

**DEPARTMENT OF EDUCATIONAL LEADERSHIP, COUNSELING,  
AND POSTSECONDARY EDUCATION**

**STUDENT OUTCOMES, COMPETENCIES, AND METHODS OF ASSESSMENT**

**SCHOOL AND MENTAL HEALTH COUNSELING**

**I. Departmental Philosophy**

The Counseling area of the Department of Educational Leadership, Counseling, and Postsecondary Education is committed to the development of specific competencies for counseling majors. Our program is highly skilled-based, and the outcomes/competencies listed in this document are an accurate reflection of what we teach in the program.

**II. Outcomes, Competencies, and Methods of Assessment**

**Outcome #1**--*The student will be able to establish and maintain a therapeutic relationship with clients and to facilitate clients' constructive change process.*

Competencies: The student will be able to:

- a. Nonverbally and verbally communicate a genuine interest in and caring for clients.
- b. Communicate an understanding of each client's world as perceived by the client.
- c. Systematically conceptualize human behavior and the process of change.
- d. Demonstrate effective counseling skills.

Methods of Assessment:

These competencies are assessed in the following courses: Counseling Skills, Counseling Processes; Counseling Children and Adolescents; Intervention and Prevention with Children, Adolescents, and Parents; and School and Mental Health Practicum and Internship.

- A questionnaire is sent to each client that practicum students see at the clinics to assess level of competency in communicating interest and caring for clients, and demonstration of effective counseling skills (**competencies a-d**).
- An evaluation form is sent to site supervisors (School Practicum and Mental Health and School Internship) which assesses level of competency in communicating interest and caring for clients and demonstrate effective counseling skills (**competencies a-d**).
- In both School and Mental Health Counseling practicums faculty members provide live supervision for each counseling session. Feedback provided to the counseling practicum student assesses **competencies a, b, c, and d**. In Internship,

these same competencies are assessed by reviewing audio and videotapes of counseling sessions and providing feedback to the counseling intern.

- Counseling Skills students are assessed routinely throughout the course to determine level of **competency of a-d**. This assessment is done through live supervision or review of audio/videotapes. Specific forms which incorporate criteria listed in a-d are used in providing this feedback.
- In the second level skills courses (Counseling Processes, Counseling Children and Adolescents, and Intervention and Prevention with Children and Adolescents), level of competency is assessed through live observation of counseling sessions, student demonstrations, and performance on video/audio tapes of client sessions. **Competencies a-d** are assessed, and students are given written feedback on their skills.

**Outcome #2**--*The student is able to demonstrate ability to understand and apply basic principles of group dynamics, major group theories, stages of group development, and group member roles.*

Competencies: The student will be able to:

- a. Use principles of group dynamics and group therapeutic conditions in various group activities that facilitate attitude and behavior change appropriate to the developmental level of the client.
- b. Demonstrate a familiarity with the unique characteristics of at least three of the major group theories and the persons associated with their development.
- c. Demonstrate a familiarity with the typical stages of group development and appropriate intervention strategies and leader behaviors.
- d. Indicate an awareness of the most frequently observed facilitative and debilitating roles that group members may assume, along with appropriate interventions that address those roles.
- e. Be conversant with the current issues and the body of research related to group counseling, particularly as it relates to one's area of specialty.

Methods of Assessment:

These competencies are assessed in the following courses: Applied Group Dynamics, Group Process, School and Mental Health Practicum and Internship.

- **Competencies d, e, and f** are assessed through a written exam in the first group course.
- **Competencies b and c** are assessed through demonstrations of group counseling sessions.
- **Competencies a, b, c and d** are assessed in School and Mental Health Practicum and/or Internship through live supervision or video tapes of group counseling sessions. Specific feedback is used to communicate level of competency to the counseling student.

- **Competency e** is assessed when students write a paper about a group they would conduct which incorporates the relevant literature.
- **Competencies b, c, and d** are assessed through questions on the comprehensive examination.

**Outcome #3**--*The student is able to demonstrate the ability to apply basic knowledge of counseling and developmental theories in working with individuals, families, and relationships with other personal/social and career issues.*

Competencies: The student will be able to:

- Demonstrate an understanding of the basic principles of human growth and development and how they affect the counseling process and career development.
- Explain the major counseling theories, their associated procedures and techniques, and be conversant with current issues and research.
- Be conversant with the current issues and the body of research related to family counseling, and career counseling.
- Articulate a personal approach to counseling that is consistent with students' values and beliefs.

Methods of Assessment:

These competencies are assessed in the following courses: Theories of Human Development, Counseling Children and Adolescents, Family Counseling, Facilitating Career Development, Counseling Theory, and Intervention and Prevention with Children, Adolescents, and Parents.

