University of Northern Colorado  
School of Applied Psychology and Counselor Education  
APCE 614: Internship in School Counseling  
Spring 2020  
Course Syllabus

**Instructor and University Supervisor:** Jaimie Stickl Haugen, PhD, LPC, NCC, ACS

**Class Times:** Arranged, see below, 9:00a - 3:30p  
**Location:** Bldg 758, 1059 Alton Way, Denver, CO 80230, room #220

**Office:** Lowry Center  
**Office Hours:** By Appointment  
**Email:** Jaimie.stickl@unco.edu; Jaimie.stickl@gmail.com

**Syllabus is subject to change. Please refer to the syllabus provided directly by instructor**

**Prerequisites:**  
See School Counseling Internship Manual for Complete List of Internship Prerequisites

**Course Description:**  
A culminating field experience for qualified school counseling students engaged in counseling and guidance activities in elementary, middle, and high school settings under the supervision of one or more licensed school counselors (refer to program handbook and internship manual for more information). Minimum of 600 total on-site hours are required. S/U graded. Repeatable, maximum of 18 credits.

**Important Note:**  
Although every attempt will be made to follow this syllabus, the instructor reserves the right to make changes as the course proceeds. In such instances, you will be provided with as much advanced notice and/or accommodations as possible.

**Required Readings (please complete all required readings prior to the first class meeting):**  
This syllabus is supplemental to the internship handbook; all policies in that handbook are applicable.  
Comprehensive Student Evaluation Process document located under the current students tab on the professional counseling website.  
Colorado Department of Education. (2015-2016). *Rubric for evaluating Colorado’s special service professionals: School counselors*. Available online at [https://www.cde.state.co.us/educatoreffectiveness/sspcounselorrubric](https://www.cde.state.co.us/educatoreffectiveness/sspcounselorrubric)

**Knowledge and Skill Outcome:**  
Upon successful completion of this course students will:
1. Complete a supervised internship in his/her designated program area of 600 clock hours, begun after successful completion of the practicum (CACREP III.G).

2. Complete at least 240 clock hours of direct service, including experience leading groups (CACREP III.G.1).

3. Participate in weekly interaction that averages one hour per week of individual and/or triadic supervision throughout the internship, usually performed by the onsite supervisor (CACREP III.G.2).

4. Participate in an average of 1 1/2 hours per week of group supervision provided on a regular schedule throughout the internship and performed by a program faculty member (CACREP III.G.3).

5. Become familiar with a variety of professional activities and resources in addition to direct service (e.g., record keeping, assessment instruments, supervision, information and referral, in-service and staff meetings) (CACREP III.G.4).

6. Have the opportunity to develop program-appropriate audio/video recordings for use in supervision or to receive live supervision of his or her interactions with clients (CACREP III.G.5).

7. Be provided with evaluations of his/her counseling performance throughout the internship, including documentation of a formal evaluation after he/she completes the internship by a program faculty member in consultation with the site supervisor (CACREP III.G.6).

8. Implement self-care strategies appropriate to the counselor role (CACREP II.G.1.d).

9. Demonstrate an understanding of crisis intervention and suicide prevention models (CACREP II.G.5.g).

10. Demonstrate an ability to apply and adhere to ethical and legal standards in school counseling (CACREP SC.B.1).

11. Demonstrate an ability to articulate, model, and advocate for an appropriate school counselor identity and program (CACREP SC.B.2).

12. Demonstrate self-awareness, sensitivity to others, and the skills needed to relate to diverse individuals, groups, and classrooms (CACREP SC.D.1).

13. Provide individual and group counseling and classroom guidance to promote the academic, career, and personal/social development of students (CACREP SC.D.2).

14. Design and implemented prevention and intervention plans related to the effects of (a) atypical growth and development, (b) health and wellness, (c) language, (d) ability level, (e) multicultural issues, and (f) factors of resiliency on student and learning development (CACREP SC.D.3).

15. Demonstrate the ability to use procedures for assessing and managing suicide risk (CACREP SC.D.4).

16. Demonstrate the ability to recognize his or her limitations as a school counselor and to seek supervision or refer clients when appropriate (CACREP SC.D.5).

17. Demonstrate multicultural competencies in relation to diversity, equity, and opportunity in student learning and development (CACREP SC.F.1).

18. Demonstrate an ability to advocate for the learning and academic experiences necessary to promote the academic, career, and personal/social development of students (CACREP SC.F.2).

