

School Counseling Clinical Evaluation – SP23

Competencies	SP23		
	# of NA (Not Applicable/ Observed)	Total Responses	Mean (From 1 to 6)
<b>Section A – Professional Skills &amp; Behaviors Competency</b>			
1. Attends all school counseling activities in their entirety and is engaged in the learning process.	0	5	3.80
2. Willingly assumes responsibility.	0	5	3.80
3. Establishes and maintains facilitative working relationship with faculty and staff.	0	5	3.60
4. Demonstrates an understanding and appreciation for all internship site policies and procedures.	0	5	3.80
5. Shares skills and competencies with peers and supervisors.	0	5	3.60
6. Completes all required record keeping and documentation correctly and promptly.	1	4	3.50
7. Behaves professionally (i.e., demeanor, dress, language, commitments, etc.).	0	5	3.80
8. Adheres to ethical guidelines.	1	4	4.00
9. Organizes and recognizes implications of case material.	1	4	3.50
10. Accurately evaluates own counseling performance.	0	5	3.60
11. Manages time well.	0	5	3.60
12. Behaves in a professional manner towards supervisors, peers, and students.	0	5	4.00
13. Demonstrates emotional stability and self-control in relationships with supervisor, peers, and students.	0	5	4.00
14. Demonstrates awareness and appreciation of his/her belief system and the influence of his/her beliefs on the counseling process.	0	5	3.80
15. Engages in the learning and development of his/her counseling competencies.	0	5	3.80
16. Demonstrates awareness, appreciation, and respect of cultural differences.	0	5	4.00
17. Recognizes boundaries of his/her competencies and maintains appropriate boundaries.	0	5	4.00
18. Demonstrates ability to flex to changing circumstances, unexpected events, and new situations.	0	5	4.00
19. Demonstrates ability to be genuine and accepting of self and others.	0	5	3.80
20. Researches therapeutic intervention strategies that have been supported in literature and research.	3	2	2.50
21. Demonstrates knowledge of counseling theory and its application in his/her practice.	0	5	3.60
22. Demonstrates ability to appropriately administer, score, and interpret clinical assessments.	4	1	2.00
23. Completes all assigned tasks (i.e., individual & group counseling, supervision, reports) in an ethical and effective fashion.	0	5	3.80
<b>Total/Mean</b>			<b>3.74</b>
<b>Section B – Supervision Competency</b>			

Competencies	SP23		
	# of NA (Not Applicable/ Observed)	Total Responses	Mean (From 1 to 6)
1. Meets with supervisor as scheduled.	0	5	3.80
2. Forms working relationship with supervisor.	0	5	3.80
3. Handles constructive criticism/feedback well.	1	4	3.75
4. Uses supervision constructively.	0	5	3.60
5. Open to growth and learning.	0	5	3.80
6. Seeks appropriate consultation and supervision to support delivery of school counseling services.	0	5	3.60
<b>Total/Mean</b>			<b>3.72</b>
<b>Section CA – Counseling Skills &amp; Practice Competency: Foundations</b>			
1. Consults with supervisors or peers when there is an ethical or legal question or dilemma in school counseling.	1	4	3.75
2. Demonstrates decision making skills aligned with ethical standards in school counseling.	0	5	3.80
3. Demonstrates awareness of an appropriate school counselor identity and program.	0	5	3.80
4. Demonstrates an appreciation of and sensitivity for diversity, equity, and opportunities for learning and development for all students.	0	5	4.00
<b>Total/Mean</b>			<b>3.84</b>
<b>Section CB – Counseling Skills &amp; Practice Competency: Delivery of Services</b>			
1. Relates to and works effectively with diverse individuals and groups.	0	5	4.00
2. Provides effective individual counseling that promotes the academic, career, and social/emotional development of students.	0	5	3.80
3. Provides effective group counseling that promotes the academic, career, and social/emotional development of students.	1	4	3.75
4. Provides effective classroom guidance that promote the academic, career, and social/emotional development of students.	1	4	3.75
5. Implements prevention and intervention plans that promote student learning and development.	1	4	3.50
6. Uses appropriate procedures for assessing and managing suicide risk.	2	3	3.33
7. Learns and utilizes the school's information systems and technology.	1	4	3.75
<b>Total/Mean</b>			<b>3.72</b>
<b>Section CC – Counseling Skills &amp; Practice Competency: Assessment</b>			
1. Assesses, interprets, and leverages students' strengths and needs while recognizing uniqueness in cultures, languages, values, backgrounds, and abilities.	0	5	3.60
2. Analyzes assessment information to identify the needs (e.g., academic, career, and social/emotional) of individual students.	0	5	3.80
<b>Total/Mean</b>			<b>3.70</b>
<b>Section CD – Counseling Skills &amp; Practice Competency: Research &amp; Evaluation</b>			
1. Engages in evidence-based practice with students and families.	0	5	3.80
2. Establishes measurable outcomes for the school counseling program.	2	3	3.00
3. Analyzes and uses data to improve the school counseling program.	1	4	3.50

