

**Organization Evaluation of Student Performance
During Internship Experience (ESM 404)**

Student: _____

Date: _____

Position: _____

Name and signature of Internship Supervisor: _____

Name (Type or Print)

Signature

We would appreciate your cooperation in rating this student in terms of his/her internship performance with your organization. Your responses will help in identifying areas requiring attention in the student's continuing professional development. Thank you for your cooperation.

Performance Area (circle for each item)	Superior	Very Good	Good	Fair	Poor
Attendance and punctuality during the period of internship	5	4	3	2	1
Ability to develop an understanding of organization role, policy and procedures	5	4	3	2	1
Relationships with staff	5	4	3	2	1
Ability to accept supervision and constructive criticism	5	4	3	2	1
Demonstrated capacity to relate learning to new experiences	5	4	3	2	1
Professional attitude towards organization clients	5	4	3	2	1
Effectiveness in communication observations and impressions ideas	5	4	3	2	1
Ethical behavior as expected of professionals	5	4	3	2	1
Motivation and initiative	5	4	3	2	1
Competence (given the level of experience in the field)	5	4	3	2	1

Based on your observations, the student's overall performance with your organization has been (Select one):

Satisfactory

Unsatisfactory

Would you re-employ this student or employ another student with similar background?

Yes

No

Are you interested in working with the Environmental Science and Management Department at PSU to develop future internships?

Yes

No

Continued:

1. Was the student adequately prepared to work in your program? What additional preparation would have been useful to improve the student's skill to work in your program?
2. What kind of training or orientation did you provide before the student began working?
3. How did the student show evidence of maturity and professional skills in their internship? Did the student show responsibility and independence in their internship tasks and objectives?
4. In your opinion, what are the student's areas of greatest strength, and what areas need improvement.
5. What recommendations do you have for us to include in this student's academic program to more adequately prepare them for further professional roles?
6. Any additional comments to help us improve our internship program:

Please return this evaluation to the student's ESM Faculty Mentor by email, or mail to Environmental Science and Management – Internships, Portland State University, PO Box 751, Portland, OR 97202-0751.