

Competencies	SP24		
	# of NA (Not Applicable/ Observed)	Total Responses	Mean (From 1 to 6)
Section A – Professional Skills & Behaviors Competency			
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	3.80
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.	0	5	3.80
7. Behaves professionally (i.e., demeanor, dress, language, commitments, etc.).	0	5	3.80
8. Adheres to ethical guidelines.	0	5	3.80
9. Organizes and recognizes implications of case material.	0	5	3.60
10. Accurately evaluates own counseling performance.	0	5	3.60
11. Manages time well.	0	5	3.8
12. Behaves in a professional manner towards supervisors, peers, and students.	0	5	3.80
13. Demonstrates emotional stability and self-control in relationships with supervisor, peers, and students.	0	5	3.80
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	3.80
17. Recognizes boundaries of his/her competencies and maintains appropriate boundaries.	0	5	3.80
18. Demonstrates ability to flex to changing circumstances, unexpected events, and new situations.	0	5	3.80
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.	0	5	3.60
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.	1	4	3.50
23. Completes all assigned tasks (i.e., individual & group counseling, supervision, reports) in an ethical and effective fashion.	0	5	3.80
Total/Mean			3.74
Section B – Supervision Competency			

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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.	0	5	3.80
4. Uses supervision constructively.	0	5	3.80
5. Open to growth and learning.	0	5	4.00
6. Seeks appropriate consultation and supervision to support delivery of school counseling services.	0	5	3.80
Total/Mean			3.83
Section CA – Counseling Skills & Practice Competency: Foundations			
1. Consults with supervisors or peers when there is an ethical or legal question or dilemma in school counseling.	0	5	3.60
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	3.80
Total/Mean			3.75
Section CB – Counseling Skills & Practice Competency: Delivery of Services			
1. Relates to and works effectively with diverse individuals and groups.	0	5	3.80
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.	0	5	3.80
4. Provides effective classroom guidance that promote the academic, career, and social/emotional development of students.	0	5	3.80
5. Implements prevention and intervention plans that promote student learning and development.	0	5	3.60
6. Uses appropriate procedures for assessing and managing suicide risk.	1	4	3.50
7. Learns and utilizes the school's information systems and technology.	0	5	3.80
Total/Mean			3.73
Section CC – Counseling Skills & Practice Competency: Assessment			
1. Assesses, interprets, and leverages students' strengths and needs while recognizing uniqueness in cultures, languages, values, backgrounds, and abilities.	0	5	3.67
2. Analyzes assessment information to identify the needs (e.g., academic, career, and social/emotional) of individual students.	0	5	3.33
Total/Mean			3.5
Section CD – Counseling Skills & Practice Competency: Research & Evaluation			
1. Engages in evidence-based practice with students and families.	0	5	3.80
2. Establishes measurable outcomes for the school counseling program.	0	5	3.80
3. Analyzes and uses data to improve the school counseling program.	0	5	3.80

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4. Uses data to assess barriers that impede student success (i.e., academic, career, and social/emotional development).	0	5	3.60
5. Analyzes assessment information to determine the effectiveness of school counseling programs.	0	5	3.40
Total/Mean			3.68
Section CE – Counseling Skills & Practice Competency: Collaboration & Consultation			
1. Facilitates engaging communication with families to promote the academic, career, and social/emotional development of students.	0	5	3.40
2. Locates resources in the community that can assist in student success.	0	5	3.20
3. Consults with teachers and staff to promote student academic, career, and social/emotional development.	0	5	3.80
4. Consults with community-based organizations to promote student academic, career, and social/emotional development.	2	3	3.33
5. Uses peer helping strategies in the school counseling program.	1	4	3.75
6. Makes appropriate referrals to school and/or community resources.	0	5	3.40
7. Collaborates with staff concerning assessment and planning for special needs students.	0	5	3.20
Total/Mean			3.44

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.