\_\_\_\_

SITE SUPERVISOR \_\_\_\_\_

FACILITY \_\_\_\_\_

PHONE (217 \_\_\_\_\_) \_\_\_\_\_ 554- \_\_\_\_\_

ADDRESS \_\_\_\_\_

\_\_\_\_\_ MID-TERM EVALUATION

\_\_\_\_\_

\_\_\_\_\_ FINAL EVALUATION

\_\_\_\_\_

### RATING SCALE

- 5 Consistently exceeds experience
- 4 Frequently exceeds expectations
- 3 Meet expectations
- 2 Needs improvement in meeting expectations
- 1 Consistently does not meet expectations

### PART ONE: PERFORMANCE CRITERIA ASSESSMENT

The therapeutic recreation intern demonstrates:		1	2	3	4	5	NA
1.	Ability to assess <b>physical</b> needs and functioning.						
2.	Ability to assess <b>cognitive</b> needs and functioning.						
3.	Ability to assess <b>social</b> needs and functioning.						
4.	Ability to assess <b>emotional</b> needs and functioning.						
5.	Ability to assess <b>leisure</b> and <b>lifestyle</b> needs and functioning.						
6.	Ability to <b>select</b> appropriate assessment instruments.						
7.	Ability to <b>implement</b> appropriate assessment instruments.						
8.	Skills in interviewing techniques (listening, responding, and questioning).						
9.	Accurate behavioral observations.						
10.	Skill in the use of relevant information from records, charts, other professionals and family/significant others.						
11.	Ability to report assessment findings and recommendations based on analysis and interpretation of results from assessment procedures.						
COUNT NUMBER OF NA'S							
ADD TOTAL OF EACH COLUMN							
ADD TOTAL SCORE OF FIVE COLUMNS							
AVERAGE SCORE: TOTAL SCORE DIVIDED BY (11 ITEMS MINUS THE NUMBER OF NA'S)							



**TREATMENT PLANNING**

The therapeutic recreation intern demonstrates:		1	2	3	4	5	NA
1.	Ability to follow agency policy and procedures for documenting the treatment plan content.						
2.	Skill in using assessment data to formulate treatment plan.						
3.	Ability to involve the person served and/or significant parties in the development of the plan.						
4.	Skills in identifying specific problems, needs and/or strengths related to diagnosis, age, cultural and socioeconomic factors.						
5.	Skills in <b>writing</b> measurable behavior goals related to diagnosis, age, cultural and socioeconomic factors.						
6.	Skill in <b>identifying</b> appropriate individualized interventions to achieve desired outcomes with measurable goals based on diagnosis, age, cultural and socioeconomic factors.						
7.	Ability to collaborate in providing interdisciplinary interventions and programs.						
8.	Ability to utilize <b>activity</b> analysis for proper selection of treatment interventions.						
9.	Ability to utilize <b>task</b> analysis for proper selection of treatment interventions.						
COUNT NUMBER OF NA'S							
ADD TOTAL OF EACH COLUMN							
ADD TOTAL SCORE OF FIVE COLUMNS							
AVERAGE SCORE: TOTAL SCORE DIVIDED BY (9 ITEMS MINUS THE NUMBER OF NA'S)							



**PLAN IMPLEMENTATION**

The therapeutic recreation intern demonstrates:		1	2	3	4	5	NA
1.	Ability to use a minimum of six modalities/programs to reach treatment outcomes.						
2.	Leadership skill in group treatment.						
3.	Skill in therapeutic communication (listening, responding).						
4.	Skill in therapeutic relationship (trust, motivation).						
5.	Ability to implement agency treatment protocols.						
6.	Ability to develop written program descriptions/protocols.						
7.	Skill in the use of teaching/learning principles to reach positive outcomes.						
8.	Ability to use assistive techniques, devices and equipment to meet client goals.						
9.	Ability to involve the person served, family/significant others in the implementation process.						
COUNT NUMBER OF NA'S							
ADD TOTAL OF EACH COLUMN							
ADD TOTAL SCORE OF FIVE COLUMNS							
AVERAGE SCORE: TOTAL SCORE DIVIDED BY (9 ITEMS MINUS THE NUMBER OF NA'S)							

**EVALUATION**

The therapeutic recreation intern demonstrates:		1	2	3	4	5	NA
1.	Ability to <b>conduct</b> ongoing, timely, measurable and appropriate evaluation process.						
2.	Ability to <b>document</b> ongoing, timely, measurable and appropriate evaluation process.						
3.	Ability to <b>monitor</b> effectiveness of individual treatment plan.						
4.	Ability to <b>determine</b> effectiveness of individual treatment plan.						
5.	Ability to communicate evaluation of progress to treatment team and/or appropriate individuals.						
6.	Ability to revise individual treatment plan as necessary with input from the person served, treatment team and relevant others.						
COUNT NUMBER OF NA'S							
ADD TOTAL OF EACH COLUMN							
ADD TOTAL SCORE OF FIVE COLUMNS							
AVERAGE SCORE: TOTAL SCORE DIVIDED BY (6 ITEMS MINUS THE NUMBER OF NA'S)							



