

The Clinical Competencies Rating Scale (CCRS): A Clinical Assessment Tool

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Background Information

The importance of introducing the student to the supervisory process is critical in developing clinical skills. The continuum of supervision (Anderson, 1988) is based on the assumption that the amount and type of involvement by the supervisor and supervisee will and should change over time. Beginning supervisees need to learn that there is a core of clinical behaviors that are essential in the practice of speech-language pathology (McCrea & Brasseur, 2003). Goldberg (1997) describes the importance of helping the student learn both technical and process skills. The Clinical Competencies Rating Scale (CCRS) was designed following a review of the literature in clinical supervision and the 2005 ASHA Standards. The CCRS includes both general core behaviors along with a set of specific skills/tasks within each area.

Core Behaviors

- Professionalism
- Evaluation
- Treatment Planning
- Treatment Implementation
- Oral/Interpersonal Communication
- Written Communication

Scoring Rubric

- 5** The competency/skill is demonstrated consistently. Student is able to modify own behavior and adapt to needs of client. Demonstrates problem-solving ability and shows initiative and resourcefulness.
- 3** The competency/skill is present but needs further development and/or refinement. The skill is demonstrated at times but not consistently. Student is able to identify possible changes to be made.
- 1** The competency/skill is not evident the majority of the time. Student is unable to modify own behavior even with direct instruction and/or modeling by the supervisor. Student unaware and/or unable to meet the client needs without direct instruction.

Assessment Processes

Each semester both instructors and students offer feedback on the content and process of clinical skill development. Small group discussions/focus groups are held.

Sample questions include:

- What are some common fears in the initial stages of clinical practicum?
- In the later stages of clinical development, how should the supervisor/supervisee relationship change?
- What are qualities of master clinicians?
- Does the CCRS explain the expected behaviors in clinical skill development?
- Does the self-evaluation component support active involvement in improving clinical performance?

Instructions for Use

- Student and instructor meet to discuss objectives/expectations of clinic practicum (review course syllabus). Development goals are planned.
- Student and instructor engage in weekly conferences related to mutual expectations and client progress. Team meetings are also held.
- Instructor uses the CCRS as a means of giving the student feedback at midterm.
- At the end of the semester, student and instructor use the CCRS as tool for discussing strengths and areas for improvement. The student completes a self evaluation at that time. Numerical values are calculated.

Student Learning Outcomes

- Upon graduation, the student will demonstrate a mean rating of between 4.0 and 5.0 on the CCRS. Data are collected on each student as part of the formative assessment process.
- In addition, graduates should demonstrate the following characteristics:
 - Knowledgeable
 - Analytical
 - Reliable
 - Sensitive
 - Ethical
 - Independent
 - Collaborative



