UAB SOE 2012-2013
Field Evaluation - Assessment of Professional Dispositions
Counselor Education – Candidate Responses (N=53)

Disposition	No Opportunity to Observe	Never/ Seldom	Some-times	Often	Always
Legal and Ethical Conduct:					
Behaves in an ethical manner and in accordance with school or agency policies	0	0	0	4	49
Protects privacy and confidentiality of students/clients and school or agency personnel	0	0	0	2	51
Professional Conduct:					
Dresses appropriately	0	0	0	4	49
Is present at specified times/locations	0	0	0	10	43
Is punctual	0	0	0	14	39
Assumes responsibility for coordinating any changes to scheduled visits or work days	0	0	0	4	49
Is prepared for any assigned tasks	0	0	0	8	45
Appropriately uses personal devices such as cell phone and lap top	0	0	0	4	49
Completes assigned duties with appropriate supervision	0	0	0	3	49
Sensitivity to Diversity:					
Is sensitive to and accepting of students'/clients' differences	0	0	0	2	51
Treats all students/clients equitably and fairly	0	0	0	2	51
Encourages self-directed treatment of all students/clients	0	0	1	6	46
Commitment to Effective Communication and Acceptance of Feedback:					
Implements suggestions	0	0	3	12	38
Establishes and maintains positive rapport with students/clients	0	0	0	3	50
Establishes and maintains positive rapport with staff and coworkers	0	0	0	6	47
Is open and receptive to constructive feedback	0	0	1	5	47
Uses grammatically correct English (oral and written)	0	0	0	7	46
Uses appropriate non-verbal communication	0	0	0	8	45
Communications are appropriate	0	0	0	4	49

UAB SOE 2012-2013
Field Evaluation - Assessment of Professional Dispositions
Counselor Education – Candidate Responses (N=53)

Disposition	No Opportunity to Observe	Never/ Seldom	Some-times	Often	Always
Commitment to the Profession and Improving Counseling Practice:					
Demonstrates command of subject matter	0	0	3	22	28
Displays initiative	0	0	0	12	41
Believes that all students/clients can learn	1	0	1	6	45
Reflects on or self-critiques performance	0	0	0	15	38
Displays intellectual curiosity about counseling and aspects of the counseling profession	0	0	0	11	41
Collaborates with colleagues, clients, and communities to support students'/clients' development	0	0	0	9	44

Overall Evaluation of Candidate	Number Achieving
Unsatisfactory - Candidate frequently exhibits undesired professional behaviors; has one or more checks in the "never/seldom" column.	0
Needs Improvement - Candidate exhibits desired professional behaviors, but not on a consistent basis; has at least one check in the "sometimes" column, with no checks in the "never/seldom" column.	3
Satisfactory - Candidate consistently exhibits desired professional behaviors; all checks are in the "frequently" or "always" column.	26
Exemplary - Candidate consistently exceeds expectations for desired professional behaviors; all checks are in the "always" column.	24

UAB SOE 2012-2013
Field Evaluation - Assessment of Professional Dispositions
Counselor Education – Site Supervisor Responses (N=41)

Disposition	No Opportunity to Observe	Never/ Seldom	Some-times	Often	Always
Legal and Ethical Conduct:					
Behaves in an ethical manner and in accordance with school or agency policies	0	0	0	3	38
Protects privacy and confidentiality of students/clients and school or agency personnel	0	0	0	2	39
Professional Conduct:					
Dresses appropriately	0	0	0	4	37
Is present at specified times/locations	0	0	1	6	34
Is punctual	0	0	2	3	36
Assumes responsibility for coordinating any changes to scheduled visits or work days	0	0	1	4	36
Is prepared for any assigned tasks	0	0	1	6	34
Appropriately uses personal devices such as cell phone and lap top	3	0	0	1	37
Completes assigned duties with appropriate supervision	0	0	0	3	38
Sensitivity to Diversity:					
Is sensitive to and accepting of students'/clients' differences	0	0	0	4	37
Treats all students/clients equitably and fairly	0	0	0	1	40
Encourages self-directed treatment of all students/clients	0	1	1	3	36
Commitment to Effective Communication and Acceptance of Feedback:					
Implements suggestions	0	0	2	7	32
Establishes and maintains positive rapport with students/clients	0	0	2	4	35
Establishes and maintains positive rapport with staff and coworkers	0	0	1	5	35
Is open and receptive to constructive feedback	0	0	0	7	34
Uses grammatically correct English (oral and written)	0	0	0	6	35
Uses appropriate non-verbal communication	0	0	0	7	34
Communications are appropriate	0	1	0	5	35