Competencies	SP23		
	# of NA (Not Applicable/ Observed)	Total Responses	Mean (From 1 to 6)
4. Uses data to assess barriers that impede student success (i.e., academic, career, and social/emotional development).	0	5	3.80
5. Analyzes assessment information to determine the effectiveness of school counseling programs.	1	4	3.25
<b>Total/Mean</b>			<b>3.52</b>
<b>Section CE – Counseling Skills &amp; Practice Competency: Collaboration &amp; Consultation</b>			
1. Facilitates engaging communication with families to promote the academic, career, and social/emotional development of students.	1	4	3.25
2. Locates resources in the community that can assist in student success.	1	4	3.50
3. Consults with teachers and staff to promote student academic, career, and social/emotional development.	0	5	3.40
4. Consults with community-based organizations to promote student academic, career, and social/emotional development.	3	2	3.00
5. Uses peer helping strategies in the school counseling program.	0	5	3.60
6. Makes appropriate referrals to school and/or community resources.	0	5	3.20
7. Collaborates with staff concerning assessment and planning for special needs students.	1	4	3.25
<b>Total/Mean</b>			<b>3.34</b>

Scale: 1=Unsatisfactory, 2=Developing, 3=Proficient, 4=Exemplary, NA=Not applicable/observed  
The School Counseling program revised its internship assessment during FA21 and implemented the revised assessment for SP22.

School Counseling Clinical Evaluation – 2020-21 to FA22

Competencies	2020-21				2021-22				FA22			
	# 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)
<b>Section A - Counseling Skills Competency</b>												
1. Explains the nature and objectives of counseling when appropriate	0	0	21	5.4	0	0	18	5.79	0	0	7	5.71
2. Conducts a systematic and complete intake interview	0	0	21	5.33	3	0	18	5.63	1	0	6	5.67
3. Establishes a working relationship with clients	6	6	9	5.71	0	0	18	5.84	0	0	7	5.86
4. Gains client confidence	0	1	20	5.76	0	0	18	5.74	0	0	7	5.71
5. Conveys warmth and competence to the client	0	0	21	5.66	0	0	18	5.89	0	0	7	5.57
6. Facilitates the client expression of thought and feeling	0	0	21	5.52	0	0	18	5.84	0	0	7	5.71
7. Specifies the client problems in concrete terms	0	0	21	5.52	0	0	18	5.79	0	0	7	5.71
8. Demonstrates effective nonverbal communication skills (body position, posture, distance from client, voice tone, rate of speech, etc.)	0	0	21	5.66	0	0	18	5.74	0	0	7	5.57
9. Demonstrates appropriate use of encouragers, which supports the development of a therapeutic relationship	0	0	21	5.46	2	0	18	5.82	0	0	7	5.57
10. Demonstrates consistent ability to be empathic and uses appropriate responses	0	0	21	5.61	0	0	18	5.84	0	0	7	5.57
11. Responds to client affect	0	0	21	5.52	0	0	18	5.84	0	0	7	5.71
12. Demonstrates appropriate use of open-ended and close-ended questions	0	0	21	5.38	0	0	18	5.84	0	0	7	5.43
13. Helps client explore personal alternatives	0	0	21	5.42	0	0	18	5.84	0	0	7	5.43
14. Demonstrates basic reflection of content – i.e., paraphrasing, summarizing, etc.	0	0	21	5.42	0	0	18	5.84	0	0	7	5.71
15. Demonstrates ability to challenge clients to recognize and evaluate inconsistencies	0	0	21	5.28	0	0	18	5.74	0	0	7	5.14

