

George Mason University
College of Education and Human Development
Counseling Program

EDCD 606.001 – Counseling Children and Adolescents
3 Credits, Fall 2021
Thursdays 4:30 – 7:10
Fairfax campus – Krug 107

Faculty

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Prerequisites/Corequisites

Admission to Counseling program, B or better in EDCD 603

University Catalog Course Description

Presents theories, techniques, and counseling issues relevant to children and adolescents. Provides practice with an emphasis on process and culturally competent counseling strategies.

Course Overview

This course focuses on advanced counseling skills and techniques relevant to children and adolescents and builds on the knowledge and skills learned in EDCD 603. The course is designed to help students develop basic and advanced counseling skills and experience receiving verbal and written feedback on simulated counseling sessions in order to prepare them for practicum, internships, and a professional career in counseling. The course will also provide insight into role of racial, social, and cultural factors in the development of counseling relationships. Experiential counseling component provides useful feedback to promote the development of relationship building, counseling process, and culturally competent counseling skills.

Course Delivery Method

This course will be delivered using a hybrid blend of face to face and asynchronous content format.

Course Objectives

This course is designed to enable students to do the following:

1. Increase knowledge of psychology and sociological issues affecting children and adolescents.
2. Understand the interrelationship of school and clinical counseling to contemporary problems of children and adolescents
3. Understand intervention strategies to effectively counsel children and adolescents
4. Develop culturally competent counseling skills
5. Become aware of evidence –based strategies for both prevention/wellness and intervention/counseling to address developmental and mental health issues commonly facing children and adolescents.
6. Develop characteristics and behaviors that influence the counseling process
7. Understand processes for aiding students in developing a personal model of counseling
8. Apply techniques of personal/social counseling in school settings. (CACREP 5.G.3.f)
9. Provide strategies to promote client understanding of and access to a variety of community-based resources. (CACREP 5.G.2.k)

10. Identify signs and symptoms of substance abuse in children and adolescents as well as the signs and symptoms of living in a home where substance use occurs. (CACREP 5.G.2.i)
11. School counselor roles in consultation with families, P-12 and postsecondary school personnel, and community agencies (CACREP 5.G.2.b)
12. Characteristics, risk factors, and warning signs of students at risk for mental health and behavioral disorders (CACREP 5.G.2.g)

Professional Standards

Council for Accreditation of Counseling and Related Education Programs (CACREP) 2016

CACREP Standard	Course Objective Coverage	Course Activities
school counselor roles in consultation with families, P-12 and postsecondary school personnel, and community agencies (CACREP 5.G.2.b)	This Standard is part of Course Objective #11, which is addressed in Classes on “Adler/Parenting” and “Helping Children Cope with Grief”	Assigned readings that discuss this Standard include: Chapters 13 & 14 in <i>Counseling children and adolescents</i>
characteristics, risk factors, and warning signs of students at risk for mental health and behavioral disorders (CACREP 5.G.2.g)	This Standard is part of Course Objective #12, which is addressed in Classes on “Helping Children Cope with Grief” and “Counseling at-Risk kids/Mandated Reporting”	Assigned readings that discuss this Standard include: Chapter 11 in <i>Counseling children and adolescents</i>
signs and symptoms of substance abuse in children and adolescents as well as the signs and symptoms of living in a home where substance use occurs (CACREP 5.G.2.i)	This Standard is part of Course Objective #10, which is addressed in Classes on “Counseling at-Risk kids/Mandated Reporting” and “Substance Abuse”	Assigned readings that discuss this Standard include: Chapter 11 in <i>Counseling children and adolescents</i>
community resources and referral sources (CACREP 5.G.2.k)	This Standard is part of Course Objective #9, which is addressed in on “Helping Children Cope with Grief” and “Counseling at-Risk kids/Mandated Reporting”	Assigned readings that discuss this Standard include: Chapter 11 in <i>Counseling children and adolescents</i>
techniques of personal/social counseling in school settings (CACREP 5.G.3.f)	This Standard is part of Course Objective #8, which is addressed in Classes on “Skill Work” and “Ideas and Inspirations”	Course activities that discuss this Standard include skills practice and class discussion

Additional professional standards addressed in this course:

- This course addresses the following Virginia Department of Education (VDOE) School Counselor Prek-12 Competency Topic requirements: 8VAC20-543-610.5.a
- This course addresses the following Virginia Department of Education (VDOE) Professional Studies requirements for Prek-12 Endorsements: 8VAC20-543-140.5.a, 5.b, 5.c, 5.d

Required Texts

Vernon, A. & Schimmel, C. J. (Eds.) (2019). *Counseling children and adolescents* (5th ed.). San

Diego, CA: Cognella Academic Publishing.

