

Group Rubric Analysis

Program

Rubric

Dates

CMHC, School Counseling,

Addictions Counseling,

CMHC/School,

CMHC/Addictions,

Addictions/School

Counselor Competency Scale -

Revised CCS-R

1/1/23-5/13/23

Class

Internship [1] [Spring 23], Internship [2] [Spring 23]

Total Students Being Assessed: 17

CRITERIA LEVEL COUNTS										
Criteria	Exceeds 5	Meets 4	Near 3	Below 2	Harmful 1	Not Observed 0	Mean	Mode	Stdev	
Nonverbal Skills CCS-R - Includes Body Position, Eye Contact, Posture, Dist	30	32	0	0	0	6	4.09	4	1.36	
Encouragers CCS-R - Includes Minimal Encouragers & Door Openers	32	34	0	0	0	2	4.35	4	0.90	
Questions CCS-R - Use of Appropriate Open & Closed Questioning	31	34	0	0	0	3	4.28	4	1.04	
Reflecting - Paraphrasing CCS-R - Basic Reflection of Content - Paraphrasing	33	33	0	0	0	2	4.37	4	0.91	
Reflecting (b) CCS-R - Reflection of Feelings	33	33	0	0	0	2	4.37	4	0.91	
Reflecting (c) CCS-R - Summarizing content, feelings, behaviors, & future	32	34	0	0	0	2	4.35	4	0.90	
Advanced Reflection CCS-R - Advanced Reflection of Meaning, including Values a	30	36	0	0	0	2	4.32	4	0.90	
Confrontation CCS-R - Counselor challenges clients to recognize & evalua	27	38	3	0	0	0	4.35	4	0.56	
Goal Setting CCS-R - Counselor collaborates with clients to establish r	37	30	0	0	0	1	4.49	5	0.74	
Focus of Counseling CCS-R - Counselor focuses (or refocuses) clients on their	32	33	0	0	0	2	4.36	4	0.91	

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CRITERIA LEVEL COUNTS									
Facilitate Therapeutic Environment (a) CCS-R - Empathy & Caring	44	24	0	0	0	0	4.65	5	0.48
Facilitate Therapeutic Environment (b) CCS-R - Respect & Compassion	46	22	0	0	0	0	4.68	5	0.47
Professional Ethics CCS-R - Adheres to the ethical guidelines of the ACA, ASCA	55	13	0	0	0	0	4.81	5	0.39
Professional Behavior CCS-R - Behaves in a professional manner	59	9	0	0	0	0	4.87	5	0.34
Professional & Personal Boundaries CCS-R - Maintains appropriate boundaries with supervisors,	55	13	0	0	0	0	4.81	5	0.39
Knowledge & Adherence to Site & Course Policies CCS-R - Demonstrates an understanding & appreciation for a	54	14	0	0	0	0	4.79	5	0.40
Record Keeping & Task Completion CCS-R - Completes all weekly record keeping & tasks correc	44	23	1	0	0	0	4.63	5	0.51
Multicultural Competence CCS-R - Demonstrates respect for culture	36	32	0	0	0	0	4.53	5	0.50
Emotional Stability & Self-control CCS-R - Demonstrates self-awareness and emotional stabilit	39	29	0	0	0	0	4.57	5	0.49
Motivated to Learn & Grow/Initiative CCS-R - Demonstrates engagement in learning & development	45	23	0	0	0	0	4.66	5	0.47
Openness to Feedback CCS-R - Responds non-defensively & alters behavior in acco	46	21	0	0	0	0	4.69	5	0.46
Flexibility & Adaptability CCS-R - Demonstrates ability to adapt to changing circumst	36	32	0	0	0	0	4.53	5	0.50
Congruence & Genuineness CCS-R - Demonstrates ability to be present and 'be true to	45	23	0	0	0	0	4.66	5	0.47

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CRITERIA LEVEL DISTRIBUTION CHARTS		
Nonverbal Skills CCS-R - Includes Body Position, Eye Contact, Posture, Dist	30 (44%)	32 (47%) 6 (9%)
Encouragers CCS-R - Includes Minimal Encouragers & Door Openers	32 (47%)	34 (50%) 2
Questions CCS-R - Use of Appropriate Open & Closed Questioning	31 (46%)	34 (50%) 3
Reflecting - Paraphrasing CCS-R - Basic Reflection of Content - Paraphrasing	33 (49%)	33 (49%) 2
Reflecting (b) CCS-R - Reflection of Feelings	33 (49%)	33 (49%) 2
Reflecting (c) CCS-R - Summarizing content, feelings, behaviors, & future	32 (47%)	34 (50%) 2
Advanced Reflection CCS-R - Advanced Reflection of Meaning, including Values a	30 (44%)	36 (53%) 2
Confrontation CCS-R - Counselor challenges clients to recognize & evalua	27 (40%)	38 (56%) 3
Goal Setting CCS-R - Counselor collaborates with clients to establish r	37 (54%)	30 (44%) 1
Focus of Counseling CCS-R - Counselor focuses (or refocuses) clients on their	32 (48%)	33 (49%) 2
Facilitate Therapeutic Environment (a) CCS-R - Empathy & Caring	44 (65%)	24 (35%)
Facilitate Therapeutic Environment (b) CCS-R - Respect & Compassion	46 (68%)	22 (32%)
Professional Ethics CCS-R - Adheres to the ethical guidelines of the ACA, ASCA	55 (81%)	13 (19%)
Professional Behavior CCS-R - Behaves in a professional manner	59 (87%)	9 (13%)
Professional & Personal Boundaries CCS-R - Maintains appropriate boundaries with supervisors,	55 (81%)	13 (19%)

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CRITERIA LEVEL DISTRIBUTION CHARTS	
Knowledge & Adherence to Site & Course Policies CCS-R - Demonstrates an understanding & appreciation for a	
Record Keeping & Task Completion CCS-R - Completes all weekly record keeping & tasks correc	
Multicultural Competence CCS-R - Demonstrates respect for culture	
Emotional Stability & Self-control CCS-R - Demonstrates self-awareness and emotional stabilit	
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