

Group Rubric Analysis



Program

Rubric

Dates

Clinical Mental Health
Counseling

Master Assessment Rubric -
Professional Counseling
Identity DEMO-CACREP-
1000

1/1/22-12/31/22

Total Interns Being Assessed: 34

CRITERIA LEVEL COUNTS								
Criteria	Exceeds Expectations 4	Meets Expectations 3	Approaching Expectations 2	Below Expectations 1	Mean	Mode	Stdev	
History and philosophy of counseling profession 1.a 2016 - 2.F.1.a	0	29	0	0	3.00	3	0.00	
multiple professional roles and functions of counselors 1.b 2016 - 2.F.1.b	2	26	2	0	3.00	3	0.37	
interdisciplinary community outreach and emergency m... 1.c 2016 - 2.F.1.c	2	25	3	0	2.97	3	0.41	
role and process of the professional counselor advoc... 1.d 2016 - 2.F.1.d	0	29	1	0	2.97	3	0.18	
advocacy processes 1.e 2016 - 2.F.1.e	1	27	1	0	3.00	3	0.26	
professional counseling organizations 1.f 2016 - 2.F.1.f	0	28	1	1	2.90	3	0.40	
professional counseling credentialing, licensure, an... 1.g 2016 - 2.F.1.g	2	26	2	0	3.00	3	0.37	
current labor market information 1.h 2016 - 2.F.1.h	4	26	0	0	3.13	3	0.34	
ethical standards of professional counseling organiz... 1.i 2016 - 2.F.1.i	0	28	1	0	2.97	3	0.18	

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CRITERIA LEVEL COUNTS								
Counselor understands technology's impact on the cou... 1.j 2016 - 2.F.1.j	1	27	2	0	2.97	3	0.31	
strategies for personal and professional self-evalua... 1.k 2016 - 2.F.1.k	1	17	11	0	2.66	3	0.54	
Counselor understands self-care strategies appropria... 1.l 2016 - 2.F.1.l	2	25	3	0	2.97	3	0.41	
Counselor understands the role of counseling supervi... 1.m 2016 - 2.F.1.m	1	27	2	0	2.97	3	0.31	
multicultural and pluralistic characteristics within... 2.a 2016 - 2.F.2.a	0	26	3	0	2.90	3	0.30	
theories of multicultural counseling 2.b 2016 - 2.F.2.b	3	22	4	0	2.97	3	0.49	
Counselor understands multicultural counseling compe... 2.c 2016 - 2.F.2.c	0	24	1	4	2.69	3	0.70	
the impact of heritage, attitudes, beliefs, understa... 2.d 2016 - 2.F.2.d	1	29	0	0	3.03	3	0.18	
Counselor understands the effects of power and privi... 2.e 2016 - 2.F.2.e	3	23	3	0	3.00	3	0.45	
Counselor recognizes help-seeking behaviors of diver... 2.f 2016 - 2.F.2.f	1	24	4	0	2.90	3	0.40	
Counselor understands the impact of spiritual belief... 2.g 2016 - 2.F.2.g	1	27	2	0	2.97	3	0.31	
strategies for identifying and eliminating barriers,... 2.h 2016 - 2.F.2.h	1	28	0	0	3.03	3	0.18	
Counselor understands theories of individual and fam... 3.a 2016 - 2.F.3.a	0	28	2	0	2.93	3	0.25	

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CRITERIA LEVEL COUNTS							
Counselor understands theories of learning 3.b 2016 - 2.F.3.b	1	26	0	2	2.90	3	0.55
Counselor understands theories of normal and abnormal... 3.c 2016 - 2.F.3.c	1	26	2	0	2.97	3	0.32
Counselor understands theories and etiology of addic... 3.d 2016 - 2.F.3.d	3	26	0	0	3.10	3	0.30
Biological, Neurologicalm and Physiological factors ... 3.e 2016 - 2.F.3.e	0	26	4	0	2.87	3	0.34
Systemic and environmental factors that affect human... 3.f 2016 - 2.F.3.f	0	30	0	0	3.00	3	0.00
effects of crisis, disasters, and trauma on ndivers ... 3.g 2016 - 2.F.3.g	0	27	3	0	2.90	3	0.30
understanding differing abilities and strategies for... 3.h 2016 - 2.F.3.h	1	26	2	0	2.97	3	0.32
strategies for promoting resilience and optimum deve... 3.i 2016 - 2.F.3.i	2	28	0	0	3.07	3	0.25
Counselor understands theories and models of career ... 4.a 2016 - 2.F.4.a	0	26	3	0	2.90	3	0.30
Approaches for conceptualizing the interrationships ... 4.b 2016 - 2.F.4.b	1	24	2	2	2.83	3	0.59
Processes for identifying and using career, avocatio... 4.c 2016 - 2.F.4.c	0	28	1	0	2.97	3	0.18
approaches for assessing the conditions of the work ... 4.d 2016 - 2.F.4.d	0	27	0	2	2.86	3	0.51
strategies for assessing...career development 4.e 2016 - 2.F.4.e	0	28	1	0	2.97	3	0.18