Note: The George Mason Bookstore will only sell textbooks and course materials online prior to the start of the fall semester. Students can purchase textbooks and find additional store information here: <https://gmu.bncollege.com/shop/gmu/home>.

Professional articles will be assigned and distributed via Blackboard as indicated on the course schedule, and further articles may be assigned at any time during the semester.

Additional Reading

Grothaus, T. (2012). School counselors serving students with disruptive behavior disorders. *Professional School Counseling, 16*(2_suppl), 2156759X12016002S04.

Lambie, G. W., Stickl Haugen, J., Borland, J. R., & Campbell, L. O. (2019). Who Took “Counseling” out of the Role of Professional School Counselors in the United States?. *Journal of School-Based Counseling Policy and Evaluation, 1*(3), 51-61.

Stargell, N. A., Zoldan, C. A., Kress, V. E., Walker-Andrews, L. M., & Whisenhunt, J. L. (2017). Student non-suicidal self-injury: A protocol for school counselors. *Professional school counseling, 21*(1), 1096-2409.

Thompson, E. H., Robertson, P., Curtis, R., & Frick, M. H. (2013). Students with anxiety: Implications for professional school counselors. *Professional School Counseling, 16*(4), 2156759X150160402.

Weissberg, R. P. (2019). Promoting the social and emotional learning of millions of school children. *Perspectives on Psychological Science, 14*(1), 65-69.

Recommended Reading

Badenoch, B. (2008). *Being a brain-wise therapist: A practical guide to interpersonal neurobiology* (Norton Series on Interpersonal Neurobiology). WW Norton & Company.

Bruni, F. (2016). *Where you go is not who you'll be: An antidote to the college admissions mania*. Grand Central Publishing.

Cook-Cottone, C. P., & Kane, L. S. (2015). *The elements of counseling children and adolescents*. Springer Publishing.

Delahooke, M. (2020). *Beyond behaviors: Using brain science and compassion to understand and solve children's behavioral challenges*. Hachette UK.

Damour, L. (2016). *Untangled: Guiding teenage girls through the seven transitions into adulthood*. Ballantine Books.

Damour, L. (2019). *Under pressure: Confronting the epidemic of stress and anxiety in girls*. Ballantine Books.

Dana, D. A. (2018). *The polyvagal theory in Therapy: Engaging the rhythm of regulation* (Norton Series on Interpersonal Neurobiology). WW Norton & Company.

