

## **Ongoing Guidance, Evaluation and Mentorship**

Track directors and supervisors meet with fellows to discuss training experiences and provide guidance and mentorship related to professional development. At the beginning of the year, each fellow develops an individualized learning plan with goals consistent with their professional development goals. In addition to ongoing feedback from supervisors, fellows receive written evaluation of their performance three times per year.

Our program values feedback and uses that feedback to continually improve the quality of our training. As such, we have several mechanisms for fellows to provide feedback, including group and individual meetings with the track director and training director and surveys eliciting feedback about seminar instructors. Fellows also complete evaluations of their supervisors twice a year and about the training program at the conclusion of the internship year. The Chief Fellow solicits feedback from fellows (and all trainees) on a monthly basis and presents that feedback anonymously at the monthly Training Committee meeting so that it can be addressed in a timely fashion. The Chief Fellow also meets with the postdoctoral fellows at the end of the year to obtain their feedback about multiple aspects of the training program and then shares that aggregated and anonymous feedback with the Training Committee. Fellowship graduates are contacted one year and five years following completion of their training to provide feedback on the effectiveness of the program and their effective functioning as psychologists.