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CRITERIA LEVEL COUNTS							
career development program planning, organization, i... 4.f 2016 - 2.F.4.f	0	27	1	1	2.90	3	0.40
advocating for diverse clients' career and education... 4.g 2016 - 2.F.4.g	2	25	1	1	2.97	3	0.49
facilitating client skill development for career, ed... 4.h 2016 - 2.F.4.h	0	28	0	1	2.93	3	0.36
identifying using assessment tools and techniques re... 4.i 2016 - 2.F.4.h	0	27	2	0	2.93	3	0.25
Counselor understands ethical and culturally relevan... 4.j 2016 - 2.F.4.j	1	25	3	0	2.93	3	0.36
Counselor understands theories and models of counseling 5.a 2016 - 2.F.5.a	0	27	1	1	2.90	3	0.40
Counselor understands a systems approach to conceptu... 5.b 2016 - 2.F.5.b	0	29	0	0	3.00	3	0.00
theories, models, and strategies for understanding a... 5.c 2016 - 2.F.5.c	1	26	1	1	2.93	3	0.45
strategies for establishing and maintaining in-perso... 5.d 2016 - 2.F.5.d	2	24	3	0	2.97	3	0.41
Counselor understands the impact of technology in th... 5.e 2016 - 2.F.5.e	1	29	0	0	3.03	3	0.18
Counselor understands counselor characteristics and ... 5.f 2016 - 2.F.5.f	2	27	1	0	3.03	3	0.31
Counselor understands essential interviewing, course... 5.g 2016 - 2.F.5.g	2	25	1	1	2.97	3	0.49

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CRITERIA LEVEL COUNTS								
Counselor understands developmentally relevant couns... 5.h 2016 - 2.F.5.h	1	28	1	0	3.00	3	0.26	
Counselor understands development of measurable outc... 5.i 2016 - 2.F.5.i	0	27	2	0	2.93	3	0.25	
evidence-based counseling strategies and techniques ... 5.j 2016 - 2.F.5.j	1	27	0	1	2.97	3	0.41	
strategies to promote client understanding of and ac... 5.k 2016 - 2.F.5.k	0	28	0	1	2.93	3	0.36	
Counselor understands suicide prevention models and ... 5.l 2016 - 2.F.5.l	1	27	0	1	2.97	3	0.41	
crisis intervention, trauma-informed, community-base... 5.m 2016 - 2.F.5.m	1	27	1	0	3.00	3	0.26	
Counselor understands processes for aiding students ... 5.n 2016 - 2.F.5.m	3	25	0	1	3.03	3	0.49	
Counselor understands theoretical foundations of gro... 6.a 2016 - 2.F.6.a	1	28	0	0	3.03	3	0.18	
Counselor understands dynamics associated with group... 6.b 2016 - 2.F.6.b	2	25	2	0	3.00	3	0.37	
Counselor Understands therapeutic factors and how th... 6.c 2016 - 2.F.6.c	2	27	0	0	3.07	3	0.25	
Counselor understands characteristics and functions ... 6.d 2016 - 2.F.6.d	0	28	0	1	2.93	3	0.36	
approaches to group formation, including recruiting,... 6.e 2016 - 2.F.6.e	0	29	0	0	3.00	3	0.00	