- Dinkmeyer, D., McKay, G.D., & Dinkmeyer, D. (1997). *The parent's handbook*. STEP Publishers.
- Edwards, A. (2013). *Why Smart Kids Worry: And What Parents Can Do to Help*. United States: Sourcebooks.
- Erford, B. T. (2014). *40 Techniques every counselor should know* (2nd Ed.). Pearson Merrill Prentice Hall.
- Deresiewicz, W. (2015). *Excellent sheep: The miseducation of the American elite and the way to a meaningful life*. Free Press.
- Farrell, W. & Gray, J. (2018). *The boy crisis: Why our boys are struggling and what we can do about it*. Ben Bella Books, Inc.
- Hoffman, K., Cooper, G., & Powell, B. (2017). *Raising a secure child: How circle of security parenting can help you nurture your child's attachment, emotional resilience, and freedom to explore*. Guilford Press.
- Jensen, F.E. & Nutt, A.E. (2014). *The teenage brain. A neuroscientist's survival guide to raising adolescents and young adults*. Harper Collins.
- Kain, K., & Terrell, S. (2018). *Nurturing resilience: Helping clients move forward from developmental trauma--an integrative somatic approach*. North Atlantic Books.
- Koplewicz, H. S. (2021). *The scaffold effect: Raising resilient, self-reliant, and secure kids in an age of anxiety*. Harmony/Rodale.
- Lahey, J. (2021). *The addiction inoculation: Raising healthy kids in a culture of dependence*. Harper.
- Lahey, J. (2015). *The gift of failure: How the best parents learn to let go so their children can succeed*. Harper Collins.
- Levine, M. (2006). *The price of privilege: How parental pressure and material advantage are creating a generation of disconnected and unhappy kids*. HarperCollins.
- Levine, M. (2020). *Ready or not. Preparing our kids to thrive in an uncertain and rapidly changing world*. HarperCollins.
- Lythcott-Haims, J. (2015). *How to raise an adult: Break free of the over parenting trap and prepare your kid for success*. Henry Holt and Co.
- Maynard, N. & Weinstein, B. (2020). *Hacking school discipline: 9 Ways to create a culture of empathy and responsibility using restorative justice*. Times 10 Publications.
- Mogel, W. (2001). *The blessing of a skinned knee: Using Jewish teachings to raise self-reliant Children*. Scribner.
- Mogel, W. (2018). *Voice lessons for parents: What to say, how to say it, and when to listen*. Scribner.

- Sax, L. (2020). *Girls on the edge: Why so many girls are anxious, wired, and obsessed--and what parents can do*. Basic Books.
- Sax, L. (2017). *Why gender matters: What parents and teachers need to know about the emerging science of sex differences*. Harmony.
- Sax, L. (2016). *Boys adrift: The five factors driving the growing epidemic of unmotivated boys and underachieving young men*. Basic Books.
- Sax, L. (2015). *The Collapse of Parenting: How We Hurt Our Kids when We Treat Them Like Grown-ups*. Basic Books.
- Sigel, D.J, & Bryson, T.P. (2012). *The Whole-Brain Child: 12 Revolutionary Strategies to Nurture Your Child's Developing Mind*. Bantam Books.
- Siegel, D. J., & Hartzell, M. (2013). *Parenting from the inside out: How a deeper self-understanding can help you raise children who thrive*. Penguin.
- Sigel, D.J, & Bryson, T.P. (2016). *No-drama discipline: The whole-brain way to calm the chaos and nurture your child's developing mind*. Bantam Books.
- Sigel, D.J, & Bryson, T.P. (2018). *The yes brain. How to cultivate courage, curiosity, and resilience in your child*. Bantam Books
- Sigel, D.J, & Bryson, T.P. (2020). *The power of showing up: How parental presence shapes who our kids become and how their brains get wired*. Ballantine Books.
- Souers, K., & Hall, P. (2016). *Fostering resilient learners: Strategies for creating a trauma-sensitive classroom*. ASCD.
- Steinberg, L. (2014). *Age of opportunity: Lessons from the new science of adolescence*. First Mariner Books.
- Stixrud, W., & Johnson, N. (2018). *The self-driven child. The science and sense of giving your kids more control over their lives*. Penguin Random House.
- Twenge, J. M. (2017). *iGen: Why today's super-connected kids are growing up less rebellious, more tolerant, less happy and completely unprepared for adulthood and what that means for the rest of us*. Atria Books.
- Van Marter Souers, K. & Hall, P. (2019). *Relationship, responsibility and regulation: Trauma-invested practices for fostering resilient learners*. ASCD.
- Vernon, A. (2002). *What Works When with Children and Adolescents: A Handbook of Individual Counseling Techniques*. Research Press.

Course Performance Evaluation

Students are expected to submit all assignments on time in the manner outlined by the instructor (e.g., VIA).

- **Assignments and/or Examinations**

Assignment 1: Participation, Attendance, and Practice Sessions, (10% of total grade)

1. As a skill-based class, we will spend time processing information through class discussion, skill demonstration, and practice. Class attendance and active participation is vital not only to your learning, but to your classmates' learning as well.

