



MASTER OF SCIENCE DEGREE IN MENTAL HEALTH COUNSELING

FIELD PLACEMENT PRACTICUM & INTERNSHIP HANDBOOK

Revised Spring 2021



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Introduction

The requirements for a Master of Science degree in Mental Health Counseling (the “Master Program”) from Pace University include satisfactory completion of a one semester practicum, Practicum in Mental Health Counseling (MHC 694) and a two semester clinical internship, Field Experience in Counseling: Internship I (MHC 675) and Field Experience in Counseling: Internship II (MHC 676).

Practicum and internship (the “Field Placement”) will provide the student with an opportunity to apply in a clinical setting the skills learned in the classroom, and to perform under supervision a variety of counseling activities that a professional counselor is expected to perform. The internship is an important component of the Master Program.

The three-semester sequence also is intended to assist graduates of the Master Program in meeting the requirements of the Council for Accreditation of Counseling & Related Educational Programs (CACREP), the American Counseling Association (ACA) and the National Board for Certified Counselors (NBCC) for certification and/or state licensure. Each state has its own licensure requirements and it is every student’s responsibility to ensure that her or his educational experiences, including clinical training, meet the licensing requirements of the state in which he or she plans to pursue licensure.

The following is the Mission, Vision and Core Values from the CACREP website <http://www.cacrep.org/about-cacrep/>

Vision

The vision of CACREP is to provide leadership and to promote excellence in professional preparation through the accreditation of counseling and related educational programs. As an accrediting body, CACREP is committed to the development of standards and procedures that reflect the needs of a dynamic, diverse, and complex society. CACREP is dedicated to:

1. encouraging and promoting the continuing development and improvement of preparation programs; and
2. preparing counseling and related professionals to provide services consistent with the ideal of optimal human development.

CACREP maintains collaborative relationships with other groups that focus on accreditation, licensing, certification, and the professional development of counselors and related practitioners.

Mission

The mission of CACREP is to promote the professional competence of counseling and related practitioners through:

- the development of preparation standards;

- the encouragement of excellence in program development; and
- the accreditation of professional preparation programs.

Core Values

In March 2002, the CACREP Board of Directors developed this *Statement of Core Values* <http://www.cacrep.org/about-cacrep/> to provide additional clarification and support for the existing Mission and Vision statements.

The CACREP Board of Directors believes

- in advancing the counseling profession through quality and excellence in counselor education;
- ensuring a fair, consistent, and ethical decision-making process;
- serving as a responsible leader in protecting the public;
- promoting practices that reflect openness to growth, change and collaboration; and,
- creating and strengthening standards that reflect the needs of society, respect the diversity of instructional approaches and strategies, and encourage program improvement and best practices.

Field Placement in Clinical Mental Health Counseling

The Field Placement experience is an essential component of graduate education in mental health counseling. Within the required supervised counseling experience, practicum and internship allow students to explore prospects in training with the opportunity to professionally and personally grow. During the Field Placement experience, students will be directed by an “on-site” clinical field supervisor, a Pace University faculty member, and when possible receive triadic supervision from an assigned doctoral student in the Ph.D. Program in Mental Health Counseling. The assigned doctoral student either must be currently enrolled or have completed Mental Health Counseling 732: Theories and Methods of Counselor Supervision.

The Field Placement experience is also a requirement of CACREP (www.CACREP.org), ACA (www.ACA.org) and the New York State Office of the Professions (<http://www.op.nysed.gov/prof/mhp/>).

According to CACREP guidelines, the following counseling curriculum will be incorporated into the Field Placement:

Professional Counseling Orientation and Ethical Practice

- a. history and philosophy of the counseling profession and its specialty areas
- b. the multiple professional roles and functions of counselors across specialty areas, and their relationships with human service and integrated behavioral health care systems, including interagency and interorganizational collaboration and consultation
- c. counselors’ roles and responsibilities as members of interdisciplinary community outreach and emergency management response teams
- d. the role and process of the professional counselor advocating on behalf of the profession
- e. advocacy processes needed to address institutional and social barriers that impede access, equity, and success for clients
- f. professional counseling organizations, including membership benefits, activities, services to members, and current issues
- g. professional counseling credentialing, including certification, licensure, and accreditation practices and standards, and the effects of public policy on these issues
- h. current labor market information relevant to opportunities for practice within the counseling profession
- i. ethical standards of professional counseling organizations and credentialing bodies, and applications of ethical and legal considerations in professional counseling
- j. technology’s impact on the counseling profession

- k. strategies for personal and professional self-evaluation and implications for practice
- l. self-care strategies appropriate to the counselor role
- m. the role of counseling supervision in the profession

Council of the Accreditation of Counseling and Related Educational Programs (CACREP).
www.CACREP.org

Field Placement Prerequisites

- **MHC 694 Practicum in Mental Health Counseling**
- **MHC 675 Field Experience in Counseling: Internship I**
- **MHC 676 Field Experience in Counseling: Internship II**

In order to enroll in the one semester, Practicum in Mental Health Counseling (MHC 694) and a two semester clinical internship, Field Experience in Counseling: Internship I (MHC 675) and Field Experience in Counseling: Internship II (MHC 676), a student must have, among other things, successfully completed at least forty-two (42) credits towards the Master of Science in Mental Health Counseling.

Students may enroll in MHC 694 during the Fall, Spring, and/or Summer semesters.

Upon successful completion of MHC 694, students may then enroll in MHC 675.

Upon successful completion of MHC 675, students may then enroll in MHC 676.

Students are to remain the same Field Placement for MHC 694, MHC 675, & MHC 676.

CACREP & Pace University Master of Science in Mental Health Counseling Field Placement Course Objectives

The Field Placement experience at Pace University is divided into a three credit practicum, Practicum in Mental Health Counseling (MHC 694) and six credit internship, consisting of Field Experience in Counseling: Internship I (MHC 675) and Field Experience in Counseling: Internship II (MHC 676).

Field Placement Requirements

The following are the guidelines for students to secure a Field Placement for the practicum and internship. Please refer to the Appendices as directed.