Competencies	2020-21				2021-22				FA22			
	# 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)
16. Collaborates with client to establish realistic, appropriate, and attainable therapeutic goals	0	0	21	5.66	1	1	18	5.76	0	0	7	5.86
17. Balances between implementing planned strategies and remaining spontaneous in the counseling session	0	0	21	5.38	0	2	18	5.82	0	0	7	5.57
18. Demonstrates ability to primarily focus/refocus counseling on client's therapeutic goal attainment	0	0	21	5.52	2	1	18	5.81	1	0	6	5.67
19. Implements an intervention strategy consistent with client information and goals	0	0	21	5.47	0	1	18	5.78	0	0	7	5.43
20. Addresses interpersonal dynamics between self and client (comments on the process)	2	3	16	5.37	0	0	18	5.84	0	0	7	5.29
21. Demonstrates ability to be respectful, accepting, and caring with clients	0	0	21	5.9	0	0	18	5.95	0	0	7	6.00
22. Monitors own reactions to clients	0	0	21	5.61	0	0	18	5.84	0	0	7	5.57
23. Facilitates the client's resolution of concerns	0	0	21	5.47	0	0	18	5.79	0	0	7	5.71
24. Appropriately refers and terminates clients	6	6	9	5.33	6	1	18	5.83	3	0	4	6.00
25. Understands diverse cultural ethnic, sexual, and social background and values	0	1	20	5.65	0	0	18	5.89	0	0	7	5.86
<b>Total/Mean</b>				<b>5.52</b>				<b>5.81</b>				<b>5.64</b>
<b>Section B - School Counseling Skills Competency</b>												
1. Displays comfort in the classroom/school environment	0	0	21	5.66	0	0	18	5.79	0	0	7	5.57
Demonstrates effectiveness in classroom/school guidance									0	0	7	5.43
2. Demonstrates effectiveness in classroom/school guidance	0	0	21	5.52	0	0	18	5.79	0	0	7	5.71
3. Focuses on the content of the student's problem	0	0	21	5.66	0	0	18	5.89	0	0	7	5.71
4. Demonstrates ability to establish collaborative and appropriate goals with student	0	1	19	5.47	0	0	18	5.84	0	0	7	5.57

Competencies	2020-21				2021-22				FA22			
	# 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)
5. Communicates with parents, teachers, and administrators in a facilitative manner	0	0	21	5.33	0	0	18	5.89	0	0	7	5.57
Mean				5.53				5.84				5.60
<b>Section C - Conceptualization Skills Competency</b>												
1. Meets with supervisor as scheduled	0	0	21	5.52	0	1	18	5.5	0	0	7	5.71
2. Forms working relationship with supervisor	0	0	21	5.47	0	1	18	5.72	0	0	7	5.57
3. Handles constructive criticism/feedback well	0	0	21	5.42	0	1	18	5.89	0	0	7	5.57
4. Uses supervision constructively	0	0	21	5.47	0	1	18	5.89	0	0	7	5.86
5. Open to growth and learning	0	0	21	5.38	0	0	18	5.79	0	0	7	5.57
6. Seeks appropriate consultation and supervision to support delivery of counseling services	0	1	20	5.45	2	1	18	5.75	0	0	7	5.57
Total/Mean				5.45				5.76				5.64
<b>Section D - Supervision Competency</b>												
1. Meets with supervisor as scheduled	0	0	21	5.8	1	0	18	6	0	0	7	6.00
2. Forms working relationship with supervisor	0	0	21	5.76	0	0	18	6	0	0	7	6.00
3. Handles constructive criticism/feedback well	0	0	21	5.76	0	0	18	5.84	0	0	7	6.00
4. Uses supervision constructively	0	0	21	5.71	0	0	18	5.84	0	0	7	5.86
5. Open to growth and learning	0	0	21	5.8	0	0	18	5.89	0	0	7	5.86
6. Seeks appropriate consultation and supervision to support delivery of counseling services	0	0	21	5.71	0	0	18	5.79	0	0	7	5.86
Total/Mean				5.76				5.89				5.93
<b>Section E - Professional Skills &amp; Behaviors Competency</b>												
1. Attends all clinical practice activities in their entirety and is engaged in the learning process	1	0	20	5.7	3	0	18	5.88	1	0	6	5.83

