

Program CMHC, School Counseling, Addictions Counseling, CMHC/School, CMHC/Addictions, Addictions/School
 Rubric Counselor Competency Scale - Revised CCS-R
 Dates 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	
Counseling Counselor focuses (or their	32	33	0	0	0	2	4.36	4	0.91	

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								

CRITERIA LEVEL DISTRIBUTION CHARTS

Nonverbal Skills

CCS-R - Includes Body Position, Eye Contact, Posture, Dist



Encouragers

CCS-R - Includes Minimal Encouragers

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Group Rubric Analysis

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	
Motivated to Learn & Grow/Initiative CCS-R - Demonstrates engagement in learning & development	
Openness to Feedback CCS-R - Responds non-defensively & alters behavior in acco	
Flexibility & Adaptability CCS-R - Demonstrates ability to adapt to changing circumst	
Congruence & Genuineness CCS-R - Demonstrates ability to be present and 'be true to	