An on-site clinical supervisor who is a licensed mental health professional, including a licensed mental health counselor, licensed clinical social worker (LCSW), licensed psychologist, or psychiatrist must be assigned to each student intern. Licensed Master Social Workers (LMSW), Licensed Marriage & Family Therapists (LMFT) and School Psychologists are **not** permitted to supervise field placement students. The on-site clinical supervisor must be an employee, independent contractor or agent of the agency at which the internship is being performed. In addition, and in accordance with the standards established by CACREP, the Field Placement experience must meet the following requirements:

CACREP SECTION 3: PROFESSIONAL PRACTICE

Professional practice, which includes practicum and internship, provides for the application of theory and the development of counseling skills under supervision. These experiences will provide opportunities for students to counsel clients who represent the ethnic and demographic diversity of their community.

The following Standards apply to entry-level programs for which accreditation is being sought.

ENTRY-LEVEL PROFESSIONAL PRACTICE

- A. Students are covered by individual professional counseling liability insurance policies while enrolled in practicum and internship.
- B. Supervision of practicum and internship students includes program-appropriate audio/video recordings and/or live supervision of students' interactions with clients.
- C. Formative and summative evaluations of the student's counseling performance and ability to integrate and apply knowledge are conducted as part of the student's practicum and internship.

- D. Students have the opportunity to become familiar with a variety of professional activities and resources, including technological resources, during their practicum and internship.
- E. In addition to the development of individual counseling skills, during either the practicum or internship, students must lead or co-lead a counseling or psychoeducational group.

PRACTICUM

- F. Students complete supervised counseling practicum experiences that total a minimum of 100 clock hours over a full academic term that is a minimum of 10 weeks.
- G. Practicum students complete at least 40 clock hours of direct service with actual clients that contributes to the development of counseling skills.
- H. Practicum students have weekly interaction with supervisors that averages one hour per week of individual and/or triadic supervision throughout the practicum by (1) a counselor education program faculty member, (2) a student supervisor who is under the supervision of a counselor education program faculty member, or (3) a site supervisor who is working in consultation on a regular schedule with a counselor education program faculty member in accordance with the supervision agreement.
- I. Practicum students participate in an average of 1½ hours per week of group supervision on a regular schedule throughout the practicum. Group supervision must be provided by a counselor education program faculty member or a student supervisor who is under the supervision of a counselor education program faculty member.

INTERNSHIP

- J. After successful completion of the practicum, students complete 600 clock hours of supervised counseling internship in roles and settings with clients relevant to their specialty area.
- K. Internship students complete at least 240 clock hours of direct service.
- L. Internship students have weekly interaction with supervisors that averages one hour per week of individual and/or triadic supervision throughout the internship, provided by (1) the site supervisor, (2) counselor education program faculty, or (3) a student supervisor who is under the supervision of a counselor education program faculty member.
- M. Internship students participate in an average of 1½ hours per week of group supervision on a regular schedule throughout the internship. Group supervision must be provided by a counselor education program faculty member or a student supervisor who is under the supervision of a counselor education program faculty member.

SUPERVISOR QUALIFICATIONS

- N. Counselor education program faculty members serving as individual/triadic or group practicum/internship supervisors for students in entry-level programs have (1) relevant experience, (2) professional credentials, and (3) counseling supervision training and experience.
- O. Students serving as individual/triadic or group practicum/internship supervisors for students in entry-level programs must (1) have completed CACREP entry-level counseling degree requirements, (2) have completed or are receiving preparation in counseling supervision, and (3) be under supervision from counselor education program faculty.
- P. Site supervisors have (1) a minimum of a master's degree, preferably in counseling, or a related profession; (2) relevant certifications and/or licenses; (3) a minimum of two years of pertinent professional experience in the specialty area in which the student is enrolled; (4) knowledge of the program's expectations, requirements, and evaluation procedures for students; and (5) relevant training in counseling supervision.
- Q. Orientation, consultation, and professional development opportunities are provided by counselor education program faculty to site supervisors.
- R. Written supervision agreements define the roles and responsibilities of the faculty supervisor, site supervisor, and student during practicum and internship. When individual/triadic practicum supervision is conducted by a site supervisor in consultation with counselor education program faculty, the supervision agreement must detail the format and frequency of consultation to monitor student learning.

PRACTICUM AND INTERNSHIP COURSE LOADS

- S. When individual/triadic supervision is provided by the counselor education program faculty or a student under supervision, practicum and internship courses should not exceed a 1:6 faculty:student ratio. This is equivalent to the teaching of one 3-semester credit hour or equivalent quarter credit hour course of a faculty member's teaching load assignment.
- T. When individual/triadic supervision is provided solely by a site supervisor, and the counselor education program faculty or student under supervision only provides group supervision, practicum and internship courses should not exceed a 1:12 faculty:student ratio. This is equivalent to the teaching of one 3-semester credit hour or equivalent quarter credit hour course of a faculty member's teaching load assignment.
- U. Group supervision of practicum and internship students should not exceed a 1:12 faculty:student ratio.
- V. When counselor education program faculty provide supervision of students providing supervision, a 1:6 faculty:student ratio should not be exceeded. This is equivalent to the

teaching of one 3-semester or equivalent quarter credit hours of a faculty member's teaching load assignment.

A complete description of the CACREP standards for clinical instruction may be found at www.CACREP.org, 2016 Standards, Section (3).

Council of the Accreditation of Counseling and Related Educational Programs (CACREP). www.CACREP.org

Master Program Field Placement Guidelines

1. **Field Placement Eligibility.** Each prospective student must submit a completed Field Placement and Eligibility Form to the Admissions/Field Placement Coordinator by a selected due date prior to the beginning of the semester for each Field Placement course, including: MHC 694, MHC 675, and MHC 676. (Appendix A).
2. **Insurance.** The purchase of professional liability insurance is required for the Field Placement experience. Students are required to obtain a minimum of \$1,000,000 each claim/ \$3,000,000 Aggregate of professional liability insurance. Information about insurance is available from the American Counseling Association at www.counseling.org and the New York State Mental Health Counselors at www.nymhca.org. Students are also recommended to visit www.HPSO.com. Students must submit a copy of their professional liability insurance to the Admissions/Field Placement Coordinator prior to the first day of class.
3. **Registration.** In order to participate in a Field Placement experience, the student must register for MHC 694, MHC 675, and MHC 676 in accordance with usual University procedures. Students are not permitted to enroll in MHC 694, MHC 675, or MHC 676 unless they have obtained an internship that has been approved by the Admissions/Field Placement Coordinator.
4. **Deadlines.** Students who fail to submit the required documentation by the deadlines identified by the Admissions/Field Placement Coordinator are ineligible to participate in the Field Placement.