The participation grade is based upon:

- a. **Attendance**- students are expected to attend every face-to-face class meeting.
 - b. **Punctuality** – students are expected to be ready to participate when class begins, and to stay for the duration of class time.
 - c. **Reading** – students are expected to read *all* of the assigned material each week.
 - d. **Lecture/Supplemental Material Review** – Each week, students are expected to watch the lecture and any assigned supplemental material (videos, clips, etc.,)
 - e. **Active participation** - students are expected to actively participate in class exercises and practice sessions
 - f. **Substantive contributions** - students are expected to make substantive contributions to class discussions
2. School Counseling students may complete the required VA Mental Health module for licensure. Module information will be provided on Bb.

Assignment 2: Recording and Self-Evaluation (40% of grade)

Students will submit the *recording and supplemental materials* to Blackboard by the date indicated on the course schedule

- During each synchronous class meeting, students will practice skills with a classmate who is *playing the role of a child or adolescent*. Further practice sessions can be scheduled with your partner and conducted in person or over Zoom.
- Students will choose *one* of their practice sessions to record for the instructor's viewing
- Recorded counseling session will be twenty (20) to thirty (30) minutes in length (attention should be paid to the age and developmental level of the child portrayed in the role).
Students will select a fifteen (15) minute portion of the session for the instructor to review (guidelines on Bb).
- Student performance will be assessed based on:
 - a) ability to effectively build rapport with the child; effective use of appropriate counseling strategies based on the developmental stage of the child; and cultural considerations,
 - b) case conceptualization (form on Bb),
 - c) self-reflection and evaluation of skills (2 pgs.)
 - Students are encouraged to incorporate strategies and approaches learned throughout the semester into their sessions.

Assignment 3: Reflections (Completed during asynchronous weeks, 4 @ 5 pts each 20% of total grade)

During asynchronous learning weeks, students will review the materials in the weekly content folder (lecture, videos, etc.,) and will write a one to two (1-2) page reflection on the theory or skill covered. Reflections will be uploaded to Blackboard under the assignments tab.

Assignment 4: Professional Library (15% of total grade)

Choose *one* of the following assignments:

- **Review and consider purchasing a book for your professional library.** Select a book concerning an aspect of counseling children and adolescents to add to your professional library (a resource for students, parents, or teachers). Write a one-page review of the book. Include a full citation, summary of information and format of the book, identify the audience for this book, and discuss its strengths and weakness. Book reviews will be shared in class so that students may begin to develop a robust professional library.
- **Review a book to be used with students (bibliotherapy).** Select a book appropriate for children in grades K-6, or 7-12. Write a one-page review of the book. Include a full citation, summary of information and format of the book, identify the audience and recommended use for this book, and discuss its strengths and weakness. Book reviews will be shared in class so that students may begin to develop a robust professional library.

Assignment 5: Skills Analysis and Self-Reflection Paper (15% of total grade)

In order to ensure ongoing professional development and growth it is vital for counselors to continually engage in self-reflection. This assignment will provide students the opportunity to engage in that process by producing a brief (2-3 page) narrative in which the student will identify current areas of strength (glows), areas of growth (grows), and plans for continued future improvement (professional development, volunteering, etc.).

- **Other Requirements**

Course Expectations

Expectations for Online Counseling Courses: *Cameras on!* The practice of counseling is relational in nature. As practitioners, we use our eyes, ears, voice, face, and body to communicate presence and understanding to our clients. In order to effectively train you in the practice of counseling concepts and skills, we need to see you to gauge your understanding and reaction to the material being presented. To this end, we ask that you turn on your camera during class meetings.

Electronic Devices: Turn off and put away all electronic communication devices during class. Cell phones, pagers, and other communicative devices are not allowed in this class. Please keep them stowed away and out of sight. Laptops or tablets (e.g. iPads) may be permitted for the purpose of taking notes only, but you must submit a request in writing to do so. Engaging in activities not related to the course (e.g. gaming, email, chat, text, etc.) will result in a significant reduction in your participation grade. Notify the instructor prior to class if you have an emergency situation that requires accommodation.