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CRITERIA LEVEL COUNTS							
types of groups and other considerations that affect... 6.f 2016 - 2.F.6.f	2	26	0	1	3.00	3	0.45
ethical and culturally relevant strategies for desig... 6.g 2016 - 2.F.6.g	0	29	0	0	3.00	3	0.00
Participates as a group member in a small group acti... 6.h 2016 - 2.F.6.h	3	25	0	1	3.03	3	0.49
historical perspectives concerning the nature and me... 7.a 2016 - 2.F.7.a	0	26	3	0	2.90	3	0.30
methods of effectively preparing for and conducting ... 7.b 2016 - 2.F.7.b	1	27	1	0	3.00	3	0.26
procedures for assessing risk of aggression or dange... 7.c 2016 - 2.F.7.c	1	26	2	0	2.97	3	0.32
Counselor understands procedures for identifying tra... 7.d 2016 - 2.F.7.d	0	29	0	0	3.00	3	0.00
Counselor understands use of assessments for diagnos... 7.e 2016 - 2.F.7.e	2	26	0	1	3.00	3	0.45
Basic concepts of testing and assessments 7.f 2016 - 2.F.7.f	0	28	1	0	2.97	3	0.18
Statistical concepts 7.g 2016 - 2.F.7.g	1	28	0	0	3.03	3	0.18
Counselor understands reliability and validity in th... 7.h 2016 - 2.F.7.h	0	28	1	0	2.97	3	0.18
Assessments relevant to academic/educational, career... 7.i 2016 - 2.F.7.i	1	27	2	0	2.97	3	0.31
Counselor understands use of environmental assessmen... 7.j 2016 - 2.F.7.j	2	27	0	0	3.07	3	0.25

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CRITERIA LEVEL COUNTS							
Counselor understands use of symptom checklists, and... 7.k 2016 - 2.F.7.k	0	27	1	1	2.90	3	0.40
use of assessment results to diagnose developmental,... 7.l 2016 - 2.F.7.l	0	29	1	0	2.97	3	0.18
strategies for selecting, administering, and interpr... 7.m 2016 - 2.F.7.m	2	26	1	0	3.03	3	0.32
Importance of research in advancing the counseling p... 8.a 2016 - 2.F.8.a	3	27	0	0	3.10	3	0.30
Counselor understands identification of evidence-bas... 8.b 2016 - 2.F.8.b	0	28	2	0	2.93	3	0.25
Counselor understands needs assessments 8.c 2016 - 2.F.8.c	2	27	0	0	3.07	3	0.25
Counselor understands development of outcome measure... 8.d 2016 - 2.F.8.d	2	26	1	0	3.03	3	0.32
Counselor understands evaluation of counseling inter... 8.e 2016 - 2.F.8.e	0	28	1	0	2.97	3	0.18
Counselor understands qualitative, quantitative, and... 8.f 2016 - 2.F.8.f	1	27	1	0	3.00	3	0.26
Counselor understands designs used in research and p... 8.g 2016 - 2.F.8.g	1	27	0	1	2.97	3	0.41
Counselor understands statistical methods used in co... 8.h 2016 - 2.F.8.h	1	27	1	0	3.00	3	0.26
Counselor understands analysis and use of data in co... 8.i 2016 - 2.F.8.i	0	29	0	0	3.00	3	0.00

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CRITERIA LEVEL COUNTS

Strategies for conducting, interpreting, and reporti... 8.j 2016 - 2.F.8.j	0	29	0	0	3.00	3	0.00
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CRITERIA LEVEL DISTRIBUTION CHARTS

History and philosophy of counseling profession 1.a 2016 - 2.F.1.a	29 (100%)						
multiple professional roles and functions of counselors 1.b 2016 - 2.F.1.b	2 (7%)	26 (87%)					2 (7%)
interdisciplinary community outreach and emergency m... 1.c 2016 - 2.F.1.c	2 (7%)	25 (83%)					3 (10%)
role and process of the professional counselor advoc... 1.d 2016 - 2.F.1.d	29 (97%)						1
advocacy processes 1.e 2016 - 2.F.1.e	1	27 (93%)					1
professional counseling organizations 1.f 2016 - 2.F.1.f	28 (93%)						1 1
professional counseling credentialing, licensure, an... 1.g 2016 - 2.F.1.g	2 (7%)	26 (87%)					2 (7%)
current labor market information 1.h 2016 - 2.F.1.h	4 (13%)	26 (87%)					
ethical standards of professional counseling organiz... 1.i 2016 - 2.F.1.i	28 (97%)						1
Counselor understands technology's impact on the cou... 1.j 2016 - 2.F.1.j	1	27 (90%)					2 (7%)
strategies for personal and professional self-evalua... 1.k 2016 - 2.F.1.k	1	17 (59%)			11 (38%)		
Counselor understands self-care strategies appropria... 1.l 2016 - 2.F.1.l	2 (7%)	25 (83%)					3 (10%)

