



COUNSELING, HUMAN SERVICES, AND WELLNESS
SCHOOL OF EDUCATION
 Indiana University South Bend

Annual Student Disposition Evaluation

Each candidate's dispositions are evaluated annually by program faculty. The form below is the Qualtrics instrument used to document these evaluations.

The Division of Counseling & Human Services aligns its dispositions with the standards set by the Council for Accreditation of Counseling and Related Educational Programs (CACREP).

Rating Level	Expectations
(5pts) Advanced	• Demonstrates the ability to consistently perform this skill, task, or role at a higher-than-expected level. • Shows a strong understanding of the concepts needed to perform this skill, task, or role. • Is consistently prepared to perform this skill, task, or role in the agency setting.
(4pts) Proficient	• Demonstrates the ability to perform this skill, task, or role. • Shows an understanding of the concepts needed to perform this skill, task, or role. • Is usually prepared to perform this skill, task, or role.
(3pts) Emerging	• Demonstrates some ability to perform this skill, task, or role. • Shows some understanding of the concepts needed to perform this skill, task, or role. • Is occasionally prepared to perform this skill, task, or role.
(2pts) Beginning	• Demonstrates limited ability to perform this skill, task, or role, although not on a consistent basis. • Shows minimal understanding of the concepts needed to perform this skill, task, or role. • Is rarely prepared to perform this skill, task, or role.
(1pt) Unacceptable	• Lacks the ability to perform this skill, task, or role. • Shows no understanding of the concepts that underlie this skill, task, or role. • Is not prepared to perform this skill, task, or role in the agency setting.
N/O	Not Observed

Item	Disposition	Description	CACREP Standards
1	Ethical and Professional Responsibility	Demonstrates integrity, honesty, reliability, and adherence to the ACA Code of Ethics and program policies.	2.C.2; 2.C.1; Section 3 A.10 A.3 E.6
2	Openness to Feedback and Supervision	Receives, seeks out, and effectively integrates supervisory and/or instructional feedback.	2.C.2; Section 3 A.12 E.4
3	Self-Awareness and Insight	Recognizes own strengths, limitations, values, and impact on others.	2.C.2; Section 3 A.11
4	Cultural Humility and Responsiveness	Demonstrates respect and responsiveness to cultural identities and lived experiences.	2.C.2; Section 3 B.1 B.2 B.5 E.7
5	Professionalism and Accountability	Meets responsibilities, communicates appropriately, and maintains professional boundaries.	2.C.2; 2.E.1.c; Section 3 A.2 A.3 A.6 E.6
6	Interpersonal Skills and Collaboration	Engages respectfully with clients, peers, and supervisors using empathy and constructive communication. (peers only for pre-field experience students)	2.C.2; Section 3 A.3 E.4 A.2

Foundational Counseling Curriculum <i>Clinical Mental Health Counseling & School Counseling</i>	Advanced	Proficient	Emerging	Beginning	Unacceptable	Not Observed
1. Ethical and Professional Responsibility						
2. Openness to Feedback and Supervision						
3. Self-Awareness and Insight						
4. Cultural Humility and Responsiveness						
5. Professionalism and Accountability						
6. Interpersonal Skills and Collaboration						
7. Emotional Stability and Regulation						
8. Initiative, Motivation, and Engagement						
9. Self-Care and Wellness Practices						
10. Commitment to Inclusive and Ethical Helping Relationships						