

NCACES 2019

Awards Rubric: NCACES Outstanding Professional Service Award

Purpose: NCACES Outstanding Professional Service Award: To honor a professional who is an ally to the fields of counseling and counselor education for outstanding service to NCACES or to the cause of counselor education and supervision that is of regional and national importance to the profession. Awardees do not have to be ACES or NCACES members.

Reviewer:	
Nominee:	<p><i>Nominee a member of NCACES:</i></p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No (NOT A REQUIREMENT)</p>

Candidate application is complete:

- Nomination letter: Yes No
- Supporting letter 1: Yes No
- Supporting letter 2: Yes No

Area	Not Demonstrated	Average	Excellent
1. Promotes the benefits of the fields of counseling and counselor education through sharing their expertise to community organizations, school community, or other key stakeholders	0	1	2
2. Makes public professional appearances or presentations that promote the counseling profession	0	1	2
3. Participates in the recruitment and professional placement of counseling students	0	1	2
4. Continuously and actively contributes in service and leadership at the local community, regional, state, national and/or international level to advance the counseling profession	0	1	2
5. Involved with advocacy and/or social justice movements to address equity and access issues within the counseling profession	0	1	2
6. Demonstrates strong collaboration with faculty/counselor education program(s) to advance counseling profession	0	1	2
7. Demonstrates excellence in teaching, scholarship, supervision and/or service	0	1	2
8. Has served (or is serving) as an officer or committee member in organizations related to the area of professional expertise	0	1	2

NCACES Outstanding Professional Service Award Rubric 2

9. Enhances opportunities for faculty and/or students to participate in community-based learning, service and/or research activities	0	1	2
			TOTAL ___/18

NCACES 2019

Awards Rubric: NCACES Professional Leadership Award

Purpose: NCACES Professional Leadership Award: To honor excellence in leadership in counselor education and supervision of an officer, committee person, or other major contributor at the national, regional, or state level.

Reviewer:	
Nominee:	

Candidate application is complete:

- Nomination letter: Yes No
- Supporting letter 1: Yes No
- Supporting letter 2: Yes No
- Nominee a member of NCACES: Yes No

Area	Not Demonstrated	Average	Excellent
1. Displays collaborative leadership <ul style="list-style-type: none"> • Contributes to the success of an initiative that benefits those outside his/her own program/counseling specialty area/department and/or places emphasis on collaboration within and among departments/colleges/professional areas. 	0	1	2
2. Provides mentoring, training, development and support for emerging leaders; views role as a leader to be someone to cultivate future leaders	0	1	2
3. Advances social understanding of leadership for change within the larger society	0	1	2
4. Motivates and inspires others to accomplish more than they would have normally; Consistently trusts and empowers others to achieve common values, beliefs or goals.	0	1	2
5. Leads advocacy efforts by participating in activities that support the development of the counseling profession and enhance diversity	0	1	2
6. Involvement in university leadership (ex: CSI) and/or state, regional or national level leadership (ex: state counseling association, NCACES volunteer, ACA volunteer)	0	1	2

NCACES Professional Leadership Award Rubric 2

7. Involvement in service at state, regional or national level (ex: state counseling association, NCACES volunteer, ACA volunteer)	0	1	2
8. Develops strong local, state and regional community relationships to advance the counseling profession	0	1	2
9. Strong role model as evidenced by positive examples, mentoring and coaching of others	0	1	2
TOTAL			___/18

NCACES 2019

Awards Rubric: NCACES Outstanding Professional Teaching Award

Purpose: To honor excellence in teaching in a counseling, counselor education, or counseling supervision program in the North Central Region

Reviewer:	
Nominee:	

Candidate application is complete:

- Nomination letter: Yes No
- Supporting letter 1: Yes No
- Supporting letter 2: Yes No
- Nominee a member of NCACES: Yes No

Area	Not Demonstrated	Average	Excellent
1. Pedagogical Practices (one or more of the following) <ul style="list-style-type: none"> a. Extends learning outside of the classroom; b. Provides opportunities to promote learning and address individual student needs; c. Joins class to community, to campus, and/or other classes (i.e., cross-curricular learning); d. Use of engaged learning (e.g., service-learning, study away, internships, co-op programs); and/or e. Integration of technology in course and/or other innovations 	0	1	2
2. Demonstrates Support of All Students (one or more of the following) <ul style="list-style-type: none"> a. Shows enthusiasm for teaching and learning; b. Builds student relationships; and/or c. Creates learning environments where students feel safe, accepted, and open to share and express ideas 	0	1	2
3. Connects Teaching to the Counseling Profession (one or more of the following) <ul style="list-style-type: none"> a. Teaching connected to research and scholarship; b. Teaching connected to service and leadership; and/or 	0	1	2

NCACES Teaching Award Rubric 2

c. Teaching connected to advocacy and social justice			
4. Demonstrates professionalism, organization, and reliability in the teacher role	0	1	2
5. Facilitates critical thinking, problem-solving, and reflective practice through constructive feedback in the teacher role	0	1	2
6. Teaching Awards (one or more of the following) a. Received or recognized/nominated for outstanding teaching by college/university; b. Received or recognized for outstanding teaching by department/program; and/or c. Received or recognized for outstanding teaching by nominee's state counseling association	0	1	2
			Total: ___/12

NCACES 2019

Awards Rubric: NCACES Research Award

Purpose: To honor significant research in the profession including the areas of counseling, counselor education, or counselor supervision.