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CRITERIA LEVEL DISTRIBUTION CHARTS				
Counselor understands the role of counseling supervi... 1.m 2016 - 2.F.1.m	<table border="1"> <tr> <td>1</td> <td>27 (90%)</td> <td>2 (7%)</td> </tr> </table>	1	27 (90%)	2 (7%)
1	27 (90%)	2 (7%)		
multicultural and pluralistic characteristics within... 2.a 2016 - 2.F.2.a	<table border="1"> <tr> <td>26 (90%)</td> <td>3 (10%)</td> </tr> </table>	26 (90%)	3 (10%)	
26 (90%)	3 (10%)			
theories of multicultural counseling 2.b 2016 - 2.F.2.b	<table border="1"> <tr> <td>3 (10%)</td> <td>22 (76%)</td> <td>4 (14%)</td> </tr> </table>	3 (10%)	22 (76%)	4 (14%)
3 (10%)	22 (76%)	4 (14%)		
Counselor understands multicultural counseling compe... 2.c 2016 - 2.F.2.c	<table border="1"> <tr> <td>24 (83%)</td> <td>1</td> <td>4 (14%)</td> </tr> </table>	24 (83%)	1	4 (14%)
24 (83%)	1	4 (14%)		
the impact of heritage, attitudes, beliefs, understa... 2.d 2016 - 2.F.2.d	<table border="1"> <tr> <td>1</td> <td>29 (97%)</td> </tr> </table>	1	29 (97%)	
1	29 (97%)			
Counselor understands the effects of power and privi... 2.e 2016 - 2.F.2.e	<table border="1"> <tr> <td>3 (10%)</td> <td>23 (79%)</td> <td>3 (10%)</td> </tr> </table>	3 (10%)	23 (79%)	3 (10%)
3 (10%)	23 (79%)	3 (10%)		
Counselor recognizes help-seeking behaviors of diver... 2.f 2016 - 2.F.2.f	<table border="1"> <tr> <td>1</td> <td>24 (83%)</td> <td>4 (14%)</td> </tr> </table>	1	24 (83%)	4 (14%)
1	24 (83%)	4 (14%)		
Counselor understands the impact of spiritual belief... 2.g 2016 - 2.F.2.g	<table border="1"> <tr> <td>1</td> <td>27 (90%)</td> <td>2 (7%)</td> </tr> </table>	1	27 (90%)	2 (7%)
1	27 (90%)	2 (7%)		
strategies for identifying and eliminating barriers,... 2.h 2016 - 2.F.2.h	<table border="1"> <tr> <td>1</td> <td>28 (97%)</td> </tr> </table>	1	28 (97%)	
1	28 (97%)			
Counselor understands theories of individual and fam... 3.a 2016 - 2.F.3.a	<table border="1"> <tr> <td>28 (93%)</td> <td>2 (7%)</td> </tr> </table>	28 (93%)	2 (7%)	
28 (93%)	2 (7%)			
Counselor understands theories of learning 3.b 2016 - 2.F.3.b	<table border="1"> <tr> <td>1</td> <td>26 (90%)</td> <td>2 (7%)</td> </tr> </table>	1	26 (90%)	2 (7%)
1	26 (90%)	2 (7%)		
Counselor understands theories of normal and abnorma... 3.c 2016 - 2.F.3.c	<table border="1"> <tr> <td>1</td> <td>26 (90%)</td> <td>2 (7%)</td> </tr> </table>	1	26 (90%)	2 (7%)
1	26 (90%)	2 (7%)		
Counselor understands theories and etiology of addic... 3.d 2016 - 2.F.3.d	<table border="1"> <tr> <td>3 (10%)</td> <td>26 (90%)</td> </tr> </table>	3 (10%)	26 (90%)	
3 (10%)	26 (90%)			

