

	Specialty			Gender		Race/Ethnicity	
	Overall	CMHC	School	Female	Male	White	POC
(KPI 1) Demonstrate knowledge of professional counselor roles and responsibilities (Knowledge-based)	3.84	3.89	3.74	3.86	3.75	3.84	3.86
(KPI 2) Apply knowledge of ethics in licensed and professional counseling practice (Knowledge-based)	3.82	3.89	3.67	3.85	3.62	3.82	3.85
(KPI 3) Integrate multicultural competencies and intervention strategies for diverse individuals into the counseling process (Skill-based)	3.45	3.45	3.32	3.52	3.13	3.49	3.32
(KPI 4) Articulate factors of human growth and development, functioning, and behavior (Knowledge-based)	3.64	3.66	3.56	3.67	3.48	3.65	3.61
(KPI 5) Demonstrate use of career interventions and assessments (Skill-based)	3.89	3.95	3.75	3.93	3.69	3.91	3.82
(KPI 6) Articulate knowledge of theories and models for counseling (Knowledge-based)	3.48	3.5	3.25	3.54	3.19	3.5	3.38
(KPI 7) Apply evidence-based counseling interviewing and techniques (Skill-based)	3.49	3.53	3.44	3.52	3.35	3.57	3.43
(KPI 8) Apply group leadership, planning, and facilitation strategies (Skill-based)	3.85	3.98	3.53	3.9	3.69	3.85	3.87
(KPI 9) Demonstrate knowledge of counseling assessment and related statistical and psychometric concepts (Knowledge-based)	3.63	3.63	3.63	3.66	3.52	3.65	3.57
(KPI 10) Assess risk, trauma, and abuse (Skill-based)	3.3	3.36	3.17	3.35	3.04	3.32	3.33
(KPI 11) Articulate knowledge in Research Design, Program Evaluation, & and Statistical Methods (Knowledge-based)	3.66	3.7	3.61	3.67	3.66	3.69	3.62
(KPI 12) Facilitate academic achievement and college and career readiness (Knowledge-based)	2.89	2.78	2.89	2.89	2.89	2.89	2.89
(KPI 13) Articulate knowledge and skills in school-based collaboration and consultation (Knowledge-based)	3.85	3.68	3.87	3.82	3.92	3.81	4
(KPI 14) Knowledge of school based program development (Knowledge-based)	3.67	3.6	3.67	3.75	3.48	3.73	3.43
(KPI 15) Demonstrate expertise in school-based mental health & behavioral concerns (Skill-based)	3.38	3.44	3.33	3.42	3.32	3.34	3.45
(KPI 16) Demonstrate efficacy in diagnosis, case conceptualization and treatment planning	3.45	3.45	3.35	3.51	2.92	3.47	3.37
(KPI 17) Clinical Mental Health Contexts, Management, & Documentation	3.65	3.74	3.42	3.67	3.5	3.7	3.5
(KPI 18) Substance Use and Co-Occurring Disorders	3.93	3.92	4	3.92	4	3.92	3.83