



**Isaiah Project**  
**Kentucky Annual Conference**  
**Evaluation of Isaiah Project Supervisor/Placement**

Student: \_\_\_\_\_ Placement: \_\_\_\_\_  
 Supervisor: \_\_\_\_\_ (include city and state) \_\_\_\_\_

**Evaluation of Supervisor(s)**

Please circle one number (1, 3, or 5) with *one* being “No”, *three* being “Sort of”, and *five* being “Yes”.

***Learning-Serving Covenantal Relationship***

	<b><u>No</u></b>	<b><u>Sort of</u></b>	<b><u>Yes</u></b>
1. Did your supervisor attend Isaiah Project Orientation?	1	3	5
2. Did you and your supervisor fill out the Learning-Serving Covenant together and agree on the terms in the Covenant?	1	3	5
3. Did you meet according to the terms in the Covenant?	1	3	5
4. Did your supervisor fulfill the terms of the Covenant?	1	3	5
5. Did you and your supervisor complete and discuss the final evaluation together?	1	3	5
6. Did your supervisor note areas of proposed growth in the evaluation?	1	3	5
7. Was this discussion helpful to you?	1	3	5
8. Did your supervisor gather a Lay Support Committee?	1	3	5

***Supervisory Style***

1. How would you describe your supervisor’s supervisory method: (circle one for each letter)			
A. Hands-on	Moderately hands-on	Hands-off	
B. Directive	Guiding	Facilitating	
C. Confrontational	Agreeable	Overly Appeasing	
2. How many hours per week did your supervisor observe you in ministry?	0-2	3-6	7-12
	13-20	Other	_____
3. How many hours per week did you and your supervisor reflect theologically?	0-2	3-6	7-12
	13-20	Other	_____
4. Did your supervisor point out your strengths?	1	3	5
5. Did your supervisor point out your weaknesses?	1	3	5
6. Was this done in a caring and concerned manner?	1	3	5
7. If you had problems with your supervisor, was your supervisor able to discuss the issues with you and come to a resolution?	1	3	5
8. Did your supervisor engage you regarding vocational clarity?	1	3	5

***Support***

1. Was your supervisor supportive of you?	1	3	5
2. Did your supervisor help you in difficult situations?	1	3	5
3. Did your supervisor pray with you?	1	3	5
4. Did your supervisor act as an advocate for you when necessary?	1	3	5
5. Was your supervisor willing to learn from you?	1	3	5



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***Mentoring Skills***

1. Was your supervisor skillful at “brokering relationships”? (namely, laying the groundwork for you to connect with other people who can be resources)	1	3	5
2. Was your supervisor adept at building and maintaining relationships?	1	3	5
3. Did your supervisor “coach” you by filling a particular knowledge gap in order for you to learn how to do things more effectively?	1	3	5
4. Was your supervisor an effective communicator evidenced by open and authentic communication, aided by listening effectively and articulating clearly and unambiguously?	1	3	5
5. Was your supervisor an encourager by cheerleading, confidence building, gently pushing at the right time, motivating, and inspiring?	1	3	5
6. Did your supervisor facilitate learning by creating a hospitable climate and involving you in planning, designing, implementing, and evaluating learning?	1	3	5
7. Was your supervisor skilled in assisting you in crystallizing, clarifying, and setting realistic goals?	1	3	5
8. Was your supervisor a guide by role modeling?	1	3	5
9. Did your supervisor manage conflict involving conversations about differing points of view? (Did your supervisor invite dialogue to understand varying points of view?)	1	3	5
10. Did your supervisor engage you in the solution of problems? (Did your supervisor provide assistance in the problem-solving process rather than provide the answer?)	1	3	5
11. Did your supervisor provide constructive feedback and assist you in asking for feedback?	1	3	5
12. Was your supervisor skilled with the process of reflection with the ability to step back, evaluate, process, assess, and articulate learning?	1	3	5

Comments on mentoring skills \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



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**Evaluation of Placement**

***Formation of the Intern***

- |   |   |   |   |
|---|---|---|---|
| 1. Were you empowered to practice ministry?   | 1 | 3 | 5 |
| 2. Did this placement help bring clarity to your call, gifts, and ministerial identity? | 1 | 3 | 5 |
| 3. Did this placement challenge you to envision ministry in a new way?                  | 1 | 3 | 5 |

***Habits and Virtues of the Setting (Congregations/Parishes only)***

- |   |   |   |   |
|---|---|---|---|
| 1. Is the congregation future oriented? (Did the congregation know and appreciate its history but was not enslaved by it?)                          | 1 | 3 | 5 |
| 2. Is the congregation theologically grounded? (Is the congregation guided by theological discernment in making decisions and dealing with change?) | 1 | 3 | 5 |
| 3. Is the congregation missionally focused? (Does the congregation focus its energy on mission, not on its own survival?)                           | 1 | 3 | 5 |
| 4. Is the congregation worship-centered? (Does the congregation affirm that the worship of God is central to its sense of purpose and identity?)    | 1 | 3 | 5 |
| 5. Does the congregation have a working knowledge of its local and world context?   | 1 | 3 | 5 |
| 6. Is the congregation publicly engaged? (Does the congregation seek to promote the welfare of its community context?)                              | 1 | 3 | 5 |
| 7. Does the congregation promote active partnerships with other agencies and faith-communities to achieve common goals?                             | 1 | 3 | 5 |
| 8. Does the congregation embrace the value of lay leadership and empower both clergy and laity for ministry?  | 1 | 3 | 5 |
| 9. Does the congregation welcome visitors and assimilate new members?   | 1 | 3 | 5 |
| 10. Does the congregation make decisions and deal with conflicts in ways that are open, fair and healthy?   | 1 | 3 | 5 |
| 11. Is the congregation intentional about balancing worship, education, and fellowship with efforts in mission?                                     | 1 | 3 | 5 |
| 12. Does the congregation see its assets, including facilities and funds, as resources for the mission of God?                                      | 1 | 3 | 5 |
| 13. Does the congregation expect and receive a high level of personal commitment and participation by members?                                      | 1 | 3 | 5 |
| 14. Does the congregation highly value its role in helping members grow in Christian faith and values?  | 1 | 3 | 5 |

Comments on the habits and virtues of the congregation/parish \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



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***Hospitality***

- |   |   |   |   |
|---|---|---|---|
| 1. Were the congregants welcoming of your ministry?   | 1 | 3 | 5 |
| 2. If applicable, were other staff members hospitable to you in this placement?   | 1 | 3 | 5 |
| 3. Was your setting/congregation inclusive of “diverse” people, namely, in terms of race, socio-economics, theological perspectives? (Underline the groups that apply, i.e. <u>race</u> ) | 1 | 3 | 5 |

***Summary***

- |   |   |   |   |
|---|---|---|---|
| 1. If you served in a local church, would you consider this placement an effective “teaching congregation” where your competencies were cultivated? | 1 | 3 | 5 |
| 2. Would you recommend that this setting serve as a future Isaiah Project Intern placement?   | 1 | 3 | 5 |

Explanation \_\_\_\_\_  
\_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*Please use the space below for further comments.*

*The works of R. Leon Carroll, Jr.’s “Generative Teaching Congregations”, Lois J. Zachary’s “The Mentor’s Guide”, and Duke graduate Kimberly Greway played a significant role in the formulation of this evaluation.*