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CRITERIA LEVEL DISTRIBUTION CHARTS	
Biological, Neurological and Physiological factors ... 3.e 2016 - 2.F.3.e	26 (87%) 4 (13%)
Systemic and environmental factors that affect human... 3.f 2016 - 2.F.3.f	30 (100%)
effects of crisis, disasters, and trauma on ndivers ... 3.g 2016 - 2.F.3.g	27 (90%) 3 (10%)
understanding differing abilities and strategies for... 3.h 2016 - 2.F.3.h	1 26 (90%) 2 (7%)
strategies for promoting resilience and optimum deve... 3.i 2016 - 2.F.3.i	2 (7%) 28 (93%)
Counselor understands theories and models of career ... 4.a 2016 - 2.F.4.a	26 (90%) 3 (10%)
Approaches for conceptualizing the interrationships ... 4.b 2016 - 2.F.4.b	1 24 (83%) 2 (7%) 2 (7%)
Processes for identifying and using career, avocatio... 4.c 2016 - 2.F.4.c	28 (97%) 1
approaches for assessing the conditions of the work ... 4.d 2016 - 2.F.4.d	27 (93%) 2 (7%)
strategies for assessing...career development 4.e 2016 - 2.F.4.e	28 (97%) 1
career development program planning, organization, i... 4.f 2016 - 2.F.4.f	27 (93%) 1 1
advocating for diverse clients' career and education... 4.g 2016 - 2.F.4.g	2 (7%) 25 (86%) 1 1
facilitating client skill development for career, ed... 4.h 2016 - 2.F.4.h	28 (97%) 1
identifying using assessment tools and techniques re... 4.i 2016 - 2.F.4.h	27 (93%) 2 (7%)

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CRITERIA LEVEL DISTRIBUTION CHARTS	
Counselor understands ethical and culturally relevant... 4.j 2016 - 2.F.4.j	<p>1 25 (86%) 3 (10%)</p>
Counselor understands theories and models of counseling 5.a 2016 - 2.F.5.a	<p>27 (93%) 1 1</p>
Counselor understands a systems approach to conceptual... 5.b 2016 - 2.F.5.b	<p>29 (100%)</p>
theories, models, and strategies for understanding a... 5.c 2016 - 2.F.5.c	<p>1 26 (90%) 1 1</p>
strategies for establishing and maintaining in-person... 5.d 2016 - 2.F.5.d	<p>2 (7%) 24 (83%) 3 (10%)</p>
Counselor understands the impact of technology in the... 5.e 2016 - 2.F.5.e	<p>1 29 (97%)</p>
Counselor understands counselor characteristics and ... 5.f 2016 - 2.F.5.f	<p>2 (7%) 27 (90%) 1</p>
Counselor understands essential interviewing, counseling... 5.g 2016 - 2.F.5.g	<p>2 (7%) 25 (86%) 1 1</p>
Counselor understands developmentally relevant counseling... 5.h 2016 - 2.F.5.h	<p>1 28 (93%) 1</p>
Counselor understands development of measurable outcomes... 5.i 2016 - 2.F.5.i	<p>27 (93%) 2 (7%)</p>
evidence-based counseling strategies and techniques ... 5.j 2016 - 2.F.5.j	<p>1 27 (93%) 1</p>
strategies to promote client understanding of and acceptance... 5.k 2016 - 2.F.5.k	<p>28 (97%) 1</p>

