

## Critical Competencies for MA Counseling Students

MAC faculty determine whether students are competent for the counseling profession. This is referred to as the “gatekeeping role.” Thus, students enrolled in the MAC program must demonstrate attainment of critical competencies related to professional and clinical development to satisfy the requirements of the degree.

In addition to passing all academic and field courses, maintaining a 3.0 GPA, and receiving a “C” or higher in all courses, students must receive passing scores in the following areas: counseling content knowledge, demonstrated counseling skills, the ability to articulate information about a clinical case, adherence to counseling ethics, and multicultural understanding.

1. **Counseling Content Knowledge** – Students are expected to demonstrate competency in their knowledge of counseling, specifically in the 8 core content areas of counseling (as recognized by ACA and CACREP). A comprehensive examination is taken during Internship 2. A 70% or higher must be received in each content area to pass. In addition, knowledge per content area is measured by a passing grade in each of the core courses.
2. **Counseling Skills** – Students are expected to demonstrate competency in counseling skills. Students will be evaluated by both faculty (during COU 5212 Counseling Skills and COU 6261/2 Internship 1 and 2 ) and their site supervisor (during COU 6261/2 Internship 1 and 2) using the Counseling Competencies Scale-Revised (CCS-R) and must attain “meets expectations” or higher in all categories (1.a.-1.i.) by the final evaluation. Not attaining “meets expectations” or higher in all categories in the final CCS-R evaluation may impact the student’s eligibility to graduate. Remediation will occur for students who do not attain “meets expectations” or higher in all categories in the final evaluation. Successful remediation may allow for eligibility for graduation.
3. **Case Presentation** – Students are expected to be able to present a case professionally and efficiently. Students will complete a total of 4 case presentations during their internship process. All 4 case presentations must receive an 80% or higher to constitute a passing score. Students are expected to write their case presentation and orally present their case in a professional manner in a virtual or face-to-face setting. Students should be prepared to defend their diagnosis and treatment planning and to answer questions from faculty and student colleagues regarding the case they are presenting. Students receiving lower than 80% on a case presentation will be required to work with their faculty supervisor to determine remediation.
4. **Counseling Ethics** - Students are expected to understand and adhere to the American Counseling Association’s Code of Ethics and the Crown College Learner Code of Conduct. Ethical conduct is evaluated across the program in all interactions (verbal, nonverbal, and written) between a student and faculty, staff, administrators, site supervisors, clients, and fellow students. A T47 alert form will be completed for any student whose conduct may indicate potentially unethical behavior. This form can be completed by faculty, staff, and administrators. Site supervisors, fellow students, and other concerned parties may email the Program Director or the Internship Coordinator with concerns regarding a student’s ethical behavior. The T47 or other form of notification of concern will be communicated to the student and brought to Core Faculty for review and potential remediation. In addition, students’ ethical competence will be

evaluated in COU 5212 (Counseling Skills) by faculty and COU 6261 (Internship 1) and COU 6262 (Internship 2) by site supervisors and faculty using the CCS-R (2.a.). Finally, a passing grade in COU 5210 (Legal and Ethical Issues in Counseling) indicates understanding of counseling ethics.

5. **Multiculturalism** – Students are expected to develop respect for culture and awareness of and responsiveness to ways in which culture interacts with the counseling relationship. Multicultural respect, awareness and responsiveness are evaluated across the program in all interactions (verbal, nonverbal, and written) between student and faculty, staff, administrators, site supervisors, fellow students, and clients. A T47 alert form will be completed for any student whose conduct may indicate potential disrespectful multicultural-related behavior. This form can be completed by faculty, staff, and administrators. Site supervisors, fellow students, and other concerned parties may email the Program Director or the Internship Coordinator with concerns regarding a student's behavior related to multiculturalism. The T47 or other form of notification of concern will be communicated to the student and brought to Core Faculty for review and potential remediation.

Students will be evaluated in COU 5212 (Counseling Skills) by faculty and COU 6261 (Internship 1) and COU 6262 (Internship 2) by site supervisors and faculty using the CCS-R (2.f.). Finally, students are evaluated in COU 6010 (Multicultural Counseling) on their final immersion project. A passing grade on this assignment and in this course demonstrates adequate knowledge of multicultural concepts.

#### INDICATORS

**Professional Orientation and Ethical Practice:** KPI 1: Students/Graduates will demonstrate understanding and application of professional counseling legal and ethical standards as prescribed by professional counseling organizations (i.e. ACA, AACC, NBCC). CACREP (j)

**Social and Cultural Diversity:** KPI 2: Students/Graduates will demonstrate understanding and implementation of multicultural competence in working with individuals with diverse cultural and disability identities. CACREP (k)

**Human Growth and Development:** KPI 3: Students/Graduates will demonstrate understanding of working with clients at all developmental levels based on theories of individual and family development across the lifespan. CACREP (a)

**Career Development:** KPI 4: Students/Graduates will demonstrate understanding and implementation of career development and decision-making theories and models. CACREP (a)

**Helping Relationships:** KPI 5: Students/Graduates will demonstrate understanding and implementation of essential interviewing, attending, and listening skills. CACREP (i)

**Group Work:** KPI 6: Students/Graduates will demonstrate understanding and implementation of group process and the therapeutic factors contributing to group effectiveness. CACREP (c)

**Assessment:** KPI 7: Students/Graduates will demonstrate understanding of ethical and legal considerations for selecting, administering, and interpreting assessments. CACREP (f)

**Research and Program Evaluation:** KPI 8: Students/Graduates will demonstrate the ability to identify and evaluate the evidence-base for counseling theories, interventions, and practices. CACREP (b)

**Clinical Mental Health Counseling:** KPI 9: Students/Graduates will demonstrate understanding of etiology, nomenclature, treatment, referral, and prevention of mental, behavioral, and neurodevelopmental disorders. CACREP (a)

KPI 10: Students/Graduates will demonstrate the ability to work with techniques and interventions for prevention and treatment of a broad range of mental health diagnoses and issues. CACREP (e)

**Addictions Counseling:** KPI 11: Students/Graduates will demonstrate the ability to evaluate and identify individualized strategies and treatment modalities relative to clients' stage of dependence, change, or recovery. CACREP (f)