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

Knowledge Learning Outcome Assessed	Demonstration Level 4	Demonstration Level 3	Demonstration Level 2	Demonstration Level 1	N/A
KLOA1: Professional Orientation & Ethical Practice Students will demonstrate knowledge of and skills related to ethical professional counseling practice (CACREP 2.F.1) COUN 6010	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.	
KLOA2: Social & Cultural Diversity Students will demonstrate knowledge of the role cultural context plays in professional counseling and applying culturally relevant skills for working with diverse populations (CACREP 2.F.2) COUN 5440	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 populations in a sophisticated manner.	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 populations in a consistent manner.	Student demonstrates limited knowledge of the role cultural context plays in the practice of professional counseling and can occasionally apply culturally relevant skills for working with diverse populations.	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 working with diverse populations.	
KLOA3: Human Growth & Development Students will demonstrate knowledge and application of human growth and development; as well as related contextual	Student demonstrates a sophisticated knowledge and application of human growth and development, as well	Student demonstrates an adequate knowledge and application of human growth and development, as well as an adequate	Student demonstrates a limited knowledge and application of human growth and development, as well as an inadequate	Student is unable to demonstrate knowledge and application of human growth and development, as well as contextual	

dimensions, to the practice of professional counseling (CACREP 2.F.3) COUN 5110	as a strong understanding of contextual dimensions related to the practice of professional counseling.	understanding of contextual dimensions related to the practice of professional counseling.	understanding of contextual dimensions related to the practice of professional counseling.	dimensions related to the practice of professional counseling.	
KLOA4: Career Development Students will demonstrate knowledge and application of career development to the practice of professional counseling (CACREP 2.F.4) COUN 5600	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.	
KLOA5: Counseling and Helping Relationships Students will demonstrate knowledge and skills of thee helping process; counseling theories and techniques; prevention, education, consultation, and wellness models; counselor self-understanding; and the change process (CACREP 2.F.5) COUN 5400, COUN 5410, COUN 5420	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.	
KLOA6: Group Counseling and Group Work Students will demonstrate knowledge and skills of group development,	Student demonstrates sophisticated and perceptive knowledge and skills	Student demonstrates adequate knowledge and skills of group development,	Student demonstrates limited knowledge and skills of group development,	Student is unable to demonstrate knowledge and skills of group development,	

dynamics, theories, and techniques (CACREP 2.F.6) COUN 5430	of group development, dynamics, theories, and techniques.	dynamics, theories, and techniques.	dynamics, theories, and techniques.	dynamics, theories, and techniques.	
KLOA7: Assessment & Testing Students will demonstrate knowledge and application of culturally and developmentally appropriate assessment and evaluation practices (CACREP 2.F.7) COUN 5190	Student demonstrates consistently superior knowledge and application of culturally and developmentally appropriate clinical assessment and evaluation practices.	Student demonstrates an adequate knowledge and application of culturally and developmentally appropriate clinical assessment and evaluation practices.	Student demonstrates limited knowledge and application of culturally and developmentally appropriate clinical assessment and evaluation practices.	Student is unable to demonstrate knowledge and application of culturally and developmentally appropriate clinical assessment and evaluation practices.	
KLOA8: Research & Program Evaluation Students will critically evaluate and utilize research, evidence-based practices, and/or program evaluation (CACREP 2.F.8) COUN 5000	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.	
KLOA9: Addictions Counseling Students will demonstrate the knowledge and skills necessary to address a wide range of issues in the context of addiction counseling, treatment, and prevention programs; neurobiological and medical foundation and etiology of addiction.	Student demonstrates superior knowledge and skills necessary to address a wide range of issues in the context of addictions counseling, treatment, and prevention programs; as well as a sophisticated understand of the	Student demonstrates adequate knowledge and skills necessary to address a wide range of issues in the context of addictions counseling, treatment, and prevention programs; as well as an adequate understand of the neurobiological	Student demonstrates limited knowledge and skills necessary to address a wide range of issues in the context of addictions counseling, treatment, and prevention programs; neurobiological and medical foundation	Student is unable to demonstrate knowledge and skills necessary to address a wide range of issues in the context of addictions counseling, treatment, and prevention programs; neurobiological and medical foundation	