Attendance: In accordance with the policies of the Counseling and Development Program, on-time attendance at every class meeting is expected. One unexcused absence will automatically lower the students' semester grade. Two unexcused absences will result in failing the class. Excused absences can only be arranged with instructor on a case by case basis. Excused absences are permitted for illness, religious holidays, or emergency situations only; documentation is required for the absence to be considered excused. Work-related absences are not considered excused. Finally, lateness to or

leaving early from class can count towards someone's absence and/or participation grade. If you must miss a class or arrive late, please call and notify the professor before the class meeting.

Contacting the instructor for absences, late arrivals or early dismissals is a courtesy and does not necessarily mean exemption from attendance and participation responsibility; this means points may be deducted as stated in the syllabus. If there is a scheduling conflict that interferes with your attendance during any portion of the class; students should see the instructor in the first class to discuss continuing in the course this semester or taking the course during another semester.

Assignment Policy: As a graduate student, it is expected that all of your work will be turned in on the assigned dates. If an assignment is accepted at a later date, it is subject to a penalty of 10% of the award for every day it is overdue. Reflection papers will be deducted one point for each day that they are submitted late. When you are absent, you are responsible for the information missed in class, including but not limited to assignments, change in due dates, content of discussion and/or lecture, and handouts. All assignment should be uploaded via Blackboard.

Students are expected to be able to use a computer, send and retrieve email, open attachments, access to the internet, participate in online discussions, use Blackboard, and conduct a library search on line. In addition, students should check Blackboard and their GMU email for course updates on a regular basis. Most course documents will be available on Blackboard. Email messages to the instructor should be sent using your Mason email account.

- **Grading**

Participation, Reading, Practice, and Attendance	10%
Weekly reflection on theory, skills, and practice	20%
Recorded Counseling Session	40%
Professional Library Assignment	15 %
Skills Analysis and Reflection Paper	15%

In accordance with the George Mason University Grading Policy, the following grades may be achieved:

A [100-94]; A- [93-90]; B+ [89-87]; B [86-84]; B- [83-80]; C [79 - 70]; F [69 and below]

Professional Dispositions

See <https://cehd.gmu.edu/students/policies-procedures/>

Students must adhere to program professional dispositions:

<https://cehd.gmu.edu/assets/docs/forms/Professional%20Dispositions.pdf>

Professional Dispositions Assessment

Professional Dispositions are assessed in all required courses. The minimum score (benchmark) is based on the level of the course, as described below.

Level of Assessment	CMHC	SC	Minimum Score
Basic	602, 609, 606, 601, 525, 603, 604, 656 654, 652, 658	602, 606, 609, 601, 525, 603, 604, 656 613, 611, 626	2

Intermediate	608, 750, 660, 628, 619, 610, 797	608, 751, 660, 628, 619, 610, 797	3
Advanced	792, 793	794, 795	4

Professional Dispositions assessments are scored as follows:

- **4: Consistently Evident** – The student demonstrates the disposition all or almost all of the time. This rank is considered exceptional, particularly for students who are at the beginning of their program. Students who are advanced in the program (i.e., in their last year of the program and enrolled in Internship I or II) should expect to achieve this rank.
- **3: Frequently Evident** – The student demonstrates the disposition often or most of the time. It is expected that students in the middle of the program (i.e., usually the second year for full time or third year for part time students) will achieve this rank. This reflects that they have moved beyond the initial phase of counselor training and are developing well towards being a professional counselor.
- **2: Sometimes Evident** – The student demonstrates the disposition sometimes or inconsistently. It is expected that students at the beginning of the program (i.e., first year for most students) will achieve this rank. Students at the beginning of the program are expected to be developing towards these professional dispositions as a part of their counselor training and preparation for their future as a professional counselor.
- **1: Seldom Evident** – The student demonstrates the disposition rarely or not at all. In some instances, this may also indicate a harmful demonstration of professional disposition(s). Students at the beginning of their program may achieve this rank, which can be developmentally appropriate as they learn the expectations for students and future professional counselors. Should this occur, students should expect to meet with their advisor, who will assist them in addressing the area of concern.
- **N/A: Not Applicable** – An instructor or supervisor may use this to note that they did not have the opportunity to observe the disposition or that it was not relevant in the given context. This is most likely to occur at the beginning of the program when some dispositions may not be germane to the particular class.

