

**DIVERSITY COMPETENCIES, COURSE-WORK, AND ASSESSMENTS:
ADVANCED PROGRAMS**

Program: School Counseling

Competency/Indicator	Courses/Experiences	Assessment
1. Have experience in settings that include P-12 participants who are male and female, from different SES groups, are English Language Learners, have disabilities, and are from different ethnic	Practicum and Internship (CSP 686 and CSP 687)	Practicum and internship evaluations (critical assessment)
2. Display professional behaviors that are consistent with the ideas of fairness and the belief that all students can learn	Since we are a counseling program we are interpreting this as “the belief that all students can change). All courses in the program reflect this but most especially CSP 601, Techniques in Counseling, CSP 605 Ethical and Legal Issues in Counseling. Experiences include counseling dyads and case studies.	Techniques evaluations (critical assessment) and case studies
3. Demonstrate a commitment to high level success for all students	All courses in the program	Dispositions Assessment Practicum & Internship Evaluations
4. Incorporate and communicate multiple perspectives of subject matter being taught or services provided	CPS 630-Multicultural Counseling	Assessments imbedded in the course
5) Reflect on their own ability to work with diverse students, colleagues	CSP 601 Techniques in Counseling, CSP 603 Multicultural Counseling, CSP 686 Counseling Practicum, and CSP 867 Internship in Counseling	Techniques evaluation, Personal reflection journals and case study, Practicum and Internship evaluations

6) Exhibit sensitivity to community and cultural norms	<p>CPS 630 Multicultural Counseling</p> <p>Practicum</p> <p>Internship</p>	Practicum & Internship Evaluations
7) Demonstrate respect for human diversity and varied perspectives	CPS 630 Multicultural Counseling	<p>Dispositions assessments</p> <p>Course imbedded Assessments</p>
8) Build on developmental levels of students and colleagues with whom they work (e.g., differentiate instruction and assessment)	<p>. The program teaches a developmental approach to counseling and that is evidenced in all courses</p>	All assessments