UAB SOE 2012-2013
Field Evaluation - Assessment of Professional Dispositions
Counselor Education – Site Supervisor Responses (N=41)

Disposition	No Opportunity to Observe	Never/ Seldom	Some-times	Often	Always
Commitment to the Profession and Improving Counseling Practice:					
Demonstrates command of subject matter	0	2	1	10	28
Displays initiative	0	1	2	5	33
Believes that all students/clients can learn	1	0	0	2	38
Reflects on or self-critiques performance	0	0	1	4	35
Displays intellectual curiosity about counseling and aspects of the counseling profession	0	0	1	7	33
Collaborates with colleagues, clients, and communities to support students'/clients' development	0	0	3	8	30

Overall Evaluation of Candidate	Number Achieving
Unsatisfactory - Candidate frequently exhibits undesired professional behaviors; has one or more checks in the "never/seldom" column.	0
Needs Improvement - Candidate exhibits desired professional behaviors, but not on a consistent basis; has at least one check in the "sometimes" column, with no checks in the "never/seldom" column.	2
Satisfactory - Candidate consistently exhibits desired professional behaviors; all checks are in the "frequently" or "always" column.	8
Exemplary - Candidate consistently exceeds expectations for desired professional behaviors; all checks are in the "always" column.	31

UAB SOE 2012-2013
Field Evaluation - Assessment of Professional Dispositions
Counselor Education – UAB Supervisor Responses (N=19)

Disposition	No Opportunity to Observe	Never/ Seldom	Some-times	Often	Always
Legal and Ethical Conduct:					
Behaves in an ethical manner and in accordance with school or agency policies	0	0	0	2	17
Protects privacy and confidentiality of students/clients and school or agency personnel	0	0	0	1	18
Professional Conduct:					
Dresses appropriately	0	0	0	0	19
Is present at specified times/locations	0	0	0	1	18
Is punctual	0	0	0	1	18
Assumes responsibility for coordinating any changes to scheduled visits or work days	0	0	0	1	18
Is prepared for any assigned tasks	0	0	0	2	17
Appropriately uses personal devices such as cell phone and lap top	0	0	0	0	19
Completes assigned duties with appropriate supervision	0	0	0	2	17
Sensitivity to Diversity:					
Is sensitive to and accepting of students'/clients' differences	0	0	1	1	17
Treats all students/clients equitably and fairly	0	0	0	1	18
Encourages self-directed treatment of all students/clients	0	0	1	0	18
Commitment to Effective Communication and Acceptance of Feedback:					
Implements suggestions	1	0	0	3	15
Establishes and maintains positive rapport with students/clients	0	0	1	3	15
Establishes and maintains positive rapport with staff and coworkers	1	0	1	2	15
Is open and receptive to constructive feedback	0	0	1	1	17
Uses grammatically correct English (oral and written)	0	0	0	0	19
Uses appropriate non-verbal communication	0	0	0	1	18
Communications are appropriate	0	0	0	2	17

UAB SOE 2012-2013
Field Evaluation - Assessment of Professional Dispositions
Counselor Education – UAB Supervisor Responses (N=19)

Disposition	No Opportunity to Observe	Never/ Seldom	Some-times	Often	Always
Commitment to the Profession and Improving Counseling Practice:					
Demonstrates command of subject matter	0	0	1	2	16
Displays initiative	0	0	2	2	15
Believes that all students/clients can learn	0	0	0	2	17
Reflects on or self-critiques performance	0	0	1	2	16
Displays intellectual curiosity about counseling and aspects of the counseling profession	0	0	0	2	17
Collaborates with colleagues, clients, and communities to support students'/clients' development	0	0	0	3	16

Overall Evaluation of Candidate	Number Achieving
Unsatisfactory - Candidate frequently exhibits undesired professional behaviors; has one or more checks in the "never/seldom" column.	0
Needs Improvement - Candidate exhibits desired professional behaviors, but not on a consistent basis; has at least one check in the "sometimes" column, with no checks in the "never/seldom" column.	2
Satisfactory - Candidate consistently exhibits desired professional behaviors; all checks are in the "frequently" or "always" column.	2
Exemplary - Candidate consistently exceeds expectations for desired professional behaviors; all checks are in the "always" column.	12