19. Demonstrate an ability to advocate for school policies, programs, and services that enhance a positive school climate and are equitable and responsive to multicultural student populations (CACREP SC.F.3).

20. Engage parents, guardians, and families to promote the academic, career, and personal/social development of students (CACREP SC.F.4).

21. Analyze assessment information in a manner that produces valid inferences when evaluating the needs of individual needs and assessing the effectiveness of educational programs (CACREP SC.H3).

22. Make appropriate referrals to school and/or community resources (CACREP SC.H.4).
23. Demonstrate an ability to apply relevant research findings to inform the practice of school counseling (CACREP SC.J.1).

24. Develop measurable outcomes for school counseling programs, activities, interventions, and experiences (CACREP SC.J.2).

25. Analyze and use data to enhance school counseling programs (CACREP SC.J.3).

26. Engage with parents, guardians, and families to promote the academic, career, and personal/social development of students (CACREP SC.F.4).

27. Conduct programs designed to enhance student academic development (CACREP SC.L.1).

28. Implement strategies and activities to prepare students for a full range of postsecondary options and opportunities (CACREP SC.L.2).

29. Implement differentiated instructional strategies that draw on subject matter and pedagogical content knowledge and skills to promote student achievement (CACREP SC.L.3).

30. Work with parents, guardians, and families to act on behalf of their children to address problems that affect student success in school (CACREP SC.N.1).

31. Locate resources in the community that can be used in the school to improve student achievement and success (CACREP SC.N.2)

32. Consult with teachers, staff, and community-based organizations to promote student academic, career, and personal/social development (CACREP SC.N.3).

33. Use peer helping strategies in the school counseling program (CACREP SC.N.4).

34. Use referral procedures with helping agents in the community (e.g., mental health centers, businesses, service groups) to secure assistances for students and their families (CACREP SC.N.5).

35. Participate in the design, implementation, management, and evaluation of a comprehensive developmental school counseling program (CACREP SC.P.1)

36. Plan and presented school-counseling-related educational programs for use with parents and teachers (e.g., parent education programs, materials used in classroom guidance and advisor/advisee programs for teachers (CACREP SC.P.2).

**Course Content:**
The program requires completion of a supervised internship in the student’s designated program area of 600 clock hours, begun after successful completion of the practicum. The internship is intended to reflect the comprehensive work experience of a professional counselor appropriate to the designated program area. The faculty member will provide an average minimum of 1½ hours of group supervision per week to internship students. The supervising faculty member will also provide evaluations of the student’s counseling performance throughout the internship, including documentation of a formal evaluation in consultation with the site supervisor at the end of the internship experience.

**Method of Instruction:**
This course will consist primarily of group supervision, however, individual supervision may be provided as needed. This is a clinical course involving personal examination, reflection, lecture, role plays, group discussion of site activities, formal and informal case presentations, and student-led class discussions. This class will include facilitated group discussions around experiences, expectations, challenges, shared information, responses to supervision, site supervisors, ethical issues, and The ASCA National Model. Information related to the requirements of the University of Northern Colorado school counseling internship and state licensure requirements will be provided.

**Evaluation:**
This course is graded on an “S/U” basis. An “S” will be awarded to the student following the successful completion of six (6) semester hours of internship in school counseling (APCE 614) in at least two school levels and the submission of all relevant documents and forms.

A Satisfactory/Unsatisfactory grade is based on the following:

1. Active and engaged participation in supervision
2. On time and prepared for all supervision sessions
3. Progress toward personal and professional goals
4. Demonstration of developmentally appropriate case conceptualization skills, school counseling skills, and self-awareness
5. Engagement in school counseling activities outlined in your internship agreement
6. Quality of case presentations
7. Depth and breadth of professional self-analysis and application of information to improve case conceptualization, client-counselor interaction, and intervention development
8. Feedback from site supervisor
9. Professionalism
10. Completion of all assignments, required hours, and related paperwork

A Satisfactory grade indicates that students have fulfilled all requirements of the internship as listed above as well as adherence to all policies and requirements of the site. Acceptable completion is defined at the discretion of the instructor.

An Incomplete may be given in usual circumstances and according to University policy. Incompletes are usually due to occurrences with the site, not with the student, and may include (but is not limited to) lack of client availability for direct contact hours. Incompletes will be given at the discretion of the instructor, if it is determined that the student has done everything within her or his power to fulfill all requirements of the internship.

Course Requirements/Assignments:

1. **Group attendance is mandatory and essential**, not only to your own development but also to the development of your peers.

