

The following are results from **Site Supervisor Evaluations of Students** from their final semester of internship (REH 6175 Counseling Internship II – Spring Semesters). Results are used by the USU MRC Faculty to coordinate course instruction, curriculum changes, and adjustments to placements when necessary. The results are reviewed by the instructors at the end of the semester for final recommendations for national certification and graduation. Results are given to the USU MRC Program Coordinator by the instructors for analysis and subsequent review in the annual Fall USU Rehabilitation Counseling team retreat.

Counseling Activity	2020	2021	2022	2023	2024
Assessment and appraisal					
<ul style="list-style-type: none"> Level of Importance to Agency Level of Skill Demonstrated by Student 	8.5 8.2	8.2 8.6	8.6 8.2	7.5 7.8	8.8 8.3
Diagnosis and treatment planning					
<ul style="list-style-type: none"> Level of Importance to Agency Level of Skill Demonstrated by Student 	6.6 7.9	7.6 8.2	8.8 8.4	7.8 8.1	8.4 7.4
Career vocational counseling					
<ul style="list-style-type: none"> Level of Importance to Agency Level of Skill Demonstrated by Student 	9.1 8.6	8.5 8.5	7.1 7.1	5.7 7.0	7 7.1
Application of individual counseling theories focused on adjustment to medical or psychosocial impact of disability					
<ul style="list-style-type: none"> Level of Importance to Agency Level of Skill Demonstrated by Student 	8.4 8.4	8.2 8.5	6.8 8.3	6.3 7.4	7.2 8.1
Application of group counseling skills focused on adjustment to medical or psychosocial impact of disability					
<ul style="list-style-type: none"> Level of Importance to Agency Level of Skill Demonstrated by Student 	6.2 8.3	4.3 8.2	3.4 4.8	2.3 4.2	6.6 7.7
Case management, referral and service coordination					
<ul style="list-style-type: none"> Level of Importance to Agency Level of Skill Demonstrated by Student 	9.0 8.6	9.2 8.2	8.2 8.9	5.8 7.1	8.5 8.3
Interventions to remove environmental, employment and attitudinal barriers					
<ul style="list-style-type: none"> Level of Importance to Agency Level of Skill Demonstrated by Student 	8.8 8.6	8.8 8.6	8.3 8.5	6.9 7.2	8 8.5
Consultation services among multiple parties					
<ul style="list-style-type: none"> Level of Importance to Agency Level of Skill Demonstrated by Student 	8.9 8.4	8.8 8.7	8 8.4	7.3 8.7	8.7 8.5
Job analysis, job development and placement services including assistance with job accommodations					
<ul style="list-style-type: none"> Level of Importance to Agency Level of Skill Demonstrated by Student 	7.6 8.7	7.9 8.3	5.2 6.1	5.3 4.8	6.3 6.6
Consultation related to access to rehabilitation technology					
<ul style="list-style-type: none"> Level of Importance to Agency Level of Skill Demonstrated by Student 	6.8 7.8	8.3 8.7	3.1 3.9	4.2 3.7	6 7
Knowledgeable of and ability to implement appropriate evidence based practices					
<ul style="list-style-type: none"> Level of Importance to Agency Level of Skill Demonstrated by Student 	8.4 8.2	8.4 8.6	8.6 8.1	9.5 8.8	8.7 8.3
Assessment of Professional Dispositions					

	2020	2021	2022	2023	2024
Ability to relate to others/work with diverse clientele <i>(Respecting Others)</i>	9.1	9.5	9.3	9.3	9.4
Ability to communicate verbally and in writing <i>(Communication and Interpersonal Skills)</i>	8.8	9	9.1	8.9	9
Adherence to ethical codes and guidelines <i>(Ethical Behavior)</i>	9.1	9.5	9.5	9.5	9.4
Conscientiousness and mindful of the client/counselor power difference <i>(Awareness of Self)</i>	8.7	9.2	9.1	8.9	9
Dependability, adaptability and resourcefulness <i>(Professional Behavior)</i>	9.2	9.3	9.4	9.3	9.5
Demonstration of emotional stability and able to empathize with clientele/consumers <i>(Emotional Stability and Empathy)</i>	8.8	9.2	9.2	9.4	9.4
Organizational ability and overall presence/demeanor <i>(Professional Appearance)</i>	8.8	9.2	9.3	9.3	9.4

Rating scales used by site supervisors.