Finding a Field Placement

5. **Identify a Potential Field Placement.** It is the student's responsibility to identify and obtain a Field Placement. To assist students in this effort, a list of potential Field Placement sites is available from the Admissions/Field Placement Coordinator. This list is not all-inclusive and does not identify every potential Field Placement. The identification of potential Field Placement should begin as early as possible.

After the student has identified potential internships that seem appropriate, he or she should conduct research about the agency to learn as much as possible in order to make an informed decision about which internship may best meet the student's needs, interests, and goals.

6. Contact Agencies. Students should call each agency they have identified that may have an internship of interest. Ask to speak with the Clinical Director or the Graduate Internship Coordinator. Ask questions about the agency as well as the specific clinical services, e.g., diagnostic testing, treatment planning, participation in group therapy, that a counseling student intern may be permitted to provide. In addition to learning about the agency and the Field Placement, the student must also present him or herself as a mental health counselor-in-training who is capable of providing valuable services to the agency and its clients. Do not make a decision based on a telephone conversation; request an in-person interview.

Keep a log of the agencies and persons contacted, including the name of the agency, the title of the person, the method of contact (e.g., phone, e-mail, in-person, on-line), the dates of the initial contact and any follow-up contacts, and any important points that should be remembered.

7. Interview. An interview for an Field Placement should be approached in the same manner as a job interview. The student should bring a copy of his or her current resume, be prepared to describe his or her training and experiences in the Master Program as well as other relevant experiences, and to explain why he or she should be selected for the internship.

Follow up every personal interview with a thank you letter or an e-mail. It is the student's responsibility to inquire periodically about the status of his or her request for an internship placement and to remind the agency of his or her continuing interest.

8. Agreement Letter To On-Site Clinical Supervisor. A letter will be sent to the on-site clinical supervisors by the Graduate Internship Coordinator for MHC 694, MHC 675, or MHC 676, as the case may be, confirming the expectations for the internship. The on-site clinical supervisor shall countersign the letter in the place provided and return it by mail to the Admissions/Field Placement Coordinator. (Appendix B).
9. Practicum/Internship. During the Field Placement, students are required to perform the clinical activities at the time and location as may be agreed upon by the University and the agency to which the student is assigned. Students are also required to attend the internship seminar (MHC 694, MHC 675, or MHC 676, as the case may be), and to complete the Record of Weekly Site Hours. At the end of the semester, the student must submit the completed and signed Record of Weekly Site Hours to the on-site clinical supervisor. The on-site clinical supervisor will review and confirm the Record of

Weekly Site Hours, sign it and, within forty-eight (48) hours of the last day of each semester forward it to the Admissions/Field Placement Coordinator. (Appendix C).

10. Registration. Students must consecutively register MHC 694, MHC 675 and MHC 676.

Completion of the Field Placement Semester

11. Evaluations. On or before the last day of the semester, each student intern must submit to the instructor of MHC 694, MHC 675 or 676, as the case may be, a completed Field Placement Site Evaluation Form (Appendix D). Also, the on-site clinical supervisor must complete the Field Placement Intern Evaluation Form (Appendix E), share its contents with the student intern and have the intern sign it, and forward it to the Admissions/Field Placement Coordinator.
12. Counselor Competencies Scale—Revised (CCS-R) – (Lambie, Mullen, Swank, & Blount, 2015) - assesses counselors' and trainees' skills development and professional competencies. Additionally, the CCS-R provides counselors and trainees with direct feedback regarding their demonstrated ability to apply counseling skills and facilitate therapeutic conditions, and their counseling dispositions (dominant qualities) and behaviors, offering the counselors and trainees practical areas for improvement to support their development as effective and ethical professional counselors. Permission has been granted for use by a counselor education program faculty member to evaluate the students' performance at the completion of Practicum in Mental Health Counseling (MHC 694), Field Experience in Counseling: Internship I (PMHC 675) and Field Experience in Counseling: Internship II (MHC 676). (Appendix F).

Amendments

These Guidelines do not create a contract and may be modified or amended at any time at the University's sole discretion. If the University makes any modifications or amendments to these Guidelines, it will, to the extent practicable, provide timely notice of the changes.

Appendix A

Pace University M.S. in Mental Health Counseling

FIELD PLACEMENT AND ELIGIBILITY FORM

Please check the box that applies to your current field placement status in which you are enrolled:

- MHC 694 Practicum in Mental Health Counseling**
- MHC 675 Field Experience in Counseling: Internship I (Prerequisite: 694)**
- MHC 676 Field Experience in Counseling: Internship II (Prerequisites: 694, 675)**

Field Placement Student: _____
PRINT

Student Pace U # _____ E-mail: _____

Address: _____
STREET CITY STATE ZIP

Telephone: (_____) _____ Cell phone: (_____) _____

Expected graduation date: _____

Eligible for a Field Placement _____ semester.

By signing your name below, you are certifying that prior to registering for MHC 694: Practicum in Mental Health Counseling, you will have successfully completed at least **forty-two (42) credits** toward the Master of Science in Mental Health Counseling.