- **Competency a** is assessed through exams and papers in Theories of Human Development, Counseling Children and Adolescents, Family Counseling, and Facilitating Career Development.
- **Competency b** is assessed in Counseling Theory through exams, papers, role plays, and demonstrations.
- **Competency c** is assessed in Family Counseling through group projects, and interest area papers, and in Facilitating Career Development through exams and projects.
- **Competency d** is assessed through a paper which is initially done in Counseling Skills and re-conceptualized in School and Mental Health Practicum and Internship.
- **Competencies b and c** are assessed through questions on the comprehensive examination.

**Outcome #4**--*The student is knowledgeable of and complies with ethical standards of the profession.*

Competencies: The student will be able to:

- a. Elaborate key concepts of professional ethics, confidentiality, dual relationships, professional liability, privileged communication, client rights, and expert witness status.
- b. Demonstrate commitment to professional ethics.

Methods of Assessment:

These competencies are assessed in every class throughout both programs.

- **Competency a** is assessed through questions in course examinations, discussion of case studies, and in the comprehensive exam.
- **Competency b** is assessed in School and Mental Health Practicum and Internship through feedback on tapes and live supervision of counseling sessions.

**Outcome #5**--*The student understands and can apply knowledge of current professional practice in School or Mental Health Counseling, depending on area of speciality.*

Competencies for Mental Health: The student will be able to:

- a. Demonstrate and apply principles of diagnosis and assessment and treatment in mental health settings.
- b. Understand principles and practices of a variety of mental health delivery systems.
- c. Demonstrate the ability to apply knowledge of consultation in mental health settings.

Methods of Assessment for Mental Health:

These competencies are assessed in Treatment Procedures in Mental Health Counseling, Mental Health Practicum, Mental Health Internship, Consultation Skills, Assessment Techniques in Counseling.

- **Competency a** is assessed through exams in Assessment Techniques in Counseling, an in-class project, and a psychological report.
- **Competency a** is assessed through case studies and exams in Treatment Procedures in Mental Health Counseling.
- **Competencies a and b** are assessed in Mental Health Practicum and Internship through attendance at disposition meetings, review of counseling sessions (reports, tape review).
- **Competency c** is assessed through in-class presentations or tape performance, exams, and case studies in Consultation Skills. This is also assessed in Internship through case supervision sessions.
- **Competencies a, b, c** are assessed through questions in the comprehensive examination.

Competencies for School Counseling: The student will be able to:

- a. Demonstrate the ability to apply knowledge of consultation in school counseling settings.
- b. Be able to design and maintain a comprehensive development counseling program.
- c. Demonstrate and apply principles of assessment and treatment in school settings.

Methods of Assessment for School Counseling:

- **Competency a** is assessed through in-class presentations or tape performance, exams, and case studies in Consultation Skills. This is also assessed in Internship through case supervision sessions.
- **Competency b** is assessed through course projects in Developing Comprehensive School Counseling Programs.
- **Competency a** is assessed through exams in Assessment Techniques in Counseling, an in-class project, and a psychological report.
- **Competencies a, b, and c** are assessed through questions on the comprehensive examination.

**Outcome #6--***The student is knowledgeable of the importance and complexity of cultural diversity and can apply this knowledge in working with clients.*

Competencies: The student will be able to:

- a. Articulate his/her own cultural assumptions, values, and biases.
- b. Understand how race, ethnicity, gender, and other differences may affect the world views of clients.
- c. Understand how the world view of clients may affect the appropriateness or inappropriateness of counseling approaches.
- d. Develop appropriate intervention strategies and techniques based on the world view of the client.

Methods of Assessment:

These competencies are assessed in Multicultural Counseling, Counseling Skills, Assessment Techniques in Counseling, Counseling Processes, Counseling Theory, School and Mental Health Practicum and Internship.

- **Competency a** is assessed through a paper in Multicultural Counseling and through small group discussions in Counseling Skills, Assessment Techniques, Counseling Processes, and Counseling Theory.
- **Competency b** is assessed through a structured interview in Multicultural Counseling and in Counseling Skills.
- **Competency c** is assessed through a term paper in Multicultural Counseling, through case reviews in School and Mental Health Practicum and Internship.

- **Competency d** is assessed through a paper in Multicultural Counseling, a project in Multicultural Counseling, through verbatim tape analyses in Counseling Processes and Counseling Skills.
- **Competency b** is assessed through an exit requirement which relates to a cultural immersion experience.
- **Competency a** is assessed through a written statement on their program application materials.
- **Competencies b and c** are assessed through questions on the comprehensive examination.