2. Active participation in ALL class discussions and supervision meetings. This will require you to complete assigned readings prior to class meetings and be prepared to facilitate and respond to discussions.

3. Read the Internship Handbook and adhere to all policies and paperwork requirements outlined in this handbook.

4. **Maintain liability insurance for the duration of the internship and related activities.** Students should provide a copy of their liability insurance to their university supervisor prior to their first day on-site.

5. Prepare internship goals, a brief rationale for each goal, and a plan for working on each goal. Goals should be “SMART” – Specific, Measurable, Attainable, Results-oriented, and Time-bound.

You may find it helpful to review the ASCA National Model delivery systems and themes, as well as your syllabi from school counseling coursework when developing your goals. The rationale should be brief (i.e., a few sentences). The plan for working on these goals should include concrete steps that might help you reach these goals. **Due the week after our first class meeting on February 8th.**
Write a brief reflection on your progress toward meeting existing goals, new and revised goals, as well as (a) concrete steps you can take toward meeting new and revised goals, (b) what your university supervisor can do to help you meet new and revised goals, and (c) what you will ask your site supervisor to help with in terms of meeting new and revised goals. **Due on our third class meeting, March 28th.**

6. Complete a formal written case conceptualization and treatment plan.
   - See formal outline and rubric in the student SLO Manual

7. Conduct both formal and informal case presentations during group supervision.
   - See outline for written and oral presentation in Appendix A and Appendix B.

8. Share best practices and resources with the class in the **Internship Tool Kit** Google folder provided by your instructor regarding best practices that you have or would like to apply to your practice. There are two documents in this folder for you to contribute to:
   - **Best Practices:** Share with the class a minimum of **two practices** that you would like to incorporate into your work as a school counselor that you have observed at your sites. Consider interventions, approaches, styles, ASCA National Model elements, room set up etc. that you will take with you into your school counseling career. To be completed no later than our last supervision group.
   - **Resources:** Share with the class a minimum of **two resources** that you have found helpful in your work. Consider community organizations, websites, curriculums, and other resources that you or your site supervisors have found helpful. Provide a brief description. Are these evidenced based resources? Have you collected data on the resources? How are the resources used? To be completed no later than our last supervision group.

9. **Data Utilization Project:** Data-driven school counseling is part of best practice to help answer the question, “How are students different as a result of what school counselor do?” (ASCA, 2012). Please implement and share in class **one way that you have incorporated data into your work.** This might include using pre/post tests, needs assessments, use of time analysis, action plans/results reports, pulling data reports to inform you work etc. Please let your instructor know if you would like to brainstorm ideas of ways to incorporate this into what you are already doing at your site.
   - Provide a short explanation of your data project in class (approximately 10-15 minutes). If applicable, please bring in copies or examples of ways that you have incorporated data into your work (i.e., pre/post test you used, ASCA templates).
   *Sign up sheet will be distributed for date you will present this in class.

10. Articulate a personal theoretical orientation and begin to demonstrate its application in sessions and in case presentations.

11. Actively engage in and regularly report professional self-care activities.

12. Complete all requisite Student Learning Outcomes (i.e., formal self-supervision forms with a current APCE 614 client, formal case conceptualization with a current APCE 614 client, etc.). This includes **three self-supervision forms per semester** of internship. See Appendix C for self-supervision form and rubric obtained from the SLO Manual.

13. Provide both formal and informal feedback to fellow class members during group supervision.
14. Arrange and participate in a minimum of one site evaluation review between student, faculty supervisor/instructor, and on site supervisor each semester.

15. Demonstrate appropriate counseling skills (and ongoing improvement) equivalent to a master’s level school counselor.

16. Demonstrate an openness to and willingness to incorporate supervisory feedback in a professional manner, to improve counseling effectiveness.

17. Demonstrate awareness, knowledge, and skills in counseling clients who are culturally different, including but not limited to race, gender, sexual orientation, socioeconomic differences, etc.

18. Follow all ACA/ASCA ethical guidelines.

**General Expectations:**
This course meets **once a month for 6 hours**, and due to the nature of this course, **you are expected to be at all scheduled class sessions**. While some events are unavoidable, it is imperative that you attend all class sessions. Therefore, requests to leave early or miss a session are discouraged. Class participation includes being present for all group meetings, providing consistent and constructive feedback to peers, being prepared for supervision, integrating supervisory feedback, and clearly demonstrating commitment to personal and professional development. Additionally, you will be expected to read all assigned material and complete course assignments by the dates indicated without exception. If a student is unable to attend the scheduled group supervision listed on this syllabus, they will be required to attend an equivalent number of hours of group supervision on the nearest available campus. The student will be responsible for organizing their additional group supervision attendance with the instructor of record for the appropriate campus.