REQUIRED COURSE CREDITS	CDTS
MHC 630 Helping Relationships: Theories and Techniques of Counseling I	3
MHC 631 Helping Relationships: Theories and Techniques of Counseling II Prereq: 630	3
MHC 652 Human Growth and Development	3
MHC 658 Group Dynamics Prereq: 630, 672	3
MHC 672 Psychopathology and Personality Disorders	3
MHC 687 Foundations of Mental Health Counseling and Consultation	3
MHC 677 Research and Program Evaluation Prereq: 630	3
MHC 678 Career and Lifestyle Development Prereq: 630	3
MHC 679 Marriage and Family Systems Prereq: 630	3
MHC 685 Social and Cultural Foundations of Counseling Prereq: 630	3
MHC 686 Assessment and Appraisal of Individuals, Couples, Families, and Groups Prereq: 630	3
Elective / Track	3
Elective / Track	3
Elective / Track	3

ELECTIVE COURSE CREDITS	CDTS
MHC 632 Orientation to Addiction	
MHC 640 Addiction Counseling I: Individual & Group	
MHC 641 Addiction Counseling II: Family & Group	
MHC 601 Death, Meaning & Counseling	
MHC 614 Current Perspectives on Grief Counseling	
MHC 622 Trauma & Loss: Empirical Perspectives	

By signing below you are certifying that you have read and agreed to all the Field Experience requirements.

_____ Date: _____
SIGNATURE OF FIELD PLACEMENT STUDENT

Field Placement Start Date: _____ End Date: _____

Name of Clinical Agency: _____

Address: _____
STREET CITY STATE ZIP

On-site Clinical Supervisor's Name: _____

Title: _____

Telephone: _____

E-mail address: _____

_____ Date: _____
Signature of Admissions/Field Placement Coordinator

Appendix B

Pace University M.S. in Mental Health Counseling

FIELD PLACEMENT AGREEMENT LETTER

DATE

SUPERVISORS NAME

AGENCY'S NAME

ADDRESS

ADDRESS

Dear SUPERVISOR'S NAME:

As the Admissions/Field Placement Coordinator, I understand you agreed to supervise the clinical counseling practicum and internship (the "Field Placement") of STUDENT'S NAME, a graduate student in the Pace University Master of Science in Mental Health Counseling Program. This experience is a necessary component of STUDENT'S NAME graduate education and will be greatly enriched by your participation.

I write to express our appreciation for your commitment to STUDENT'S NAME clinical counseling Field Placement, commencing on DATE and ending on DATE, and to provide some background information for you. The Council for Accreditation of Counseling and Related Education Programs (CACREP) has promulgated certain standards that must be met during a clinical internship, and they have been incorporated into the clinical internship program at Pace University.

Graduate students in our Program are required to complete a Practicum in Mental Health Counseling consisting of one hundred (100) hours of supervised activities including forty (40) hours of appropriate direct service with clients. Additionally, they are required to complete two Field Experience in Counseling courses consisting of six hundred (600) hours of supervised activities including two hundred forty (240) hours of appropriate direct service with clients.

An on-site clinical supervisor who is a licensed mental health professional such as a licensed mental health counselor, licensed clinical social worker, licensed psychologist, or psychiatrist must be assigned to each Field Placement student. The on-site clinical supervisor also must be an employee, independent contractor or agent of the agency at which the Field Placement is being performed.

In addition to the intern's activities at the clinical site, he or she will be enrolled concurrently in a Practicum and/or Internship course at Pace University that complements and supports the student's clinical experience.

Among the tasks required to be performed by the on-site clinical supervisor for practicum and internship students are as follows:

- Experiences that will enable him or her to acquire the skills and knowledge necessary to work with the specific client population assigned to the intern.
- Observation and appropriate counseling opportunities that will enable him or her to apply counseling methods and techniques.
- Development of productive professional relationships with supervisors and peers.
- For students enrolled in Practicum, weekly interaction with supervisors that averages one (1) hour per week of individual and/or group supervision is required by the site supervisor. For students enrolled in the Field Experience in Counseling Internship courses, provide one (1) hour of direct supervision, either individually or in a group, for every five (5) hours the intern has of direct client contact.
- Facilitate audiotaping and videotaping of two (2) client sessions of no less than thirty (30) minutes each. In compliance with HIPPA, no personally identifiable information concerning the client shall be disclosed and only the intern shall be depicted or otherwise identifiable in the video.
- Communicate with me about issues that may arise during the intern's placement at the clinical site and as may otherwise be necessary.
- Review and confirm the intern's completed Weekly Site Hours Form, sign it, and forward it to the **within forty-eight (48) hours of the last day of the semester**.
- Complete the Field Placement Intern Evaluation Form, share its content with the intern, and return it to my attention at the address listed below.

If you foresee any difficulty in meeting these requirements, or if you have any questions, please call me at (914)-773-3837 or send me an email at acastro@pace.edu. **Otherwise, please sign your name in the place indicated below and return the signed letter to me.**

With your supervision, STUDENT'S NAME clinical Field Placement will be a rewarding one, and we thank you for your participation.

Very truly yours,

Alondra Castro, MS
 Master of Science, Mental Health Counseling
Admissions/Field Placement Coordinator
 Phone: (914) 773-3837
 Fax: (914) 773-3858

AGREED

 Signature of On-Site Clinical Supervisor

Date: _____

Please check below regarding your interest for interns for SEMESTER YEAR and/or SEMESTER YEAR:

_____ *Add us to your Practicum/Internship Contact List for the SEMESTER YEAR and/or SEMESTER YEAR. Students may contact me (if not, please specify) directly regarding an available position for internship.*

_____ *We are currently not taking any interns for the following semester (If possible, we would appreciate if you can please indicate when you think you will have available positions.)*

Appendix C

Pace University M.S. in Mental Health Counseling

RECORD OF WEEKLY SITE HOURS

Please check the box that applies to your current field placement status in which you are enrolled:

- MHC 694 Practicum in Mental Health Counseling**
- MHC 675 Field Experience in Counseling: Internship I**
- MHC 676 Field Experience in Counseling: Internship II**

Field Placement Student: _____

Semester/Year: _____

Clinical Agency: _____

On-Site Clinical Supervisor: _____

Please record the date and hours spent each week performing the activities identified below.

Date	Counseling (Individual and Group)	Direct Supervision	Non-Counseling *	Total

Date	Counseling (Individual and Group)	Direct Supervision	Non-Counseling *	Total

* Includes, but is not limited to, administrative tasks as intake, treatment planning, and discharge.

By my signature below, I certify that the dates and hours set forth above are true.

