

3. SUPERVISOR'S ROLE AFTER THE INTERNSHIP

Evaluation of interns' performance and progress are the central themes after the internship. It is important for an intern to receive a summative feedback from the supervisor on his/her performance and competencies for his further professional

development. At this stage, interns also do an independent self-assessment of their performance during internship.

Usually after the internship the supervisor from receiving organisation is expected to:

- **Evaluate intern's performance and progress. It may consist of:**
 - filling in assessment form provided by HEI; different HEI might define different evaluation criteria; your evaluation will be taken into consideration when assigning a final grade to intern;
 - evaluating to what degree the internship objectives that intern and you defined before the internship have been accomplished; it is recommended that intern would do the same evaluation as a form of self-assessment.
- **Hold a meeting with the intern to give a summative feedback about his/her performance;** it is recommended that during the feedback you and the intern discuss the intern's assessment form and the accomplishment of internship objectives that were defined before the internship and substantiate. If the intern cooperated with other employees in the organisation during the internship, you might consider inviting them to this meeting to give their constructive feedback or to prepare their opinion in written form.
- **Evaluate internship experience and internship program in general by filling in the form provided by HEI. Often HEIs ask supervisors from internship organisations to evaluate the quality and usefulness of internship program, and efficacy of collaboration.** You might be asked to answer questions about cooperation with HEI, adaptability of internship objectives to your organisation's scope and specifics, organisation's readiness to accept interns in the future etc.