**Working With a Site:**
An appropriate site location is one where the student can become familiar with a variety of professional activities in addition to engaging in direct service work. The site provides the opportunity for the student to gain supervised experience using a variety of professional resources such as assessment instruments, computers, print and non-print media, and professional literature and research. Internship students should arrange their on-site schedules to coincide with the work schedule at their sites. With regard to university breaks, students should adhere to the schedule at their site.

**APCE Professional Counseling Policy:**
As of March 4, 1996, all incoming Ph.D. in Counselor Education and M.A. students are required to join ACA during their first semester in the program; future registration will be put on hold until membership is acquired. At the beginning of the student’s first semester, a copy of the student’s ACA membership card is to be given to the APCE Administrative Assistant for entry in the Division data base.

**Professional Liability Insurance:**
All students are required to show proof of having professional liability insurance before being allowed to start an internship.

**Academic Conduct and Integrity:**
You are expected to practice academic honesty in every aspect of this course. Students who engage in academic misconduct are subject to grading consequences with regard to this course and/or university disciplinary procedures through the Office of Community Standards and Conflict Resolution.
Cheating on examinations, submitting work of other students as your own, or plagiarism in any form will result in penalties ranging from an "F" on an assignment to expulsion from the University.

**APCE Policy on Plagiarism:**
Plagiarism is the act of appropriating the written, artistic, or musical composition of another, or portions thereof; or the ideas, language, or symbols of same and passing them off as the product of one's own mind. Plagiarism includes not only the exact duplication of another's work but also the lifting of a substantial or essential portion thereof. Students who have engaged in the act of plagiarism will be given in an “F” in that course. The matter will be referred to the Review and Retention Committee. The decision of the Committee with regard to plagiarism includes the possibility that the student be dismissed from his or her respective program and from UNC.

**Professional Conduct:**
Students are expected to adhere to the ACA/ASCA code of ethics. Any behavior that is deemed unethical will be grounds for dismissal from the program. All information shared in a counseling course is confidential; therefore, disclosure of any kind including audio taping of the course is a violation of the ACA code of ethics.

**Honor Code:**
All members of the University of Northern Colorado community are entrusted with the responsibility to uphold and promote five fundamental values: Honesty, Trust, Respect, Fairness, and Responsibility. These core elements foster an atmosphere, inside and outside of the classroom, which serves as a foundation and guides the UNC community's academic, professional, and personal growth. Endorsement of these core elements by students, faculty, staff, administration, and trustees strengthens the integrity and value of our academic climate.

**Disability Resources:**
It is the policy and practice of the University of Northern Colorado to create inclusive learning environments. If there are aspects of the instruction or design of this course that present barriers to your inclusion or to an accurate assessment of your achievement (e.g. time-limited exams, inaccessible web content, use of videos without captions), please communicate this with your professor and contact Disability Resource Center (DRC) to request accommodations.
Office: (970) 351-2289, Michener Library L-80.
Students can learn more here: [www.unco.edu/disability-resource-center](http://www.unco.edu/disability-resource-center)

**Equity and Inclusion Statement:**
The University of Northern Colorado embraces the diversity of students, faculty, and staff, honors the inherent dignity of each individual, and welcomes their unique perspectives, behaviors, and world views. In this course, people of all races, religions, national origins, sexual orientations, ethnicities, genders and gender identities, cognitive, physical, and behavioral abilities, socioeconomic backgrounds, regions, immigrant statuses, military or veteran statuses, size and/or shapes are strongly encouraged to share their rich array of perspectives and experiences. Course content and campus discussions will heighten your awareness to each other’s individual and intersecting identities. If you would like to report an incident or learn more about identity-based discrimination/harassment, please visit [www.unco.edu/institutional-equity-compliance](http://www.unco.edu/institutional-equity-compliance)

**Food Insecurity and Basic Needs:**
Research shows that college students experience food insecurity at higher rates than the American household rate, and that food insecurity can negatively impact academic performance and persistence. In recognition of this problem, UNC offers assistance to students facing food insecurity through an on-
The campus food pantry. The Bear Pantry is located in University Center 2166A, and is open for regular hours throughout the semester. Please visit www.unco.edu/bear-pantry for more information. Any student who faces challenges securing their food or housing and believes this may affect their performance in the course is also urged to contact Student Outreach and Support (SOS) for assistance. SOS can assist students during difficult circumstances which may include medical, mental health, personal or family crisis, illness or injury. SOS can be reached at sos@unco.edu or via phone at 970-351-2796.