_____ Date: _____
Signature of Field Placement Student

This Record of Weekly Site Hours is to be given to the on-site clinical supervisor at the end of the semester for review and verification.

Hours Reviewed and Verified By:
_____ Date: _____
Signature of On-Site Clinical Supervisor

The on-site clinical supervisor should return this Record of Weekly Site Hours to the Admissions/Field Placement Coordinator, Psychology Department, Pace University, Marks Hall Room 23, 861 Bedford Road, Pleasantville, NY 10570.

Appendix D

Pace University M.S. in Mental Health Counseling

FIELD PLACEMENT SITE EVALUATION FORM

(To be completed by the student intern)

Field Placement Student: _____

Semester/Year: _____

Clinical Agency: _____

On-Site Clinical Supervisor: _____

Please rate your internship experience using the scales provided below.

Overall satisfaction with your internship experience:

Very Dissatisfied 1 2 3 4 5 Extremely Satisfied

Contribution of internship experience to your professional development.

Minimal 1 2 3 4 5 Significant

Accessibility of on-site clinical supervisor:

Rarely Accessible 1 2 3 4 5 Always Accessible

Participation of on-site clinical supervisor in internship activities:

Rarely Participated 1 2 3 4 5 Regularly Participated

Degree of intern's interaction with members of treatment team:

Low 1 2 3 4 5 High

Any additional comments regarding your internship experience should be included here:

Signature of Field Placement Student

Date: _____

Please return the Internship Evaluation Form to the Admissions/Field Placement Coordinator, Psychology Department, Pace University, Marks Hall Room 23, 861 Bedford Road, Pleasantville, NY 10570

Appendix E

Pace University M.S. in Mental Health Counseling

FIELD PLACEMENT INTERN EVALUATION FORM

(To be completed by the on-site clinical supervisor)

Field Placement Student: _____

Semester/Year: _____

Clinical Agency: _____

On-Site Clinical Supervisor: _____

Please rate the student intern whom you have supervised using the scales provided below:

1. Demonstrates ability to relate appropriately to staff and coworkers.

Rarely 1 2 3 4 5 Consistently

2. Demonstrates concern and care for clients.

Rarely 1 2 3 4 5 Consistently

3. Accepts feedback from on-site clinical supervisor and other staff.

Rarely 1 2 3 4 5 Consistently

4. Displays ongoing awareness of personal growth issues and makes appropriate efforts towards resolution.

Rarely 1 2 3 4 5 Consistently

5. Demonstrates sensitivity to ethnic and cultural differences of others.

Rarely 1 2 3 4 5 Consistently

Additional comments concerning the intern should be included here:

I have reviewed this evaluation with the student intern.

Signature of On-Site Clinical Supervisor Date: _____

Signature of Field Placement Student Date: _____

The on-site clinical supervisor should return the Intern Evaluation Form to the Admissions/Field Placement Coordinator, Psychology Department, Marks Hall Room 23, 861 Bedford Road, Pleasantville, NY 10570.

Appendix F

The instrument is used with permission, as well as is adapted to meet the developmental needs of the students (i.e. harmful → detrimental)

Copyrighted. Contact Glenn W. Lambie, Ph.D. (Glenn.Lambie@ucf.edu)
at the UCF Counselor Education Program regarding use

Counselor Competencies Scale—Revised (Ccs-R) © (Lambie, Mullen, Swank, & Blount, 2015)

The *Counselor Competencies Scale—Revised* (CCS-R) assesses counselors' and trainees' skills development and professional competencies. Additionally, the CCS-R provides counselors and trainees with direct feedback regarding their demonstrated ability to apply counseling skills and facilitate therapeutic conditions, and their counseling dispositions (dominant qualities) and behaviors, offering the counselors and trainees practical areas for improvement to support their development as effective and ethical professional counselors.

Scales Evaluation Guidelines

- **Exceeds Expectations / Demonstrates Competencies (5)** = the counselor or trainee demonstrates strong (i.e., exceeding the expectations of a beginning professional counselor) knowledge, skills, and dispositions in the specified counseling skill(s), ability to facilitate therapeutic conditions, and professional disposition(s) and behavior(s).
- **Meets Expectations / Demonstrates Competencies (4)** = the counselor or trainee demonstrates consistent and proficient knowledge, skills, and dispositions in the specified counseling skill(s), ability to facilitate therapeutic conditions, and professional disposition(s) and behavior(s). A beginning professional counselor should be at the “Demonstrates Competencies” level at the conclusion of his or her practicum and/or internship.
- **Near Expectations / Developing towards Competencies (3)** = the counselor or trainee demonstrates inconsistent and limited knowledge, skills, and dispositions in the specified counseling skill(s), ability to facilitate therapeutic conditions, and professional disposition(s) and behavior(s).
- **Below Expectations / Insufficient / Unacceptable (2)** = the counselor or trainee demonstrates limited or no evidence of the knowledge, skills, and dispositions in the specified counseling skill(s), ability to facilitate therapeutic conditions, and professional disposition(s) and behavior(s).
- **Detrimental (1)** = the counselor or trainee demonstrates detrimental use of knowledge, skills, and dispositions in the specified counseling skill(s), ability to facilitate therapeutic conditions, and professional disposition(s) and behavior(s).

* Please note for the purposes of our evaluation, we have substituted the word detrimental.

Directions: Evaluate the counselor’s or trainee’s counseling skills, ability to facilitate therapeutic conditions, and professional dispositions & behaviors per rubric evaluation descriptions and record rating in the “score” column on the left.