Level of Importance in Agency:

N/A-Not Applicable, 0-Not at All Important, 2-Slightly Important, 5-Moderately Important, 7-Very Important, 10-Extremely Important

Level of Participation by Student: N/A-Not Applicable, N-None, L- little, S-Some, M- Much

Level of Skill Demonstrated by Student: N/A-Not Applicable, 0-Unacceptable, 2-Weak, 5-Average, 7-Good, 10-Excellent

Definitions of Counseling Activities Provided to Site Supervisors

Appraisal: Selecting, administering, scoring, and interpreting instruments designed to assess an individual's aptitudes, abilities, achievements, interests, personal characteristics, disabilities, and mental, emotional, or behavioral disorders as well as the use of methods and techniques for understanding human behavior in relation to coping with, adapting to, or changing life situations.

Diagnosis and Treatment Planning: Assessing, analyzing, and providing diagnostic descriptions of mental, emotional, or behavioral conditions or disabilities; exploring possible solutions; and developing and implementing a treatment plan for mental, emotional, and psychosocial adjustment or development. Diagnosis and treatment planning shall not be construed to permit the performance of any act which rehabilitation counselors are not educated and trained to perform.

Counseling Treatment Intervention: The application of cognitive, affective, behavioral, and systemic counseling strategies which include developmental, wellness, pathologic, and multicultural principles of human behavior. Such interventions are specifically implemented in the context of a professional counseling relationship and may include, but are not limited to: appraisal; individual, group, marriage, and family counseling and psychotherapy; the diagnostic description and treatment of persons with mental, emotional, and behavioral disorders or disabilities; guidance and consulting to facilitate normal growth and development, including educational and career development; the utilization of functional assessments and career counseling for persons requesting assistance in adjusting to a disability; referrals; consulting; and research.

Referral: Evaluating and identifying the needs of a client to determine the advisability of referrals to other specialists, advising the client of such judgments, and communicating as requested or deemed appropriate to such referral sources.

Case Management: A systematic process merging counseling and managerial concepts and skills through the application of techniques derived from intuitive and researched methods, thereby advancing efficient and effective decision-making for functional control of self, client, setting, and other relevant factors for anchoring a proactive practice. In case management, the counselor's role is focused on interviewing, counseling, planning rehabilitation programs, coordinating services, interacting with significant others, placing clients and following up with them, monitoring progress, and solving problems.

Consultation: The application of scientific principles and procedures in counseling and human development to provide assistance in understanding and solving current or potential problems that the consultee may have in relation to a third party, be it an individual, group, or organization.

The following definitions are provided to Site Supervisors to increase their understanding of the items they are rating related to professional counseling activities, concepts, and professional dispositions.

Description of Professional Dispositions
1. Awareness of Self
<ul style="list-style-type: none"> • Demonstrates awareness of own feelings and emotions • Demonstrates awareness of own strengths and limitations • Demonstrates awareness of influence on others <p>Maintains appropriate personal & professional boundaries</p>
2. Professional Appearance and Behavior
<ul style="list-style-type: none"> • Maintains context-appropriate dress and appearance • Demonstrates honesty and integrity by adhering to ethical standards and organizational policies • Accepts responsibility for personal actions and behavior <p>Demonstrates flexibility and adaptability</p>
3. Emotional Stability and Empathy
<ul style="list-style-type: none"> • Demonstrated ability to monitor and respond to stress • Expresses feelings effectively and appropriately • Demonstrates emotional stability & maturity <p>Demonstrates ability to empathize with others</p>
• 4. Communication and Interpersonal Skills
<ul style="list-style-type: none"> • Demonstrated ability to initiate and maintain appropriate conversation • Demonstrated ability to manage conflict • Demonstrated ability to receive and respond to critical feedback and supervision • Demonstrates adequate problem-solving skills
• 5. Respecting Others
<ul style="list-style-type: none"> • Seeks to listen to and understand others • Perceives and honors diversity • Demonstrates a sensitivity to social justice and marginalized populations • Demonstrates an awareness of one's own privilege
• 6. Ethical Behavior
<ul style="list-style-type: none"> • Seeks to adhere to the ACA and CRCC Codes of Professional Ethics • Demonstrated commitment to the dignity and worth of all persons. • Demonstrates the knowledge of and capacity to ensure ethical service delivery based on the principles of: <ul style="list-style-type: none"> ○ Autonomy ○ Beneficence ○ Fidelity ○ Justice ○ Nonmaleficence ○ Veracity