**Title IX Statement:**
The University of Northern Colorado is committed to providing a safe learning environment for all students that is free of all forms of discrimination and sexual harassment, including sexual assault, domestic violence, dating violence, and stalking. If you (or someone you know) has experienced or experiences any of these incidents, know that you are not alone. UNC has staff members trained to support you in navigating campus life, accessing health and counseling services, providing academic and housing accommodations, helping with legal protective orders, and more.

Please be aware all UNC faculty and most staff members are “responsible employees,” which means that if you tell a faculty member about a situation involving sexual harassment, sexual assault, dating violence, domestic violence, or stalking, they must share that information with the Title IX Coordinator, Larry Loften. Larry or a trained staff member in the Office of Institutional Equity and Compliance (OIEC) will contact you to let you know about accommodations and support services at UNC as well as your options for pursuing a process to hold accountable the person who harmed you. You are not required to speak with OIEC staff regarding the incident; your participation in OIEC processes are entirely voluntary.

If you do not want the Title IX Coordinator notified, instead of disclosing this information to your instructor, you can speak confidentially with the following people on campus and in the community. They can connect you with support services and help explore your options now, or in the future.

- UNC’s Assault Survivors Advocacy Program (ASAP): 24 Hr. Hotline 970-35-4040 or www.unco.edu/asap
- UNC Counseling Center: 970-351-2496 or www.unco.edu/counseling
- UNC Psychological Services: 970-351-1645 or www.unco.edu/cebs/psych_clinic

If you are a survivor or someone concerned about a survivor, or if you would like to learn more about sexual misconduct or report an incident, please visit www.unco.edu/sexual-misconduct or contact the Office of Institutional Equity and Compliance (970-351-4899). OIEC is located on the third floor of the University Center in room 3060.

**UNC’s Policies:**
UNC’s policies and recommendations for academic misconduct will be followed.

**Portable Electronic Devices:**
Please extend courtesy to your instructor and fellow students by turning off your portable electronic devices such as: cell phones, pagers, and IPods. Although not an audio issue, text-messaging is a distraction to other students and prevents you from full participation in class. You should keep your portable electronic devices in your backpack or purse during class. Your personal electronic devices should not be on your desks. If you know that you may need to accept an emergency phone call during class or if you have children in childcare or school, please let the instructor know. If you need to take a phone call during class, please step out of the classroom while you complete your call. Thank you for your cooperation.

**PowerPoint Presentations:**
PowerPoint presentations used in class are for instructional purposes only and will not be released to the students for personal use.

**Tentative Course Schedule:**

**February 1, 2020**  
**Group Supervision 1:** Introductions; Course Overview; Site Descriptions—Updated Insurance due if you haven’t already submitted

**February 29, 2020**  
**Group Supervision 2:** Case Presentations; Group Supervision; Brief Individual Supervision as needed

**March 28, 2020**  
**Group Supervision 3:** Case Presentations; Group Supervision

**May 2, 2020**  
**Group Supervision 4:** Final Evaluations; ALL Paperwork and Evaluations are DUE; Course Reflections

* This schedule is subject to change. Any requisite changes will be announced during group.
Appendix A

Written Case Conceptualization Form

Please complete the form presented in the SLO Manual, which will go in your portfolio. Pay particular attention to the associated rubric.

*Formal Case Conceptualization In-Class Presentation*

After spending time reflecting on a particular student you are working with, please come to class to receive feedback from the instructor and your peers about your work. Considering a student you are working with, please provide a brief handout (no more than 1 page: bullet points are fine) for each member of the class including the following sections:

- **Overview of student background**: demographic information, history, grade etc.
- **Presenting concern**: what brought the student in to get counseling?
- **Systemic View**: Include any information on larger systems that may be impacting the student (e.g., school, community, family life).
- **Multicultural Awareness**: What multicultural or social justice considerations might be relevant? Are there any ways you might be able to engage in social justice advocacy? Are there any inequities this student may be facing at the systemic level?
- **Questions for others**: What are 2-3 questions that you have about your work or serving this student? Focus on areas where you feel stuck or would like to consult with your peers.
- **Assigned Peer Group Roles**: Choose roles and perspectives for peers to take while reviewing your case presentation. This could include:
  - Role Taking: Student, counselor, parent, friend, teacher, or other significant person in this student’s life
  - Theoretical perspectives: choose theoretical perspective to view assessment of student, conceptualization of problem, goals of counseling, choice of interventions (how to choose and what to choose), evaluation of progress
  - Descriptive metaphors: metaphors to describe student, counselor, counseling process
- **Self-Reflection**: What is coming up for you in working with this student? What do you need from the group?
Appendix B