CACREP (2016) Standards relating to the *Counselor Competencies Scale—Revised (CCS-R)*

CACREP (2016) Common Core Standards:

- Strategies for personal and professional self-evaluation and implications for practice (Section II, *Standard 1.k.*).
- Self-care strategies appropriate to the counselor role (Section II, *Standard 1.l.*).
- Multicultural counseling competencies (Section II, *Standard 2.c.*)
- A general framework for understanding differing abilities and strategies for differentiated interventions (CACREP, 2016, Section II, *Standard 3.h.*).
- Ethical and culturally relevant strategies for establishing and maintaining in-person and technology-assisted relationships (Section II, *Standard 5.d.*).
- Counselor characteristics and behaviors that influence the counseling processes (Section II, *Standard 5.f.*).
- Essential interviewing, counseling, and case conceptualization skills (Section II, *Standard 5.g.*).
- Developmentally relevant counseling treatment or intervention plans (Section II, *Standard 5.h.*).
- Processes for aiding students in developing a personal model of counseling (Section II, *Standard 5.n.*).
- The counselor education program faculty has a systematic process in place for the use of individual student assessment data in relation to retention, remediation, and dismissal. (Section 4, *Standard H.*).
- Professional practice, which includes practicum and internship, provides for the application of theory and the development of counseling skills under supervision. These experiences will provide opportunities for students to counsel clients who represent the ethnic and demographic diversity of their community (Section III, *Professional Practice*).
- Entry-Level Professional Practice and Practicum (Section III, *Professional Practice*, p. 13).
 - A. Students are covered by individual professional counseling liability insurance policies while enrolled in practicum and internship.
 - B. Supervision of practicum students includes program-appropriate audio/video recordings and/or live supervision of students’ interactions with clients.

- C. Formative and summative evaluations of the student's counseling performance and ability to integrate and apply knowledge are conducted as part of the student's practicum.
- F. Students must complete supervised counseling practicum experiences that total a **minimum of 100 clock hours** over a full academic term that is a minimum of 10 weeks.
- G. Practicum students must **complete at least 40 clock hours of direct service** with actual clients that contributes to the development of counseling skills.
- H. Practicum students have weekly interaction with supervisors that averages **one hour per week of individual and/or triadic supervision** throughout the practicum by (1) a counselor education program faculty member, (2) a student supervisor who is under the supervision of a counselor education program faculty member, or (3) a site supervisor who is working in consultation on a regular schedule with a counselor education program faculty member in accordance with the supervision agreement
- I. Practicum students participate in an average of **1½ hours per week of group supervision** on a regular schedule throughout the practicum. Group supervision must be provided by a counselor education program faculty member or a student supervisor who is under the supervision of a counselor education program faculty member.

CACREP (2016) Specialty Standards:

- Clinical Mental Health Counseling
 - Techniques and interventions for prevention and treatment of a broad range of mental health issues (3. Practice, *Standard b.*).
- Marriage, Couple, and Family Counseling
 - Techniques and interventions of marriage, couple, and family counseling (3. Practice, *Standard c.*).
- School Counseling
 - Techniques of personal/social counseling in school settings (3. Practice, *Standard f.*).

Part I: Counseling Skills & Therapeutic Conditions

#	Score	Primary Counseling Skill(s)	Specific Counseling Skills and Therapeutic Conditions Descriptors	Exceeds Expectations/ Demonstrates Competencies (5)	Meets Expectations/ Demonstrates Competencies (4)	Near Expectations/ Developing towards Competencies (3)	Below Expectations/ Unacceptable (2)	Detrimental (1)
1.A		Nonverbal Skills	Includes Body Position, Eye Contact, Posture, Distance from Client, Voice Tone, Rate of Speech, Use of silence, etc. <i>(attuned to the emotional state and cultural norms of the clients)</i>	Demonstrates effective nonverbal communication skills, conveying connectedness & empathy (85%).	Demonstrates effective nonverbal communication skills for the majority of counseling sessions (70%).	Demonstrates inconsistency in his or her nonverbal communication skills.	Demonstrates limited nonverbal communication skills.	Demonstrates poor nonverbal communication skills, such as ignores client &/or gives judgmental looks.
1.B		Encouragers	Includes Minimal Encouragers & Door Openers such as "Tell me more about...", "Hmm"	Demonstrates appropriate use of encouragers, which supports development of a therapeutic relationship (85%).	Demonstrates appropriate use of encouragers for the majority of counseling sessions, which supports development of a therapeutic relationship (70%).	Demonstrates inconsistency in his or her use of appropriate encouragers.	Demonstrates limited ability to use appropriate encouragers.	Demonstrates poor ability to use appropriate encouragers, such as using skills in a judgmental manner.
1.C		Questions	Use of Appropriate Open & Closed Questioning <i>(e.g., avoidance of double questions)</i>	Demonstrates appropriate use of open & close-ended questions, with an emphasis on open-ended question (85%).	Demonstrates appropriate use of open & close-ended questions for the majority of counseling sessions (70%).	Demonstrates inconsistency in using open-ended questions & may use closed questions for prolonged periods.	Demonstrates limited ability to use open-ended questions with restricted effectiveness.	Demonstrates poor ability to use open-ended questions, such as questions tend to confuse clients or restrict the counseling process.
1.D		Reflecting a Paraphrasing	Basic Reflection of Content – Paraphrasing <i>(With couples and families, paraphrasing the different clients' multiple perspectives)</i>	Demonstrates appropriate use of paraphrasing as a primary therapeutic approach (85%).	Demonstrates appropriate use of paraphrasing (majority of counseling sessions; 70%).	Demonstrates paraphrasing inconsistently & inaccurately or parroted responses.	Demonstrates limited proficiency in paraphrasing or is often inaccurate.	Demonstrates poor ability to paraphrase, such as being judgmental &/or dismissive.
1.E		Reflecting b Reflection of Feelings	Reflection of Feelings <i>(With couples and families, reflection of each clients' feelings)</i>	Demonstrates appropriate use of reflection of feelings as a primary approach (85%).	Demonstrates appropriate use of reflection of feelings (majority of counseling sessions; 70%).	Demonstrates reflection of feelings inconsistently & is not matching the client.	Demonstrates limited proficiency in reflecting feelings &/or is often inaccurate.	Demonstrates poor ability to reflective feelings, such as being judgmental &/or dismissive.
1.F		Reflecting c Summarizing	Summarizing content, feelings, behaviors, & future plans <i>(With couples and families, summarizing relational patterns of interaction)</i>	Demonstrates consistent ability to use summarization to include content, feelings, behaviors, and future plans (85%).	Demonstrates ability to appropriately use summarization to include content, feelings, behaviors, and future plans (majority of counseling sessions; 70%).	Demonstrates inconsistent & inaccurate ability to use summarization.	Demonstrates limited ability to use summarization (e.g., summary suggests counselor did not understand clients or is overly focused on content rather than process).	Demonstrates poor ability to summarize, such as being judgmental &/or dismissive.
1.G		Advanced Reflection (Meaning)	Advanced Reflection of Meaning, including Values and Core Beliefs <i>(taking counseling to a deeper level)</i>	Demonstrates consistent use of advanced reflection & promotes discussions of greater depth during counseling sessions (85%).	Demonstrates ability to appropriately use advanced reflection, supporting increased exploration in session (majority of counseling sessions; 70%).	Demonstrates inconsistent & inaccurate ability to use advanced reflection. Counseling sessions appear superficial.	Demonstrates limited ability to use advanced reflection &/or switches topics in counseling often.	Demonstrates poor ability to use advanced reflection, such as being judgmental &/or dismissive.

