

APSU
M.S. in Counseling Program
School Counseling Program Competency Rubric

Knowledge Learning Outcome Assessed	Demonstration Level 4	Demonstration Level 3	Demonstration Level 2	Demonstration Level 1
KLOA1: Helping Relationships <i>Students will demonstrate knowledge and skills of the helping process; counseling theories and techniques; prevention, education, consultation, and wellness models; counselor self-understanding; and the change process</i> (CACREP 2.F.5)	Student demonstrates comprehensive knowledge and skills of the helping process; counseling theories and techniques; prevention, education, consultation, and wellness models; counselor self-understanding; and the change process.	Student demonstrates adequate knowledge and skills of the helping process; counseling theories and techniques; prevention, education, consultation, and wellness models; counselor self-understanding; and the change process.	Student demonstrates limited knowledge and skills of the helping process; counseling theories and techniques; prevention, education, consultation, and wellness models; counselor self-understanding; and the change process.	Student is unable to demonstrate knowledge and skills of the helping process; counseling theories and techniques; prevention, education, consultation, and wellness models; counselor self-understanding; and the change process.
KLOA2: Professional Orientation & Ethical Practice <i>Students will demonstrate knowledge of and skills related to ethical professional counseling practice</i> (CACREP 2.F.1)	Student demonstrates superior knowledge of and skills related to ethical professional counseling practice.	Student demonstrates adequate knowledge of and skills related to ethical professional counseling practice.	Student demonstrates limited knowledge of and skills related to ethical professional counseling practice.	Student is unable to demonstrate knowledge of and skills related to ethical professional counseling practice.
KLOA3: Social & Cultural Diversity <i>Students will demonstrate knowledge of the role cultural context plays in professional counseling and applying culturally</i>	Student demonstrates a detailed knowledge of the role cultural context plays in the practice of professional counseling and applies culturally relevant skills for working with diverse	Student demonstrated adequate knowledge of the role cultural context plays in the practice of professional counseling and applies culturally relevant skills for working with diverse	Student demonstrates limited knowledge of the role cultural context plays in the practice of professional counseling and can occasionally apply culturally relevant	Student is unable to demonstrate knowledge of the role cultural context plays in the practice of professional counseling and/or does not apply culturally relevant skills for

<i>relevant skills for working with diverse populations (CACREP 2.F.2)</i>	populations in a sophisticated manner.	populations in a consistent manner.	skills for working with diverse populations.	working with diverse populations.
KLOA4: Human Growth & Development <i>Students will demonstrate knowledge and application of human growth and development; as well as related contextual dimensions, to the practice of professional counseling (CACREP 2.F.3)</i>	Student demonstrates a sophisticated knowledge and application of human growth and development, as well as a strong understanding of contextual dimensions related to the practice of professional counseling.	Student demonstrates an adequate knowledge and application of human growth and development, as well as an adequate understanding of contextual dimensions related to the practice of professional counseling.	Student demonstrates a limited knowledge and application of human growth and development, as well as an inadequate understanding of contextual dimensions related to the practice of professional counseling.	Student is unable to demonstrate knowledge and application of human growth and development, as well as contextual dimensions related to the practice of professional counseling.
KLOA5: Career Development <i>Students will demonstrate knowledge and application of career development to the practice of professional counseling (CACREP 2.F.4)</i>	Student demonstrates a sophisticated and thorough knowledge and application of career development to the practice of professional counseling.	Student is able to demonstrate adequate knowledge and application of career development to the practice of professional counseling.	Student has limited ability to demonstrate knowledge and application of career development to the practice of professional counseling.	Student is unable to demonstrate knowledge and application of career development to the practice of professional counseling.
KLOA6: Research & Program Evaluation <i>Students will critically evaluate and utilize research, evidence-based practices, and/or program evaluation (CACREP 2.F.8)</i>	Student can comprehensively and critically evaluate and utilize research, evidence-based practices, and/or program evaluation.	Student demonstrates adequate ability to critically evaluate and utilize research, evidence-based practices, and/or program evaluation.	Student demonstrates limited ability to critically evaluate and utilize research, evidence-based practices, and/or program evaluation.	Student unable to critically evaluate and utilize research, evidence-based practices, and/or program evaluation.
KLOA7: Assessment & Testing	Student demonstrates consistently superior knowledge and	Student demonstrates an adequate knowledge and application of	Student demonstrates limited knowledge and application of culturally	Student is unable to demonstrate knowledge and application of