**DISCHARGE PLANNING**

The therapeutic recreation intern demonstrates:		1	2	3	4	5	NA
1.	Ability to summarize the person's response to treatment including current functional level and treatment outcomes.						
2.	Ability to develop discharge recommendations in accordance with the person's specific needs, interests and preferences.						
3.	Ability to document discharge plan in a timely manner in accordance with policy and procedure.						
4.	Ability to collaborate with the person served, family/significant others and treatment team members in developing comprehensive discharge plans.						
5.	Ability to contact and/or refer persons served to community resources.						
COUNT NUMBER OF NA'S							
ADD TOTAL OF EACH COLUMN							
ADD TOTAL SCORE OF FIVE COLUMNS							
AVERAGE SCORE: TOTAL SCORE DIVIDED BY (5 ITEMS MINUS THE NUMBER OF NA'S)							

**RECREATION SERVICES**

The therapeutic recreation intern demonstrates:		1	2	3	4	5	NA
1.	Ability to organize and provide appropriate recreational opportunities and services.						
2.	Ability to lead a minimum of ten recreational activities.						
3.	Ability to maintain recreational facilities and equipment in a clean and safe manner in accordance with health, fire and safety codes.						
COUNT NUMBER OF NA'S							
ADD TOTAL OF EACH COLUMN							
ADD TOTAL SCORE OF FIVE COLUMNS							
AVERAGE SCORE: TOTAL SCORE DIVIDED BY (3 ITEMS MINUS THE NUMBER OF NA'S)							



**ETHICAL CONDUCT**

The therapeutic recreation intern demonstrates:		1	2	3	4	5	NA
1.	Ability to discuss professional codes of ethics.						
2.	Compliance with all related agency standards of conduct						
COUNT NUMBER OF NA'S							
ADD TOTAL OF EACH COLUMN							
ADD TOTAL SCORE OF FIVE COLUMNS							
AVERAGE SCORE: TOTAL SCORE DIVIDED BY (2 ITEMS MINUS THE NUMBER OF NA'S)							

**MANAGEMENT**

The therapeutic recreation intern demonstrates:		1	2	3	4	5	NA
1.	Understanding of the department quality improvements plan.						
2.	Understanding of the department funding and reimbursement.						
3.	Understanding of the department budget and fiscal procedures.						
4.	Understanding of the agency's mission and purpose.						
5.	Understanding of organization and management of agency.						
6.	Ability to follow department plan of operation.						
7.	Ability to schedule therapeutic recreation services.						
8.	Skill in practicing safety, emergency, infection control and risk management procedures.						
COUNT NUMBER OF NA'S							
ADD TOTAL OF EACH COLUMN							
ADD TOTAL SCORE OF FIVE COLUMNS							
AVERAGE SCORE: TOTAL SCORE DIVIDED BY (8 ITEMS MINUS THE NUMBER OF NA'S)							



**PART TWO: PERSONAL AND PROFESSIONAL DEVELOPMENT CRITERIA**

The therapeutic recreation intern demonstrates:		1	2	3	4	5	NA
1.	Positive attitude						
2.	Enthusiasm						
3.	Self-confidence						
4.	Empathy						
5.	Flexibility						
6.	Willingness to learn						
7.	Judgment						
8.	Initiative						
9.	Respect and courtesy						
10.	Cooperation						
11.	Ability to evaluate personal strengths and weaknesses						
12.	Ability to accept constructive criticism						
13.	Professional dress according to setting						
14.	Work habits (timeliness, completeness, consistent quality of work)						
15.	Planning and organizational skills (time management, management of space and materials)						
16.	Interpersonal relationships (with supervisor, staff, customers)						
17.	Effective verbal communication skills (assertiveness, clarity, organization)						
18.	Effective written communication (skills grammar, spelling, legibility)						
19.	Uses available computer						
20.	Use of medical terminology and abbreviations						
21.	Maintenance of professional boundaries (personal space, relationships, language)						
22.	Ability to <b>seek</b> direct and indirect supervision						
23.	Ability to <b>accept</b> direct and indirect supervision						
COUNT NUMBER OF NA'S							
ADD TOTAL OF EACH COLUMN							
ADD TOTAL SCORE OF FIVE COLUMNS							
AVERAGE SCORE: TOTAL SCORE DIVIDED BY (23 ITEMS MINUS THE NUMBER OF NA'S)							



**PART THREE: COMMENTS**

1. In what areas does the intern excel?

2. In what areas does the intern need further development?





**PART FOUR: OUTCOME SCORING**

<b>PART ONE: PERFORMANCE CRITERIA</b>	<b>AVERAGE SCORE</b>
ASSESSMENT	
TREATMENT PLANNING	
PLAN IMPLEMENTATION	
EVALUATION	
DISCHARGE PLANNING	
RECREATION SERVICES	
ETHICAL CONDUCT	
MANAGEMENT	
<b>FINAL SCORE PART ONE (Add all average scores and divide by 8)</b>	

<b>PART TWO:</b>	<b>AVERAGE SCORE</b>
PERSONAL AND PROFESSIONAL DEVELOPMENT	

<b>FINAL AVERAGE SCORE (Average the two scores in Part One and Part Two)</b>	<b>AVERAGE SCORE</b>
<b>FINAL GRADE (See scale below)</b>	

<b>GRADING SCALE</b>	
SCORE OF:	
5.0 – 4.3	GRADE A
4.2 – 3.5	GRADE B
3.4 – 2.7	GRADE C
2.6 – 1.9	GRADE D
1.8 – 1.0	GRADE F