#	Score	Primary Counseling Skill(s)	Specific Counseling Skills and Therapeutic Conditions Descriptors	Exceeds Expectations/ Demonstrates Competencies (5)	Meets Expectations/ Demonstrates Competencies (4)	Near Expectations/ Developing towards Competencies (3)	Below Expectations/ Unacceptable (2)	Detrimental (1)
1.H		Confrontation	Counselor challenges clients to recognize & evaluate inconsistencies.	Demonstrates the ability to challenge clients through verbalizing inconsistencies & discrepancies in the clients' words &/or actions in a supportive fashion. Balance of challenge & support (85%).	Demonstrates the ability to challenge clients through verbalizing inconsistencies & discrepancies in the clients' words &/or actions in a supportive fashion (can confront, but hesitant) or was not needed; therefore, appropriately not used (majority of counseling sessions; 70%).	Demonstrates inconsistent ability to challenge clients through verbalizing inconsistencies & discrepancies in clients' words &/or actions in a supportive fashion. Used minimally/missed opportunity.	Demonstrates limited ability to challenge clients through verbalizing discrepancies in the client's words &/or actions in a supportive & caring fashion, &/or skill is lacking.	Demonstrates poor ability to use confrontation, such as degrading client, harsh, judgmental, &/or aggressive.
1.I		Goal Setting	Counselor collaborates with clients to establish realistic, appropriate, & attainable therapeutic goals (With couples and families, goal setting supports clients in establishing common therapeutic goals)	Demonstrates consistent ability to establish collaborative & appropriate therapeutic goals with clients (85%).	Demonstrates ability to establish collaborative & appropriate therapeutic goals with client (majority of counseling sessions; 70%).	Demonstrates inconsistent ability to establish collaborative & appropriate therapeutic goals with clients.	Demonstrates limited ability to establish collaborative, appropriate therapeutic goals with clients.	Demonstrates poor ability to develop collaborative therapeutic goals, such as identifying unattainable goals, and agreeing with goals that may be Detrimental to the clients.
1.J		Focus of Counseling	Counselor focuses (or refocuses) clients on their therapeutic goals (i.e., purposeful counseling)	Demonstrates consistent ability to focus &/or refocus counseling on clients' goal attainment (85%).	Demonstrates ability to focus &/or refocus counseling on clients' goal attainment (majority of counseling sessions; 70%).	Demonstrates inconsistent ability to focus &/or refocus counseling on clients' therapeutic goal attainment.	Demonstrates limited ability to focus &/or refocus counseling on clients' therapeutic goal attainment.	Demonstrates poor ability to maintain focus in counseling, such as counseling moves focus away from clients' goals.
1.K		Facilitate Therapeutic Environment_a : Empathy & Caring	Expresses accurate empathy & care. Counselor is "present" and open to clients. (includes immediacy and concreteness)	Demonstrates consistent ability to be empathic & uses appropriate responses (85%).	Demonstrates ability to be empathic & uses appropriate responses (majority of counseling sessions; 70%).	Demonstrates inconsistent ability to be empathic &/or use appropriate responses.	Demonstrates limited ability to be empathic &/or uses appropriate responses.	Demonstrates poor ability to be empathic & caring, such as creating an unsafe space for clients.
1.L		Facilitate Therapeutic Environment_b : Respect & Compassion	Counselor expresses appropriate respect & compassion for clients	Demonstrates consistent ability to be respectful, accepting, & compassionate with clients (85%).	Demonstrates ability to be respectful, accepting, & compassionate with clients (majority of counseling sessions; 70%).	Demonstrates inconsistent ability to be respectful, accepting, & compassionate with clients.	Demonstrates limited ability to be respectful, accepting, &/or compassionate with clients.	Demonstrates poor ability to be respectful & compassionate with clients, such as having conditional respect.