<i>Students will demonstrate knowledge and application of culturally and developmentally appropriate assessment and evaluation practices (CACREP 2.F.4)</i>	application of culturally and developmentally appropriate clinical assessment and evaluation practices.	culturally and developmentally appropriate clinical assessment and evaluation practices.	and developmentally appropriate clinical assessment and evaluation practices.	culturally and developmentally appropriate clinical assessment and evaluation practices.
KLOA8: Group Work <i>Students will demonstrate knowledge and skills of group development, dynamics, theories, and techniques (CACREP 2.F.6)</i>	Student demonstrates sophisticated and perceptive knowledge and skills of group development, dynamics, theories, and techniques.	Student demonstrates adequate knowledge and skills of group development, dynamics, theories, and techniques.	Student demonstrates limited knowledge and skills of group development, dynamics, theories, and techniques.	Student is unable to demonstrate knowledge and skills of group development, dynamics, theories, and techniques.
KLOA9 (SC): Foundations of School Counseling <i>Students will demonstrate knowledge of historical and contemporary models of the school counseling profession; legislation and government policies, legal and ethical standards, and the multiple roles of the school counselor; as well as an understanding of school systems, professional identity, resource management, professional organizations, preparation standards, and credentials relevant</i>	Student demonstrates superior knowledge of historical and contemporary models of the school counseling profession; legislation and government policies, legal and ethical standards, and the multiple roles of the school counselor; as well as a strong understanding of school systems, professional identity, resource management, professional organizations, preparation standards, and credentials relevant	Student demonstrates adequate knowledge of historical and contemporary models of the school counseling profession; legislation and government policies, legal and ethical standards, and the multiple roles of the school counselor; as well as an adequate understanding of school systems, professional identity, resource management, professional organizations, preparation standards, and credentials relevant	Student demonstrates limited knowledge of historical and contemporary models of the school counseling profession; legislation and government policies, legal and ethical standards, and the multiple roles of the school counselor; as well as an inadequate understanding of school systems, professional identity, resource management, professional organizations, preparation standards, and credentials relevant	Student is unable to demonstrate knowledge of historical and contemporary models of the school counseling profession; legislation and government policies, legal and ethical standards, and the multiple roles of the school counselor; as well as an understanding of school systems, professional identity, resource management, professional organizations, preparation standards, and credentials relevant

<i>organizations, preparation standards, and credentials relevant to the school counseling profession. (CACREP 5.G)</i>	to the school counseling profession.	to the school counseling profession.	to the school counseling profession.	to the school counseling profession.
KLOA10 (SC): Comprehensive School Counseling Program Design & Implementation <i>Students will demonstrate the knowledge and skills necessary to promote the academic, career, and personal/social development of P-12 students through the design and implementation of a data-driven, comprehensive school counseling program; interventions and assessments to promote college and career readiness; and the qualities and styles of effective leadership in schools. (CACREP 5.G)</i>	Student demonstrates sophisticated, and comprehensive knowledge and skills necessary to promote the academic, career, and personal/social development of P-12 students through the design and implementation of a data-driven, comprehensive school counseling program; as well as superior understanding of interventions and assessments to promote college and career readiness; and the qualities and styles of effective leadership in schools.	Student demonstrates adequate knowledge and skills necessary to promote the academic, career, and personal/social development of P-12 students through the design and implementation of a data-driven, comprehensive school counseling program; as well as an adequate understanding of interventions and assessments to promote college and career readiness; and the qualities and styles of effective leadership in schools.	Students demonstrates limited knowledge and skills necessary to promote the academic, career, and personal/social development of P-12 students through the design and implementation of a data-driven, comprehensive school counseling program; as well as an inadequate understanding of interventions and assessments to promote college and career readiness; and the qualities and styles of effective leadership in schools.	Students is unable to demonstrate knowledge and skills necessary to promote the academic, career, and personal/social development of P-12 students through the design and implementation of a data-driven, comprehensive school counseling program; understanding of interventions and assessments to promote college and career readiness; and the qualities and styles of effective leadership in schools.
KLOA11 (SC): Counseling Children & Adolescents <i>Students will demonstrate the</i>	Student demonstrates sophisticated and perceptive knowledge and application of culturally, situationally,	Student demonstrates adequate knowledge and application of culturally, situationally, and developmentally	Student demonstrates limited knowledge and application of culturally, situationally, and developmentally	Student is unable to demonstrate knowledge and application of culturally, situationally, and developmentally

<p><i>knowledge and application of culturally, situationally, and developmentally appropriate treatment strategies for addressing the specific needs of children and adolescents; including characteristics, risk-factors and warning signs of child/adolescent mental health and behavioral disorders; and common medications that affect learning, behavior, and mood.</i></p>	<p>and developmentally appropriate treatment strategies for addressing the specific needs of children and adolescents; as well as a superior understanding of characteristics, risk-factors and warning signs of child/adolescent mental health and behavioral disorders; and common medications that affect learning, behavior, and mood.</p>	<p>appropriate treatment strategies for addressing the specific needs of children and adolescents; as well as an adequate understanding of characteristics, risk-factors and warning signs of child/adolescent mental health and behavioral disorders; and common medications that affect learning, behavior, and mood.</p>	<p>appropriate treatment strategies for addressing the specific needs of children and adolescents; as well as an inadequate understanding of characteristics, risk-factors and warning signs of child/adolescent mental health and behavioral disorders; and common medications that affect learning, behavior, and mood.</p>	<p>appropriate treatment strategies for addressing the specific needs of children and adolescents; as well as an understand of characteristics, risk-factors and warning signs of child/adolescent mental health and behavioral disorders; and common medications that affect learning, behavior, and mood.</p>
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