

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 <i>Students will demonstrate knowledge of and skills related to ethical professional counseling practice (CACREP 2.F.1)</i> 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 <i>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)</i> 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 <i>Students will demonstrate knowledge and application of human growth and development; as well as related contextual</i>	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	

<p><i>dimensions, to the practice of professional counseling</i> (CACREP 2.F.3) COUN 5110</p>	<p>as a strong understanding of contextual dimensions related to the practice of professional counseling.</p>	<p>understanding of contextual dimensions related to the practice of professional counseling.</p>	<p>understanding of contextual dimensions related to the practice of professional counseling.</p>	<p>dimensions related to the practice of professional counseling.</p>	
<p>KLOA4: Career Development <i>Students will demonstrate knowledge and application of career development to the practice of professional counseling</i> (CACREP 2.F.4) COUN 5600</p>	<p>Student demonstrates a sophisticated and thorough knowledge and application of career development to the practice of professional counseling.</p>	<p>Student is able to demonstrate adequate knowledge and application of career development to the practice of professional counseling.</p>	<p>Student has limited ability to demonstrate knowledge and application of career development to the practice of professional counseling.</p>	<p>Student is unable to demonstrate knowledge and application of career development to the practice of professional counseling.</p>	
<p>KLOA5: Counseling and 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) COUN 5400, COUN 5410, COUN 5420</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>	
<p>KLOA6: Group Counseling and Group Work <i>Students will demonstrate knowledge and skills of group development,</i></p>	<p>Student demonstrates sophisticated and perceptive knowledge and skills</p>	<p>Student demonstrates adequate knowledge and skills of group development,</p>	<p>Student demonstrates limited knowledge and skills of group development,</p>	<p>Student is unable to demonstrate knowledge and skills of group development,</p>	

<i>dynamics, theories, and techniques</i> (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 <i>Students will demonstrate knowledge and application of culturally and developmentally appropriate assessment and evaluation practices</i> (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 <i>Students will critically evaluate and utilize research, evidence-based practices, and/or program evaluation</i> (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 <i>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.</i>	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 <i>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</i> (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 <i>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</i>	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	

<p><i>common medications that affect learning, behavior, and mood.</i> (CACREP 5.G) COUN 5160</p>	<p>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>factors and warning signs of child/adolescent mental health and behavioral disorders; and common medications that affect learning, behavior, and mood.</p>	<p>factors and warning signs of child/adolescent mental health and behavioral disorders; and common medications that affect learning, behavior, and mood.</p>	<p>signs of child/adolescent mental health and behavioral disorders; and common medications that affect learning, behavior, and mood.</p>	
<p>KLOA12 (CMHC): Clinical Supervision <i>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.</i> (CACREP 1.B; CACREP 1.M; CACREP 5.C) COUN 5180</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>	
<p>KLOA13 (SC): Comprehensive School Counseling Program Design & Implementation</p>	<p>Student demonstrates sophisticated, and comprehensive</p>	<p>Student demonstrates adequate knowledge and skills necessary</p>	<p>Students demonstrates limited knowledge and skills necessary to promote</p>	<p>Students is unable to demonstrate knowledge and skills necessary to promote</p>	

<p><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.</i> (CACREP 5.G) COUN 6015</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>	
<p>KLOA14 (CMHC): Foundations of Clinical Mental Health Counseling <i>Students will demonstrate the knowledge and application of theories and models related to clinical mental health counseling; roles and settings of clinical mental health counselors; mental health service delivery modalities; professional organizations, preparation standards, and</i></p>	<p>Student demonstrates a comprehensive and sophisticated knowledge and application of theories and models; roles and settings; service delivery modalities of the clinical mental health counseling profession; including a comprehensive knowledge of</p>	<p>Student demonstrates an adequate knowledge and application of theories and models; roles and settings; service delivery modalities of the clinical mental health counseling profession; including knowledge of professional organizations, preparation</p>	<p>Student demonstrates a limited knowledge and application of theories and models; roles and settings; service delivery modalities of the clinical mental health counseling profession; including knowledge of professional organizations, preparation</p>	<p>Student is unable to demonstrate knowledge and application of theories and models; roles and settings; service delivery modalities of the clinical mental health counseling profession; including knowledge of professional organizations, preparation</p>	

<p><i>credentials relevant to the practice of clinical mental health counseling</i> (CACREP 5.C) COUN 5200</p>	<p>professional organizations, preparation standards, and credentials relevant to the practice of clinical mental health counseling.</p>	<p>standards, and credentials relevant to the practice of clinical mental health counseling.</p>	<p>standards, and credentials relevant to the practice of clinical mental health counseling.</p>	<p>standards, and credentials relevant to the practice of clinical mental health counseling.</p>	
<p>KLOA14 (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 to the school counseling profession.</i> (CACREP 5.G) COUN 5150</p>	<p>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 to the school counseling profession.</p>	<p>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 to the school counseling profession.</p>	<p>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 to the school counseling profession.</p>	<p>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 to the school counseling profession.</p>	