_____ : Total Score (out of a possible 60 points)

Part 2: Counseling Dispositions & Behaviors

#	Score	Primary Counseling Dispositions & Behaviors	Specific Counseling Disposition & Behavior Descriptors	Exceeds Expectations/ Demonstrates Competencies (5)	Meets Expectations/ Demonstrates Competencies (4)	Near Expectations/ Developing towards Competencies (3)	Below Expectations/ Unacceptable (2)	Detrimental (1)
2.A		Professional Ethics	Adheres to the ethical guidelines of the ACA, ASCA, IAMFC, APA, & NBCC; including practices within competencies.	Demonstrates consistent & advanced (i.e., exploration & deliberation) ethical behavior & judgments.	Demonstrates consistent ethical behavior & judgments.	Demonstrates ethical behavior & judgments, but on a concrete level with a basic ethical decision-making process.	Demonstrates limited ethical behavior & judgment, and a limited ethical decision-making process.	Demonstrates poor ethical behavior & judgment, such as violating the ethical codes &/or makes poor decisions.
2.B		Professional Behavior	Behaves in a professional manner towards supervisors, peers, & clients (e.g., emotional regulation). Is respectful and appreciative to the culture of colleagues and is able to effectively collaborate with others.	Demonstrates consistent & advanced respectfulness and thoughtfulness, & appropriate within all professional interactions.	Demonstrates consistent respectfulness and thoughtfulness, & appropriate within all professional interactions.	Demonstrates inconsistent respectfulness and thoughtfulness, & appropriate within professional interactions.	Demonstrates limited respectfulness and thoughtfulness & acts inappropriately within some professional interactions.	Demonstrates poor professional behavior, such as repeatedly being disrespectful of others &/or impedes the professional atmosphere of the counseling setting / course.
2.C		Professional & Personal Boundaries	Maintains appropriate boundaries with supervisors, peers, & clients.	Demonstrates consistent & strong appropriate boundaries with supervisors, peers, & clients.	Demonstrates consistent appropriate boundaries with supervisors, peers, & clients.	Demonstrates appropriate boundaries inconsistently with supervisors, peers, & clients.	Demonstrates inappropriate boundaries with supervisors, peers, & clients.	Demonstrates poor boundaries with supervisors, peers, & clients; such as engaging in dual relationships.
2.D		Knowledge & Adherence to Site and Course Policies	Demonstrates an understanding & appreciation for all counseling site and course policies & procedures.	Demonstrates consistent adherence to all counseling site and course policies & procedures, including strong attendance and engagement.	Demonstrates adherence to most counseling site and course policies & procedures, including strong attendance and engagement.	Demonstrates inconsistent adherence to counseling site and course policies & procedures, including attendance and engagement.	Demonstrates limited adherence to counseling site and course policies & procedures, including attendance and engagement.	Demonstrates poor adherence to counseling site and course policies, such as failing to adhere to policies after discussing with supervisor / instructor.
2.E		Record Keeping & Task Completion	Completes all weekly record keeping & tasks correctly & promptly (e.g., case notes, psychosocial reports, treatment plans, supervisory report).	Completes all required record keeping, documentation, and assigned tasks in a through, timely, & comprehensive fashion.	Completes all required record keeping, documentation, and tasks in a competent & timely fashion.	Completes all required record keeping, documentation, and tasks, but in an inconsistent & questionable fashion.	Completes required record keeping, documentation, and tasks inconsistently & in a poor fashion.	Failure to complete paperwork &/or tasks by specified deadline.
2.F		Multicultural Competence in Counseling Relationship	Demonstrates respect for culture (e.g., race, ethnicity, gender, spirituality, religion, sexual orientation, disability, social class, etc.) and awareness of and responsiveness to ways in which culture interacts with the counseling relationship.	Demonstrates consistent & advanced multicultural competencies (knowledge, self-awareness, appreciation, & skills) in interactions with clients.	Demonstrates multicultural competencies (knowledge, self-awareness, appreciation, & skills) in interactions with clients.	Demonstrates inconsistent multicultural competencies (knowledge, self-awareness, appreciation, & skills) in interactions with clients.	Demonstrates limited multicultural competencies (knowledge, self-awareness, appreciation, & skills) in interactions with clients.	Demonstrates poor multicultural competencies, such as being disrespectful, dismissive, and defensive regarding the significance of culture in the counseling relationship.
2.G		Emotional Stability & Self-control	Demonstrates self-awareness and emotional stability (i.e., congruence between mood & affect) & self-control (i.e., impulse control) in relationships with clients.	Demonstrates consistent emotional stability & appropriateness in interpersonal interactions with clients.	Demonstrates emotional stability & appropriateness in interpersonal interactions with clients.	Demonstrates inconsistent emotional stability & appropriateness in interpersonal interactions with clients.	Demonstrates limited emotional stability & appropriateness in interpersonal interactions with clients.	Demonstrates poor emotional stability & appropriateness in interpersonal interactions with client, such as having high levels of emotional reactivity with clients.

#	Score	Primary Counseling Dispositions & Behaviors	Specific Counseling Disposition & Behavior Descriptors	Exceeds Expectations/ Demonstrates Competencies (5)	Meets Expectations/ Demonstrates Competencies (4)	Near Expectations/ Developing towards Competencies (3)	Below Expectations/ Unacceptable (2)	Detrimental (1)
2.H		Motivated to Learn & Grow / Initiative	Demonstrates engagement in learning & development of his or her counseling competencies.	Demonstrates consistent and strong engagement in promoting his or her professional and personal growth & development.	Demonstrates consistent engagement in promoting his or her professional and personal growth & development.	Demonstrates inconsistent engagement in promoting his or her professional and personal growth & development.	Demonstrates limited engagement in promoting his or her professional and personal growth & development.	Demonstrates poor engagement in promoting his or her professional and personal growth & development, such as expressing lack of appreciation for profession &/or apathy to learning.
2.I		Openness to Feedback	Responds non-defensively & alters behavior in accordance with supervisory &/or instructor feedback.	Demonstrates consistent and strong openness to supervisory &/or instructor feedback & implements suggested changes.	Demonstrates consistent openness to supervisory &/or instructor feedback & implements suggested changes.	Demonstrates openness to supervisory &/or instructor feedback; however, does not implement suggested changes.	Demonstrates a lack of openness to supervisory &/or instructor feedback & does not implement suggested changes.	Demonstrates no openness to supervisory &/or instructor feedback & is defensive &/or dismissive when given feedback.
2.J		Flexibility & Adaptability	Demonstrates ability to adapt to changing circumstance, unexpected events, & new situations.	Demonstrates consistent and strong ability to adapt & "reads-&-flexes" appropriately.	Demonstrates consistent ability to adapt & "reads-&-flexes" appropriately.	Demonstrated an inconsistent ability to adapt & flex to his or her clients' diverse changing needs.	Demonstrates a limited ability to adapt & flex to his or her clients' diverse changing needs.	Demonstrates a poor ability to adapt to his or her clients' diverse changing needs, such as being rigid in work with clients.
2.K		Congruence & Genuineness	Demonstrates ability to be present and "be true to oneself"	Demonstrates consistent and strong ability to be genuine & accepting of self & others.	Demonstrates consistent ability to be genuine & accepting of self & others.	Demonstrates inconsistent ability to be genuine & accepting of self & others.	Demonstrates a limited ability to be genuine & accepting of self & others (incongruent).	Demonstrates a poor ability to be genuine & accepting of self & others, such as being disingenuous.

_____ : Total Score (out of a possible 55 points)