

Standard	Key Performance Indicator	Minimum Performance Expectations	Assessment 1	Assessment 2	Assessment 3
<b>Foundational Curriculum Areas</b>					
1. Professional Counseling Orientation and Ethical Practice	Students will understand professional identity as culturally responsive, anti-racist, and social justice-oriented counselors and apply ethical and legal considerations in professional counseling.		COUN 552: Counselor Interview	COUN 654: Case Conceptualization	Comprehensive Exam: Score on Professional Orientation and Ethical Practice Section
2. Social and Cultural Diversity	Students will be able to demonstrate the awareness, knowledge, and skills as culturally responsive, socially just counselors who implement multicultural competencies.		COUN 595: Multicultural Movie Group Project	COUN 654: Case Conceptualization	Comprehensive Exam: Score on Social and Cultural Diversity Section
3. Lifespan Development	Students will demonstrate understanding, application, and critique of theories of human development related to counseling diverse and underserved populations and issues across the lifespan.		COUN 531: Life Review Paper	Comprehensive Exam: Score on Human Growth and Development Section	
4. Career Development	Students will apply and critique assessment and planning principles to facilitate career development related to diverse and underserved populations.		COUN 582: Career Intervention Proposal Project	Comprehensive Exam: Score on Career Development Section	
5. Counseling Practice and Relationships	Students will demonstrate skills necessary to be effective counselors who address oppression and privilege while applying and critiquing theoretical and clinical approaches.		COUN 588: Final Counseling Recording	COUN 624: Case Conference	COUN 674: Case Conceptualization
6. Group Counseling and Group Work	Students will demonstrate understanding of diversity, equity, and inclusion issues in group dynamics and process in group counseling.		COUN 584: Group Facilitation	COUN 624/654: Group Facilitation	Comprehensive Exam: Score on Group Work Section
7. Assessment and Diagnostic Processes	Students will demonstrate appropriate critique and use of culture-bound assessments in diverse communities.		COUN 579: Test Critique	Comprehensive Exam: Score on Assessment & Testing Section	
8. Research and Program Evaluation	Students will demonstrate understanding of the importance and use of culturally-focused and relevant research to inform counseling practice.		COUN 552: Poster Conference	COUN 654: Case Conceptualization	Comprehensive Exam: Score on Research and Program Evaluation Section
<b>Specialized Practice Areas</b>					
Addiction Counseling	Students will demonstrate knowledge and critique of the primary theories and models of addiction with an understanding of marginalized and more vulnerable populations.		COUN 540: Group Project and Presentation	COUN 640: Case Study Response	
	Students will demonstrate the ability to diagnose and treat addiction and addiction-related disorders and their impact on marginalized populations.		COUN 604: Treatment Plan	COUN 674: Case Conference	
Clinical Mental Health Counseling	Students will demonstrate understanding of the basic principles of program development and counseling in clinical mental health settings for underserved diverse populations, including management, record keeping, and credentialing.		COUN 605: Grant Proposal	COUN 654: Case Conceptualization	
	Students will demonstrate skills necessary for biopsychosocial case conceptualization and treatment planning with an understanding of cultural issues related to oppression and privilege.		COUN 604: Treatment Plan	COUN 674: Case Conference	
School Counseling	Students demonstrate understanding and critique of culture-bound models of school counseling, including application of the ASCA National Model, in P-12 settings.		COUN 583: School Counseling Brochure/ Presentation	COUN 586: Delivery Project	
	Students demonstrate the skills necessary to deliver prevention, intervention, and evaluation programs in P-12 settings that address student academic, social, personal development and racial, ethnic identities.		COUN 583: Core Curriculum Project	COUN 586: Delivery Project	COUN 674: Case Conference
<b>Doctoral Curriculum Areas</b>					
Counseling	Students demonstrate the ability to critically evaluate and apply counseling theories across practice from the perspective of antiracist and socially just counselors.		COUN 814 Literature Review	COUN 818 Group Facilitation	Comprehensive Examination: Theory
Supervision	Students demonstrate the ability to supervise master's level counseling students while applying a culturally sensitive and socially just theoretical approach.		COUN 812 – Case Conceptualization	COUN 818 – Group Supervision	Comprehensive Examination: Supervision
Teaching	Students demonstrate the ability to apply pedagogical and teaching methods relevant to a diverse student body that includes underserved populations in counselor education, course preparation, and delivery.		COUN 824 – Teaching Philosophy	COUN 824 – Instructorship Final Teaching Evaluation	
Research and Scholarship	Students demonstrate the knowledge and competency in research methodology and evaluation necessary for conducting culturally-focused and socially just doctoral level research.		COUN 850 (Professional Seminar) Annotated Bibliography	COUN 822 – Research Proposal	Comprehensive Examination: Research
Leadership and Advocacy	Students demonstrate a culturally-informed and socially just understanding of theories and skills of leadership and the roles and responsibilities of counselors and counselor educators in leadership and advocacy.		COUN 808 – Leadership Self-Assessment	COUN 826 – Advocacy Assignment	