Class Schedule

Wk.	Date/ Activity	Topic	Reading Vernon & Schimmel	Assignments Due	Course Obj. #
1	8/26: Face-to Face (FTF) class	Orientation & Syllabus Brains Under Construction	1& 2 Wk.1 articles		1, 2
2	9/2: Face-to Face (FTF) class	Transactional Analysis Polyvagal Skill work	Wk. 3 articles		3, 4
3	9/9: Asynchronous Class Complete work in Bb folder	Creative and Expressive Approaches Basic Skills, ACEs	3 & 4 Wk. 2 articles	Reflection on week three content Due 9/15	5, 6
4	9/16: Face-to Face (FTF) class	REBT Skill work	7		3, 5
5	9/23: Face-to Face (FTF) class	Reality Therapy Skill work	6		6
6	9/30: Asynchronous Class Complete work in Bb folder	SFBT	5	Reflection on week six content Due 10/6	6
7	10/7: Face-to Face (FTF) class	Skill work		Library Assignment Due	7, 8
8	10/14: Face-to Face (FTF) class	Adler/Parenting Skill Work	13, 14		11
9	10/21: Asynchronous Class Complete work in Bb folder <i>VSCA Conference</i>	Growth Mindset	9 & 10	Reflection on week nine content Due 10/27	1
10	10/28: Face-to Face (FTF) class	Counseling at-Risk <i>kids/Mandated Reporting</i>	11	Recording Due	9, 10, 12
11	11/4: Face-to Face (FTF) class	Substance Abuse Skill work	13, 14		9, 10
12	11/11: Asynchronous Class Complete work in Bb folder	Helping Children Cope with Grief	Bb folder	Reflection on week twelve content Due 11/17	9, 11, 12
13	11/18: Face-to Face (FTF) class	Ideas & Inspirations Skill work	Bb folder		8
	11/25:	Thanksgiving Holiday University Closed			
14	12/1: Face-to Face (FTF) class	Final Class Meeting Class Reflection & Wrap Up		Skills Analysis and Self- Reflection Paper Due	7

Note: Faculty reserves the right to alter the schedule as necessary, with notification to students.

Counseling Program Mission Statement

The Counseling Program is committed to preparing counselors who promote the social, psychological, physical, and spiritual health of individuals, families, communities, and organizations in order to contribute to the advancement of global well-being. The program strives for national and international excellence in implementing a counseling perspective which provides a foundation in basic counseling skills and focuses on social justice, multiculturalism, international, advocacy and leadership. It is our belief that a global perspective on development across the life span, and an understanding and appreciation of multiculturalism, diversity, and social justice are integral to the preparation of professional counselors, requiring that professional counselors are prepared to assume leadership roles, be proactive change agents and become advocates for social, economic and political justice. The program is committed to accomplish this mission by working through interdisciplinary teams as well as promote the interconnectedness of teaching, research, service and professional practice. Through this mission faculty will facilitate a continued tradition of international, national and regional leadership through the development of collaborative partnerships and projects, research, publications, presentations, consultation, and training.

Core Values Commitment

The College of Education and Human Development is committed to collaboration, ethical leadership, innovation, research-based practice, and social justice. Students are expected to adhere to these principles: <http://cehd.gmu.edu/values/>.

GMU Policies and Resources for Students

Policies

- Students must adhere to the guidelines of the Mason Honor Code (see <https://catalog.gmu.edu/policies/honor-code-system/>).
- Students must follow the university policy for Responsible Use of Computing (see <https://universitypolicy.gmu.edu/policies/responsible-use-of-computing/>).
- Students are responsible for the content of university communications sent to their Mason email account and are required to activate their account and check it regularly. All communication from the university, college, school, and program will be sent to students **solely** through their Mason email account.
- Students with disabilities who seek accommodations in a course must be registered with George Mason University Disability Services. Approved accommodations will begin at the time the written letter from Disability Services is received by the instructor (see <https://ds.gmu.edu/>).
- Students must silence all sound emitting devices during class unless otherwise authorized by the instructor.

