

# Group Rubric Analysis

Program

Rubric

Dates

CMHC, School Counseling,  
Addictions Counseling,  
CMHC/School,  
CMHC/Addictions,  
Addictions/School

Counselor Competency Scale -  
Revised CCS-R

1/1/23-5/20/23

Class

School Internship [Spring 23]

Total Students Being Assessed: 6

CRITERIA LEVEL COUNTS										
Criteria	Exceeds 5	Meets 4	Near 3	Below 2	Harmful 1	Not Observed 0	Mean	Mode	Stdev	
<b>Nonverbal Skills</b> CCS-R - Includes Body Position, Eye Contact, Posture, Dist	17	6	0	0	0	2	4.36	5	1.35	
<b>Encouragers</b> CCS-R - Includes Minimal Encouragers & Door Openers	17	6	0	0	0	2	4.36	5	1.35	
<b>Questions</b> CCS-R - Use of Appropriate Open & Closed Questioning	14	9	0	0	0	2	4.24	5	1.34	
<b>Reflecting - Paraphrasing</b> CCS-R - Basic Reflection of Content - Paraphrasing	15	8	0	0	0	2	4.28	5	1.34	
<b>Reflecting (b)</b> CCS-R - Reflection of Feelings	11	12	0	0	0	2	4.12	4	1.31	
<b>Reflecting (c)</b> CCS-R - Summarizing content, feelings, behaviors, & future	14	9	0	0	0	2	4.24	5	1.34	
<b>Advanced Reflection</b> CCS-R - Advanced Reflection of Meaning, including Values a	8	9	0	0	0	8	3.04	4	2.13	
<b>Confrontation</b> CCS-R - Counselor challenges clients to recognize & evalua	9	10	0	0	0	6	3.40	4	1.96	
<b>Goal Setting</b> CCS-R - Counselor collaborates with clients to establish r	14	8	0	0	0	2	4.25	5	1.36	
<b>Focus of Counseling</b> CCS-R - Counselor focuses (or refocuses) clients on their	13	7	0	0	0	5	3.72	5	1.91	

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<b>Facilitate Therapeutic Environment (a)</b> CCS-R - Empathy & Caring	23	0	0	0	0	2	4.60	5	1.36
<b>Facilitate Therapeutic Environment (b)</b> CCS-R - Respect & Compassion	23	0	0	0	0	2	4.60	5	1.36
<b>Professional Ethics</b> CCS-R - Adheres to the ethical guidelines of the ACA, ASCA	20	5	0	0	0	0	4.80	5	0.40
<b>Professional Behavior</b> CCS-R - Behaves in a professional manner	20	5	0	0	0	0	4.80	5	0.40
<b>Professional &amp; Personal Boundaries</b> CCS-R - Maintains appropriate boundaries with supervisors,	15	10	0	0	0	0	4.60	5	0.49
<b>Knowledge &amp; Adherence to Site &amp; Course Policies</b> CCS-R - Demonstrates an understanding & appreciation for a	21	4	0	0	0	0	4.84	5	0.37
<b>Record Keeping &amp; Task Completion</b> CCS-R - Completes all weekly record keeping & tasks correc	14	10	0	0	0	1	4.40	5	1.02
<b>Multicultural Competence</b> CCS-R - Demonstrates respect for culture	15	5	0	0	0	5	3.80	5	1.94
<b>Emotional Stability &amp; Self-control</b> CCS-R - Demonstrates self-awareness and emotional stabilit	22	3	0	0	0	0	4.88	5	0.32
<b>Motivated to Learn &amp; Grow/Initiative</b> CCS-R - Demonstrates engagement in learning & development	23	2	0	0	0	0	4.92	5	0.27
<b>Openness to Feedback</b> CCS-R - Responds non-defensively & alters behavior in acco	21	3	0	0	0	0	4.88	5	0.33
<b>Flexibility &amp; Adaptability</b> CCS-R - Demonstrates ability to adapt to changing circumst	22	3	0	0	0	0	4.88	5	0.32
<b>Congruence &amp; Genuineness</b> CCS-R - Demonstrates ability to be present and 'be true to	24	1	0	0	0	0	4.96	5	0.20

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