

Table 74:
School Counseling Clinical Evaluation – 2019-20 to 2021-22

Competencies	2019-20				2020-21				2021-22			
	# of NR (Not Relevant)	# of IO (Inadequate Opportunity to Observe)	Total Responses	Mean (From 1 to 6)	# of NR (Not Relevant)	# of IO (Inadequate Opportunity to Observe)	Total Responses	Mean (From 1 to 6)	# of NR (Not Relevant)	# of IO (Inadequate Opportunity to Observe)	Total Responses	Mean (From 1 to 6)
Section A - Counseling Skills Competency												
1. Explains the nature and objectives of counseling when appropriate	0	0	12	5.8	0	0	21	5.4	0	0	18	5.79
2. Conducts a systematic and complete intake interview	2	0	10	5.8	0	0	21	5.33	3	0	18	5.63
3. Establishes a working relationship with clients	0	0	12	5.91	6	6	9	5.71	0	0	18	5.84
4. Gains client confidence	0	0	12	5.91	0	1	20	5.76	0	0	18	5.74
5. Conveys warmth and competence to the client	0	0	12	5.91	0	0	21	5.66	0	0	18	5.89
6. Facilitates the client expression of thought and feeling	0	0	12	5.91	0	0	21	5.52	0	0	18	5.84
7. Specifies the client problems in concrete terms	0	0	12	5.91	0	0	21	5.52	0	0	18	5.79
8. Demonstrates effective nonverbal communication skills (body position, posture, distance from client, voice tone, rate of speech, etc.)	0	0	12	5.91	0	0	21	5.66	0	0	18	5.74
9. Demonstrates appropriate use of encouragers, which supports the development of a therapeutic relationship	0	0	12	5.91	0	0	21	5.46	2	0	18	5.82
10. Demonstrates consistent ability to be empathic and uses appropriate responses	0	0	12	5.91	0	0	21	5.61	0	0	18	5.84
11. Responds to client affect	0	0	12	5.91	0	0	21	5.52	0	0	18	5.84
12. Demonstrates appropriate use of open-ended and close-ended questions	0	0	12	5.91	0	0	21	5.38	0	0	18	5.84
13. Helps client explore personal alternatives	0	0	12	5.91	0	0	21	5.42	0	0	18	5.84
14. Demonstrates basic reflection of content – i.e., paraphrasing, summarizing, etc.	0	0	12	5.91	0	0	21	5.42	0	0	18	5.84

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15. Demonstrates ability to challenge clients to recognize and evaluate inconsistencies	0	0	12	5.8	0	0	21	5.28	0	0	18	5.74
16. Collaborates with client to establish realistic, appropriate, and attainable therapeutic goals	0	0	12	5.8	0	0	21	5.66	1	1	18	5.76
17. Balances between implementing planned strategies and remaining spontaneous in the counseling session	0	0	12	5.8	0	0	21	5.38	0	2	18	5.82
18. Demonstrates ability to primarily focus/refocus counseling on client’s therapeutic goal attainment	0	0	12	5.91	0	0	21	5.52	2	1	18	5.81
19. Implements an intervention strategy consistent with client information and goals	0	0	12	5.8	0	0	21	5.47	0	1	18	5.78
20. Addresses interpersonal dynamics between self and client (comments on the process)	1	0	11	5.8	2	3	16	5.37	0	0	18	5.84
21. Demonstrates ability to be respectful, accepting, and caring with clients	0	0	12	6	0	0	21	5.9	0	0	18	5.95
22. Monitors own reactions to clients	0	0	12	5.91	0	0	21	5.61	0	0	18	5.84
23. Facilitates the client’s resolution of concerns	0	0	12	5.8	0	0	21	5.47	0	0	18	5.79
24. Appropriately refers and terminates clients	2	0	10	5.8	6	6	9	5.33	6	1	18	5.83
25. Understands diverse cultural ethnic, sexual, and social background and values	0	0	12	5.8	0	1	20	5.65	0	0	18	5.89
Total/Mean				5.87				5.52				5.81
Section B - School Counseling Skills Competency												
1. Displays comfort in the classroom/school environment	0	0	12	5.8	0	0	21	5.66	0	0	18	5.79
Demonstrates effectiveness in classroom/school guidance												
2. Demonstrates effectiveness in classroom/school guidance	0	0	12	5.6	0	0	21	5.52	0	0	18	5.79
3. Focuses on the content of the student’s problem	0	0	12	5.91	0	0	21	5.66	0	0	18	5.89