Clinical Competencies Rating Scale		EVALUATION	
Department: Communication Disorders		1. Review student administration and appropriate student information. 2. Review clinical presentation, history, and relevant background. 3. Review student's current level of clinical skill development. 4. Review student's current level of clinical skill development. 5. Review student's current level of clinical skill development. 6. Review student's current level of clinical skill development. 7. Review student's current level of clinical skill development. 8. Review student's current level of clinical skill development. 9. Review student's current level of clinical skill development. 10. Review student's current level of clinical skill development.	
Student Name: _____		11. Review student's current level of clinical skill development. 12. Review student's current level of clinical skill development. 13. Review student's current level of clinical skill development. 14. Review student's current level of clinical skill development. 15. Review student's current level of clinical skill development. 16. Review student's current level of clinical skill development. 17. Review student's current level of clinical skill development. 18. Review student's current level of clinical skill development. 19. Review student's current level of clinical skill development. 20. Review student's current level of clinical skill development.	
Development Goals (complete at beginning of term):		21. Review student's current level of clinical skill development. 22. Review student's current level of clinical skill development. 23. Review student's current level of clinical skill development. 24. Review student's current level of clinical skill development. 25. Review student's current level of clinical skill development. 26. Review student's current level of clinical skill development. 27. Review student's current level of clinical skill development. 28. Review student's current level of clinical skill development. 29. Review student's current level of clinical skill development. 30. Review student's current level of clinical skill development.	
Student Clinician: _____ Date: _____		31. Review student's current level of clinical skill development. 32. Review student's current level of clinical skill development. 33. Review student's current level of clinical skill development. 34. Review student's current level of clinical skill development. 35. Review student's current level of clinical skill development. 36. Review student's current level of clinical skill development. 37. Review student's current level of clinical skill development. 38. Review student's current level of clinical skill development. 39. Review student's current level of clinical skill development. 40. Review student's current level of clinical skill development.	
Summary of Clinical Competencies (complete at end of term):		41. Review student's current level of clinical skill development. 42. Review student's current level of clinical skill development. 43. Review student's current level of clinical skill development. 44. Review student's current level of clinical skill development. 45. Review student's current level of clinical skill development. 46. Review student's current level of clinical skill development. 47. Review student's current level of clinical skill development. 48. Review student's current level of clinical skill development. 49. Review student's current level of clinical skill development. 50. Review student's current level of clinical skill development.	
PROFESSIONALISM		51. Review student's current level of clinical skill development. 52. Review student's current level of clinical skill development. 53. Review student's current level of clinical skill development. 54. Review student's current level of clinical skill development. 55. Review student's current level of clinical skill development. 56. Review student's current level of clinical skill development. 57. Review student's current level of clinical skill development. 58. Review student's current level of clinical skill development. 59. Review student's current level of clinical skill development. 60. Review student's current level of clinical skill development.	
TREATMENT PLANNING		61. Review student's current level of clinical skill development. 62. Review student's current level of clinical skill development. 63. Review student's current level of clinical skill development. 64. Review student's current level of clinical skill development. 65. Review student's current level of clinical skill development. 66. Review student's current level of clinical skill development. 67. Review student's current level of clinical skill development. 68. Review student's current level of clinical skill development. 69. Review student's current level of clinical skill development. 70. Review student's current level of clinical skill development.	
TREATMENT IMPLEMENTATION		71. Review student's current level of clinical skill development. 72. Review student's current level of clinical skill development. 73. Review student's current level of clinical skill development. 74. Review student's current level of clinical skill development. 75. Review student's current level of clinical skill development. 76. Review student's current level of clinical skill development. 77. Review student's current level of clinical skill development. 78. Review student's current level of clinical skill development. 79. Review student's current level of clinical skill development. 80. Review student's current level of clinical skill development.	
ORAL/INTERPERSONAL COMMUNICATION		81. Review student's current level of clinical skill development. 82. Review student's current level of clinical skill development. 83. Review student's current level of clinical skill development. 84. Review student's current level of clinical skill development. 85. Review student's current level of clinical skill development. 86. Review student's current level of clinical skill development. 87. Review student's current level of clinical skill development. 88. Review student's current level of clinical skill development. 89. Review student's current level of clinical skill development. 90. Review student's current level of clinical skill development.	
WRITTEN COMMUNICATION		91. Review student's current level of clinical skill development. 92. Review student's current level of clinical skill development. 93. Review student's current level of clinical skill development. 94. Review student's current level of clinical skill development. 95. Review student's current level of clinical skill development. 96. Review student's current level of clinical skill development. 97. Review student's current level of clinical skill development. 98. Review student's current level of clinical skill development. 99. Review student's current level of clinical skill development. 100. Review student's current level of clinical skill development.	
Total Score: _____		101. Review student's current level of clinical skill development. 102. Review student's current level of clinical skill development. 103. Review student's current level of clinical skill development. 104. Review student's current level of clinical skill development. 105. Review student's current level of clinical skill development. 106. Review student's current level of clinical skill development. 107. Review student's current level of clinical skill development. 108. Review student's current level of clinical skill development. 109. Review student's current level of clinical skill development. 110. Review student's current level of clinical skill development.	