(CACREP 5.A; CACREP 5.C) COUN 5993	neurobiological and medical foundation and etiology of addiction.	and medical foundation and etiology of addiction.	and etiology of addiction.	and etiology of addiction.	
KLOA10: Diagnosis & Psychopathology Students will demonstrate knowledge and application of culturally, situationally, and developmentally appropriate diagnosis practices; including the etiology, nomenclature, and treatment, of emotional and mental disorders (CACREP 2.F.8; CACREP 5.C) COUN 5080	Student demonstrates a thoughtful and sophisticated knowledge and application of culturally, situationally, and developmentally appropriate diagnosis practice; including the etiology, nomenclature, and treatment of emotional and mental disorders.	Student demonstrates an adequate knowledge and application of culturally, situationally, and developmentally appropriate diagnosis practice; including the etiology, nomenclature, and treatment of emotional and mental disorders.	Student demonstrates a limited knowledge and application of culturally, situationally, and developmentally appropriate diagnosis practice; including the etiology, nomenclature, and treatment of emotional and mental disorders.	Student is unable to demonstrate knowledge and application of culturally, situationally, and developmentally appropriate diagnosis practice; including the etiology, nomenclature, and treatment of emotional and mental disorders.	
KLOA11: Counseling Children & Adolescents Students will demonstrate the 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	Student demonstrates sophisticated and perceptive knowledge and application of culturally, situationally, and developmentally appropriate treatment strategies for addressing the specific needs of children and adolescents; as well as a superior	Student demonstrates adequate knowledge and application of culturally, situationally, and developmentally appropriate treatment strategies for addressing the specific needs of children and adolescents; as well as an adequate understanding of characteristics, risk-	Student demonstrates limited knowledge and application of culturally, situationally, and developmentally appropriate treatment strategies for addressing the specific needs of children and adolescents; as well as an inadequate understanding of characteristics, risk-	Student is unable to demonstrate knowledge and application of culturally, situationally, and developmentally appropriate treatment strategies for addressing the specific needs of children and adolescents; as well as an understand of characteristics, risk-factors and warning	

common medications that affect learning, behavior, and mood. (CACREP 5.G) COUN 5160	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.	factors and warning signs of child/adolescent mental health and behavioral disorders; and common medications that affect learning, behavior, and mood.	factors and warning signs of child/adolescent mental health and behavioral disorders; and common medications that affect learning, behavior, and mood.	signs of child/adolescent mental health and behavioral disorders; and common medications that affect learning, behavior, and mood.	
KLOA12 (CMHC): Clinical Supervision Students will demonstrate knowledge and skills of professional supervision in a multicultural society, including best practices related to theories and practices of counselor supervision, purposes of clinical supervision, roles and relationships related to clinical supervision, and a personal style of supervision. (CACREP 1.B; CACREP 1.M; CACREP 5.C) COUN 5180	Student demonstrates superior knowledge and skills of professional supervision in a multicultural society, including best practices related to theories and practices of counselor supervision, purposes of clinical supervision, roles and relationships related to clinical supervision, and a personal style of supervision.	Student demonstrates adequate knowledge and skills of professional supervision in a multicultural society, including best practices related to theories and practices of counselor supervision, purposes of clinical supervision, roles and relationships related to clinical supervision, and a personal style of supervision.	Student demonstrates limited knowledge and skills of professional supervision in a multicultural society, including best practices related to theories and practices of counselor supervision, purposes of clinical supervision, roles and relationships related to clinical supervision, and a personal style of supervision.	Student is unable to demonstrate knowledge and skills of professional supervision in a multicultural society, including best practices related to theories and practices of counselor supervision, purposes of clinical supervision, roles and relationships related to clinical supervision, and a personal style of supervision.	
KLOA13 (SC): Comprehensive School Counseling Program Design & Implementation	Student demonstrates sophisticated, and comprehensive	Student demonstrates adequate knowledge and skills necessary	Students demonstrates limited knowledge and skills necessary to promote	Students is unable to demonstrate knowledge and skills necessary to promote	