Structured Peer Group Supervision: Case Presentations

1. Counselor identifies questions about the client and requests specific feedback about his or her performance.

2. Peers are assigned (or choose) roles, perspectives or tasks for reviewing the taped segment. These tasks may include:
   a. Observing counselor or a particular counseling skill
   b. Assuming the role of the counselor, client, or the parent, spouse, coworker, friend, teacher, or other significant person in the client’s life.
   c. Viewing the session from a particular theoretical perspective
   d. Creating a metaphor for the client, counselor, or counseling process
   e. Drawing a picture, graph, or using sandtray to represent the counseling process/relationship

3. The counselor presents the case.

4. Peers give feedback from their roles or perspectives, keeping in mind the goals and questions that were specified by the counselor. The supervisee remains silent during this exchange, but may take notes regarding comments.
   a. “As the student I ….”
   b. “As the counselor I…."
   c. “From the perspective of Cognitive-Behavioral, I….” Or “As existential theory, I….”
   d. “The picture of the counseling process that comes to mind is…."

5. The supervisor facilitates the discussion as needed, functioning as a moderator and process observer. The supervisor may ask the supervisee what questions he/she has, and what other information she/he might desire.

6. The supervisor summarizes the feedback and discussion, and the counselor indicates if supervision needs were met.

Reference
Appendix C

Self-supervision form and associated rubric obtained from the Student SLO Manual.

Master’s Programs in Professional Counseling

SELF-SUPERVISION FORM
(To Be Completed During Practicum I, Practicum II, Family Practicum, and Internship)

Name: _______________________________ Date: ______________

Number of Sessions: _______________ Supervisor: _____________________________

Please use this form to assess your counseling skills each week. You should complete this form while watching your session tapes and bring it to supervision each week. You must complete this form on at least one client for three sessions and submit to your instructor as part of your evaluation materials.

Identify Examples of Culturally Appropriate Attending Skills: (Include eye contact, posture, tone of voice, amount of movement in session, mirroring, facial expressions, or bodily expression)

Identify Examples of Empathy & Influencing Skills: (Include paraphrasing, reflection of feeling or meaning, summarization, clarifying and perception checking, pacing, focusing, staying with affect, counselor self disclosure, immediacy, or confrontation)

Identify & Evaluate Any Specific Techniques Used:

Identify Your Areas of Strength (Identify a minimum of 2)

Identify Your Growth Areas (Identify a minimum of 2)
<table>
<thead>
<tr>
<th></th>
<th>Below Expectations</th>
<th>Meets Expectations</th>
<th>Exceeds Expectations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Culturally Appropriate</td>
<td>Student identified few attending skills &amp; was unable to explain cultural appropriateness of skills.</td>
<td>Student identified two attending skills used in session &amp; explained the cultural appropriateness of each.</td>
<td>Student identified more than two attending skills used in session &amp; explained the cultural appropriateness of each.</td>
</tr>
<tr>
<td>Attending Skills</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Empathy &amp; Influencing Skills</td>
<td>Student noted few examples of empathy and influence &amp; was unable to identify specific skills.</td>
<td>Student noted two examples of empathy and influence &amp; was able to identify specific skills for each.</td>
<td>Student noted more than two examples of empathy and influence &amp; was able to identify specific skills for each.</td>
</tr>
<tr>
<td>Techniques</td>
<td>Student did not identify or evaluate any techniques used.</td>
<td>Student identified and evaluated techniques used in session.</td>
<td>Student identified and evaluated techniques used in session &amp; offered additional ideas on further techniques to incorporate in future sessions.</td>
</tr>
<tr>
<td>Areas of Strength</td>
<td>Student did not identify a minimum of two areas of strength.</td>
<td>Student identified a minimum of two areas of strength.</td>
<td>Student identified more than two areas of strength.</td>
</tr>
<tr>
<td>Areas for Growth</td>
<td>Student did not identify a minimum of two areas of growth.</td>
<td>Student identified a minimum of two areas of growth.</td>
<td>Student identified at least two areas of growth &amp; offered approaches to manage these areas.</td>
</tr>
</tbody>
</table>