Campus Resources

- Questions or concerns regarding use of Blackboard should be directed to <https://its.gmu.edu/knowledge-base/blackboard-instructional-technology-support-for-students/>.
- For information on student support resources on campus, see <https://ctfe.gmu.edu/teaching/student-support-resources-on-campus>

Notice of mandatory reporting of sexual assault, interpersonal violence, and stalking:

As a faculty member, I am designated as a “Responsible Employee,” and must report all disclosures of sexual assault, interpersonal violence, and stalking to Mason’s Title IX Coordinator per University Policy 1202. If you wish to speak with someone confidentially, please contact one of Mason’s confidential resources, such as Student Support and Advocacy Center (SSAC) at 703-380-1434 or Counseling and Psychological Services (CAPS) at 703-993-2380. You may also seek assistance from Mason’s Title IX Coordinator by calling 703-993-8730, or emailing titleix@gmu.edu.

For additional information on the College of Education and Human Development, please visit our website <https://cehd.gmu.edu/students/>.

Assessment Rubric(s)
Tape Review Assignment in 606

	%	Exceeds Standards 4	Meets Standards 3	Approaching Standards 2	Below Standards 1
1. Counseling skills KPI A.5.a.1; CACREP 2.F.5.f; 2.F.5.n	20	Counselor demonstrates at least ten exceptional counseling skills (e.g., minimal encouragers, silence, paraphrase, empathy, open questions, clarification, summarization, focus, probe, challenge, self-disclosure, information giving).	Counselor demonstrates at least ten counseling skills (e.g., minimal encouragers, silence, paraphrase, empathy, open questions, clarification, summarization, focus, probe, challenge, self-disclosure, information giving).	Counselor demonstrates some counseling skills (e.g., minimal encouragers, silence, paraphrase, empathy, open questions, clarification, summarization, focus, probe, challenge, self-disclosure, information giving).	Counselor demonstrates few counseling skills (e.g., minimal encouragers, silence, paraphrase, empathy, open questions, clarification, summarization, focus, probe, challenge, self-disclosure, information giving).
2. Skills use KPI A.5.a.1; CACREP 2.F.5.f; 2.F.5.n	20	Counseling skills are always used effectively and appropriately to allow the client/student to identify/apply strategies to/or resolve a concern.	Counseling skills are usually used effectively and appropriately to allow the client/student to identify/apply strategies to/or resolve a concern.	Counseling skills are sometimes used effectively and appropriately to allow the client/student to identify/apply strategies to/or resolve a concern.	Counseling skills are rarely used effectively or appropriately to allow the client/student to identify/apply strategies to/or resolve a concern.

3. Nonverbals KPI A.5.a.1; CACREP 2.F.5.f	20	Counselor demonstrates exceptional and consistent open body posture and appropriate tone	Counselor demonstrates an open body posture and appropriate tone throughout most of the session	Counselor demonstrates an open body posture and appropriate tone during some of the session	Counselor rarely demonstrates an open body posture or appropriate tone
4. Reflecting KPI A.5.a.1; CACREP 2.F.5.f	20	Counselor demonstrates the ability to accurately reflect the client/student's expression of content, affect, and meaning throughout the entire session	Counselor demonstrates the ability to accurately reflect the client/student's expression of content, affect, and meaning throughout most of the session	Counselor demonstrates the ability to accurately reflect the client/student's expression of content, affect, and meaning throughout some of the session	Counselor rarely demonstrates the ability to accurately reflect the client/student's expression of content, affect, or meaning
5. Structure KPI A.5.a.1; CACREP 2.F.5.f; 2.F.5.n	20	Throughout the entire session, counselor demonstrates the exceptional ability to maintain structure, focus, and direction of the interview, proceeding through defined stages and ending the session effectively.	Throughout most of the session, counselor demonstrates the ability to maintain structure, focus, and direction of the interview, proceeding through defined stages and ending the session effectively.	Throughout some of the session, counselor demonstrates the ability to maintain structure, focus, and direction of the interview, proceeding through defined stages and ending the session somewhat effectively.	Counselor fails to demonstrate the ability to maintain structure, focus, or direction of the interview, proceeding through defined stages or ending the session effectively.