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CRITERIA LEVEL DISTRIBUTION CHARTS	
Counselor understands suicide prevention models and ... 5.l 2016 - 2.F.5.l	<p>1 (3%) 27 (93%) 1 (3%)</p>
crisis intervention, trauma-informed, community-base... 5.m 2016 - 2.F.5.m	<p>1 (3%) 27 (93%) 1 (3%)</p>
Counselor understands processes for aiding students ... 5.n 2016 - 2.F.5.n	<p>3 (10%) 25 (86%) 1 (3%)</p>
Counselor understands theoretical foundations of gro... 6.a 2016 - 2.F.6.a	<p>1 (3%) 28 (97%) 0 (0%)</p>
Counselor understands dynamics associated with group... 6.b 2016 - 2.F.6.b	<p>2 (7%) 25 (86%) 2 (7%)</p>
Counselor Understands therapeutic factors and how th... 6.c 2016 - 2.F.6.c	<p>2 (7%) 27 (93%) 0 (0%)</p>
Counselor understands characteristics and functions ... 6.d 2016 - 2.F.6.d	<p>0 (0%) 28 (97%) 1 (3%)</p>
approaches to group formation, including recruiting,... 6.e 2016 - 2.F.6.e	<p>0 (0%) 29 (100%) 0 (0%)</p>
types of groups and other considerations that affect... 6.f 2016 - 2.F.6.f	<p>2 (7%) 26 (90%) 1 (3%)</p>
ethical and culturally relevant strategies for desig... 6.g 2016 - 2.F.6.g	<p>0 (0%) 29 (100%) 0 (0%)</p>
Participates as a group member in a small group acti... 6.h 2016 - 2.F.6.h	<p>3 (10%) 25 (86%) 1 (3%)</p>
historical perspectives concerning the nature and me... 7.a 2016 - 2.F.7.a	<p>0 (0%) 26 (90%) 3 (10%)</p>

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CRITERIA LEVEL DISTRIBUTION CHARTS	
methods of effectively preparing for and conducting ... 7.b 2016 - 2.F.7.b	<p>1 (3%) 27 (93%) 1 (3%)</p>
procedures for assessing risk of aggression or danger... 7.c 2016 - 2.F.7.c	<p>1 (3%) 26 (90%) 2 (7%)</p>
Counselor understands procedures for identifying trauma... 7.d 2016 - 2.F.7.d	<p>29 (100%)</p>
Counselor understands use of assessments for diagnosis... 7.e 2016 - 2.F.7.e	<p>2 (7%) 26 (90%) 1 (3%)</p>
Basic concepts of testing and assessments 7.f 2016 - 2.F.7.f	<p>28 (97%) 1 (3%)</p>
Statistical concepts 7.g 2016 - 2.F.7.g	<p>1 (3%) 28 (97%)</p>
Counselor understands reliability and validity in the... 7.h 2016 - 2.F.7.h	<p>28 (97%) 1 (3%)</p>
Assessments relevant to academic/educational, career... 7.i 2016 - 2.F.7.i	<p>1 (3%) 27 (90%) 2 (7%)</p>
Counselor understands use of environmental assessments... 7.j 2016 - 2.F.7.j	<p>2 (7%) 27 (93%)</p>
Counselor understands use of symptom checklists, and... 7.k 2016 - 2.F.7.k	<p>27 (93%) 1 (3%) 1 (3%)</p>
use of assessment results to diagnose developmental,... 7.l 2016 - 2.F.7.l	<p>29 (97%) 1 (3%)</p>
strategies for selecting, administering, and interpreting... 7.m 2016 - 2.F.7.m	<p>2 (7%) 26 (90%) 1 (3%)</p>
Importance of research in advancing the counseling profession... 8.a 2016 - 2.F.8.a	<p>3 (10%) 27 (90%)</p>

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CRITERIA LEVEL DISTRIBUTION CHARTS	
Counselor understands identification of evidence-bas... 8.b 2016 - 2.F.8.b	<p>28 (93%) 2 (7%)</p>
Counselor understands needs assessments 8.c 2016 - 2.F.8.c	<p>2 (7%) 27 (93%)</p>
Counselor understands development of outcome measure... 8.d 2016 - 2.F.8.d	<p>2 (7%) 26 (90%) 1</p>
Counselor understands evaluation of counseling inter... 8.e 2016 - 2.F.8.e	<p>28 (97%) 1</p>
Counselor understands qualitative, quantitative, and... 8.f 2016 - 2.F.8.f	<p>1 27 (93%) 1</p>
Counselor understands designs used in research and p... 8.g 2016 - 2.F.8.g	<p>1 27 (93%) 1</p>
Counselor understands statistical methods used in co... 8.h 2016 - 2.F.8.h	<p>1 27 (93%) 1</p>
Counselor understands analysis and use of data in co... 8.i 2016 - 2.F.8.i	<p>29 (100%)</p>
Strategies for conducting, interpreting, and reporti... 8.j 2016 - 2.F.8.j	<p>29 (100%)</p>