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4. Demonstrates ability to establish collaborative and appropriate goals with student	0	0	12	5.91	0	1	19	5.47	0	0	18	5.84
5. Communicates with parents, teachers, and administrators in a facilitative manner	0	0	12	5.8	0	0	21	5.33	0	0	18	5.89
Mean				5.8				5.53				5.84
Section C - Conceptualization Skills Competency												
1. Meets with supervisor as scheduled	0	0	12	5.6	0	0	21	5.52	0	1	18	5.5
2. Forms working relationship with supervisor	0	0	12	5.6	0	0	21	5.47	0	1	18	5.72
3. Handles constructive criticism/feedback well	0	0	12	5.8	0	0	21	5.42	0	1	18	5.89
4. Uses supervision constructively	0	0	12	5.8	0	0	21	5.47	0	1	18	5.89
5. Open to growth and learning	0	0	12	5.6	0	0	21	5.38	0	0	18	5.79
6. Seeks appropriate consultation and supervision to support delivery of counseling services	0	0	12	5.6	0	1	20	5.45	2	1	18	5.75
Total/Mean				5.67				5.45				5.76
Section D - Supervision Competency												
1. Meets with supervisor as scheduled	0	0	12	6	0	0	21	5.8	1	0	18	6
2. Forms working relationship with supervisor	0	0	12	6	0	0	21	5.76	0	0	18	6
3. Handles constructive criticism/feedback well	0	0	12	5.8	0	0	21	5.76	0	0	18	5.84
4. Uses supervision constructively	0	0	12	6	0	0	21	5.71	0	0	18	5.84
5. Open to growth and learning	0	0	12	5.91	0	0	21	5.8	0	0	18	5.89
6. Seeks appropriate consultation and supervision to support delivery of counseling services	0	0	12	5.8	0	0	21	5.71	0	0	18	5.79
Total/Mean				5.92				5.76				5.89
Section E - Professional Skills & Behaviors Competency												

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1. Attends all clinical practice activities in their entirety and is engaged in the learning process	1	0	11	6	1	0	20	5.7	3	0	18	5.88
2. Willingly assumes responsibility	0	0	12	5.8	0	0	21	5.8	0	0	18	5.95
3. Establishes and maintains facilitative working relationship with staff	0	0	12	6	0	0	21	5.52	0	0	18	5.95
4. Demonstrates an understanding and appreciation for all internship site policies and procedures	0	0	12	6	0	0	21	5.66	0	0	18	5.84
5. Shares skills and competencies with peers and supervisors	0	0	12	5.8	0	1	20	5.65	0	0	18	5.74
6. Completes all required record keeping and documentation correctly and promptly	1	0	11	5.8	0	0	21	5.52	1	0	18	5.78
7. Behaves professionally (i.e., demeanor, dress, language, commitments, etc.	0	0	12	5.8	0	0	21	5.66	0	0	18	6
8. Adheres to ethical guidelines	0	0	12	5.8	0	0	21	5.8	0	0	18	6
9. Organizes and recognizes implications of case material	0	0	12	5.8	0	2	19	5.57	2	0	18	5.82
10. Accurately evaluates own counseling performance	0	0	12	5.8	0	1	20	5.6	0	0	18	5.89
11. Manages time well	0	0	12	5.6	0	0	21	5.28	0	1	18	5.94
12. Behaves in a professional manner towards supervisors, peers, and clients	0	0	12	6	0	0	21	5.76	0	0	18	6
13. Demonstrates emotional stability and self-control in relationships with supervisor, peers, and clients	0	1	11	6	0	0	21	5.8	0	0	18	5.95
14. Demonstrates awareness and appreciation of his/her belief system and the influence of his/her beliefs on the counseling process	0	0	12	5.8	0	1	20	5.75	0	0	18	5.95
15. Engages in the learning and development of his/her counseling competencies	0	0	12	6	0	0	21	5.66	0	1	18	5.94
16. Demonstrates awareness, appreciation, and respect of cultural differences	0	0	12	6	0	1	20	5.65	0	0	18	5.95

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17. Recognizes boundaries of his/her competencies and maintains appropriate boundaries	0	0	12	6	0	0	21	5.66	0	1	18	5.94
18. Demonstrates ability to flex to changing circumstance, unexpected events, and new situations	0	0	12	5.8	0	0	21	5.76	0	0	18	5.89
19. Demonstrates ability to be genuine and accepting of self and others	0	0	12	6	0	0	21	5.8	0	0	18	5.84
20. Researches therapeutic intervention strategies that have been supported in literature and research	2	0	10	5.8	0	4	17	5.58	2	1	18	5.69
21. Demonstrates knowledge of counseling theory and its application in his/her practice	0	0	12	6	0	3	18	5.5	0	1	18	5.89
22. Demonstrates ability to appropriately administer, score, and interpret clinical	5	1	6	5.66	9	3	9	5.77	7	0	18	5.67
23. Completes all assigned tasks (i.e., individual & group counseling, supervision, reports) in an ethical and effective fashion	0	0	12	5.8	0	0	21	5.76	0	0	18	5.89
Total/Mean				5.87				5.66				5.89

Scale: Clearly Deficient: 1, 2; Clearly Adequate: 3, 4; Clearly Excellent: 5, 6; IO = Inadequate Opportunity to Observe; NR = Not Relevant for Setting