to promote the Students will demonstrate knowledge and skills the academic, career, the academic, career, academic, career, the knowledge and skills and personal/social and personal/social necessary to promote necessary to promote the the academic, career, and personal/social development of P-12 development of P-12 academic, career, and and personal/social development of P-12 students through the students through the development of P-12 personal/social students through the design and design and development of P-12 implementation of a implementation of a students through the design and students through the design and implementation of a data-driven. data-driven. implementation of a design and implementation data-driven. comprehensive comprehensive of a data-driven. data-driven, comprehensive school counseling school counseling comprehensive school school counseling program; as well as comprehensive program; understanding of counseling program; school counseling program; as well as an inadequate interventions and interventions and program; as well as an adequate understanding of interventions and assessments to promote understanding of assessments to superior college and career understanding of interventions and assessments to promote college and readiness: and the interventions and career readiness: assessments to promote college and and the qualities and qualities and styles of assessments to promote college and career readiness: effective leadership in promote college and career readiness: and the qualities and styles of effective styles of effective schools. career readiness: and the qualities and leadership in schools. (CACREP 5.G) and the qualities and styles of effective leadership in schools. leadership in schools. **COUN 6015** styles of effective leadership in schools. KLOA14 (CMHC): Student Student Student Student is unable to demonstrates an Foundations of Clinical demonstrates a demonstrates a demonstrate adequate knowledge limited knowledge Mental Health Counseling comprehensive and knowledge and sophisticated and application of and application of Students will demonstrate application of the knowledge and knowledge and theories and models: theories and models: theories and models: application of application of roles and settings: roles and settings: roles and settings: service delivery service delivery service delivery theories and models theories and models: roles and settings; related to clinical mental modalities of the modalities of the modalities of the service delivery clinical mental health clinical mental health clinical mental health health counseling: roles and settings of modalities of the counseling counseling counseling clinical mental health clinical mental health profession; including profession; including profession; including knowledge of counselors: mental health counseling knowledge of knowledge of profession; including professional professional professional service delivery modalities; professional organizations, a comprehensive organizations, organizations, organizations, preparation standards, and knowledge of preparation preparation preparation

credentials relevant to the	professional	standards, and credentials relevant	standards, and credentials relevant	standards, and credentials relevant
practice of clinical mental	organizations,			
health counseling	preparation	to the practice of	to the practice of	to the practice of
(CACREP 5.C)	standards, and	clinical mental health	clinical mental health	clinical mental health
COUN 5200	credentials relevant	counseling.	counseling.	counseling.
	to the practice of			
	clinical mental health			
	counseling.			
KLOA14 (SC):	Student	Student	Student	Student is unable to
Foundations of School	demonstrates	demonstrates	demonstrates limited	demonstrate
Counseling	superior knowledge	adequate knowledge	knowledge of	knowledge of
Students will demonstrate	of historical and	of historical and	historical and	historical and
knowledge of historical and	contemporary models	contemporary models	contemporary models	contemporary models
contemporary models of	of the school	of the school	of the school	of the school
the school counseling	counseling	counseling	counseling	counseling
profession; legislation and	profession; legislation	profession; legislation	profession; legislation	profession; legislation
government policies, legal	and government	and government	and government	and government
and ethical standards, and	policies, legal and	policies, legal and	policies, legal and	policies, legal and
the multiple roles of the	ethical standards,	ethical standards,	ethical standards,	ethical standards,
school counselor; as well	and the multiple roles	and the multiple roles	and the multiple roles	and the multiple roles
as an understanding of	of the school	of the school	of the school	of the school
school systems,	counselor; as well as	counselor; as well as	counselor; as well as	counselor; as well as
professional identity,	a strong	an adequate	an inadequate	an understanding of
resource management,	understanding of	understanding of	understanding of	school systems,
professional organizations,	school systems,	school systems,	school systems,	professional identity,
preparation standards, and	professional identity,	professional identity,	professional identity,	resource
credentials relevant to the	resource	resource	resource	management,
school counseling	management,	management,	management,	professional
profession.	professional	professional	professional	organizations,
(CACREP 5.G)	organizations,	organizations,	organizations,	preparation
COUN 5150	preparation	preparation	preparation	standards, and
	standards, and	standards, and	standards, and	credentials relevant
	credentials relevant	credentials relevant	credentials relevant	to the school
	to the school	to the school	to the school	counseling
	counseling	counseling	counseling	profession.
	profession.	profession.	profession.	