Competencies	2020-21				2021-22				FA22			
	# 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)
2. Willingly assumes responsibility	0	0	21	5.8	0	0	18	5.95	0	0	7	5.86
3. Establishes and maintains facilitative working relationship with staff	0	0	21	5.52	0	0	18	5.95	0	0	7	5.71
4. Demonstrates an understanding and appreciation for all internship site policies and procedures	0	0	21	5.66	0	0	18	5.84	0	0	7	5.71
5. Shares skills and competencies with peers and supervisors	0	1	20	5.65	0	0	18	5.74	0	0	7	5.71
6. Completes all required record keeping and documentation correctly and promptly	0	0	21	5.52	1	0	18	5.78	0	0	7	5.71
7. Behaves professionally (i.e., demeanor, dress, language, commitments, etc.)	0	0	21	5.66	0	0	18	6	0	0	7	6.00
8. Adheres to ethical guidelines	0	0	21	5.8	0	0	18	6	0	0	7	5.86
9. Organizes and recognizes implications of case material	0	2	19	5.57	2	0	18	5.82	1	0	6	5.83
10. Accurately evaluates own counseling performance	0	1	20	5.6	0	0	18	5.89	0	0	7	5.71
11. Manages time well	0	0	21	5.28	0	1	18	5.94	0	0	7	5.86
12. Behaves in a professional manner towards supervisors, peers, and clients	0	0	21	5.76	0	0	18	6	0	0	7	6.00
13. Demonstrates emotional stability and self-control in relationships with supervisor, peers, and clients	0	0	21	5.8	0	0	18	5.95	0	0	7	6.00
14. Demonstrates awareness and appreciation of his/her belief system and the influence of his/her beliefs on the counseling process	0	1	20	5.75	0	0	18	5.95	0 0	0 0	7 7	5.57 5.71
15. Engages in the learning and development of his/her counseling competencies	0	0	21	5.66	0	1	18	5.94	0	0	7	6.00
16. Demonstrates awareness, appreciation, and respect of cultural differences	0	1	20	5.65	0	0	18	5.95	0	0	7	5.71
17. Recognizes boundaries of his/her competencies and maintains appropriate boundaries	0	0	21	5.66	0	1	18	5.94	0	0	7	5.71

Competencies	2020-21				2021-22				FA22			
	# 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)
18. Demonstrates ability to flex to changing circumstance, unexpected events, and new situations	0	0	21	5.76	0	0	18	5.89	0	0	7	5.86
19. Demonstrates ability to be genuine and accepting of self and others	0	0	21	5.8	0	0	18	5.84	1	0	6	5.67
20. Researches therapeutic intervention strategies that have been supported in literature and research	0	4	17	5.58	2	1	18	5.69	0	0	7	5.71
21. Demonstrates knowledge of counseling theory and its application in his/her practice	0	3	18	5.5	0	1	18	5.89	3	0	4	5.25
22. Demonstrates ability to appropriately administer, score, and interpret clinical	9	3	9	5.77	7	0	18	5.67	0	0	7	5.71
23. Completes all assigned tasks (i.e., individual & group counseling, supervision, reports) in an ethical and effective fashion	0	0	21	5.76	0	0	18	5.89	1	0	6	5.83
<b>Total/Mean</b>				<b>5.66</b>				<b>5.89</b>				<b>5.78</b>

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