Reviewer:	
Nominee:	

Candidate application is complete:

- Nomination letter: Yes No
- Supporting letter 1: Yes No
- Supporting letter 2: Yes No
- Nominee a member of NCACES: Yes No

Area	Not Demonstrated	Average	Excellent
1. Relevance of the research to NCACES members.	0	1	2
2. Significance of the research to the counseling profession.	0	1	2
3. Research is in publishable form.	0	1	2
4. Abstract of the research includes rationale, procedures, methodology/data analyses, results, and implications for further research and practice within counselor education and supervision.	0	1	2
5. Research addresses one of the following issues: a. Counselor and supervisee characteristics and effectiveness in the practice of counseling b. Appropriate and/or "effective" methods of counselor preparation, supervision and/or continuing education c. Specific instructional and/or supervisory practices that facilitate counselor competencies and/or professional counselor/counselor educator identity development d. Counselor educator/faculty/supervisor characteristics and effectiveness in the practice of teaching, mentoring, and/or supervision	0	1	2
Total:			<u> </u> /10

NCACES 2019

Awards Rubric: NCACES Outstanding Supervisor Award

Purpose: To honor an individual in NCACES who has demonstrated outstanding work as a supervisor in a university, community/mental health counseling, or school setting.

Reviewer:	
Nominee:	

Candidate application is complete:

- Nomination letter: Yes No
- Supporting letter 1: Yes No
- Supporting letter 2: Yes No
- Nominee a member of NCACES: Yes No

Area	Not Demonstrated	Average	Excellent
1. Demonstrates innovation in clinical supervision and/or supervision research	0	1	2
2. Creates safe, supervisory environments by showing empathy, openness, genuineness, encouragement, and flexibility	0	1	2
3. Advancement of student knowledge, techniques/skills, and theory	0	1	2
4. Provides honest, constructive, and supportive feedback in a growth-oriented manner	0	1	2
5. Acts as responsible gatekeeper to the profession by ensuring adequate competence of supervisees based on level of training	0	1	2
6. Facilitates critical thinking, problem-solving, and reflective practice in supervisees	0	1	2
7. Commitment to ensuring supervisees develop cultural competence and understanding of non-traditional, underserved or historically marginalized groups.	0	1	2
8. Connects students to the counseling profession	0	1	2
9. Facilitates team building skills by promoting students to work more effectively both as individuals and as diverse team members	0	1	2
			Total: ___/18

NCACES 2019

Awards Rubric: NCACES Deanna Hawes Outstanding Mentor Award

Purpose: To honor an individual in NCACES who has been a significant mentor to graduate students, emerging professionals, educators, and/or supervisors in the manner demonstrated by Dr. Deanna Hawes over the course of her career in counselor education.

Reviewer:	
Nominee:	

Candidate application is complete:

- Nomination letter: Yes No
- Supporting letter 1: Yes No
- Supporting letter 2: Yes No
- Nominee a member of NCACES: Yes No

Area	Not Demonstrated	Average	Excellent
1. Exemplifies genuine, empathic, accessible, reliable, and culturally sensitive care and concern for others	0	1	2
2. Possesses and shares knowledge, skills, and talents valued, trusted, and respected by protégés	0	1	2
3. Builds strong, trustworthy student relationships & mentoring to assist students' growth and development as a professional counselor educator/counselor	0	1	2
4. Demonstrates professionalism in the counseling field	0	1	2
5. Connects mentees to the counseling profession (e.g., by introducing them to other counseling professionals, encouraging them to present at counseling conferences, including them in collaborative research, etc.)	0	1	2
6. Facilitates critical thinking, problem-solving, and reflective practice	0	1	2

NCACES Mentor Award Rubric 2

7. Creates safe, exploratory environments that supports constructive feedback and experiential learning	0	1	2
8. Facilitates and supports professional and personal development of those mentored	0	1	2
9. Commitment to ensuring students develop cultural competence/cultural responsiveness and understanding of non-traditional, under-served or historically marginalized groups	0	1	2
10. Openness/availability to students yet models healthy boundaries	0	1	2
Total			___/20

NCACES 2019

Awards Rubric: NCACES Outstanding Diversity Award

Purpose: To honor significant multicultural contributions to the profession of counseling, counselor education, or supervision.

Reviewer:	
Nominee:	

Candidate application is complete:

- Nomination letter: Yes No
- Supporting letter 1: Yes No
- Supporting letter 2: Yes No
- Nominee a member of NCACES: Yes No

Area	Not Demonstrated	Average	Excellent
1. Has demonstrated through independent work a commitment to issues of multiculturalism and diversity in counseling (i.e., research, teaching, service)	0	1	2
2. Engages in outstanding advocacy that addresses systemic barriers that directly impact marginalized populations' ability to access counseling services	0	1	2
3. Demonstrates commitment to students' multicultural counseling growth and development, incl. ensuring that students develop cultural competence and understanding of non-traditional, under-served or historically marginalized groups via class content/class assignment	0	1	2
4. Demonstrates through professional work (i.e. teaching, service, and/or scholarship) a commitment to culturally responsive counseling, social justice, and working toward systemic change	0	1	2

NCACES Diversity Award Rubric 2

<p>5. Promotes equity and access to opportunities and rigorous educational experiences for all students to maximize student multicultural counseling knowledge & skill development</p>	<p>0</p>	<p>1</p>	<p>2</p>
<p>6. Connects students to ACA-related professional counseling organizations with a special focus on multicultural and diversity concerns</p>	<p>0</p>	<p>1</p>	<p>2</p>
<p>Total</p>			<p><u> </u>/12</p>

NCACES 2019

Awards Rubric: NCACES Innovative Counselor Education Program Award

Purpose: To honor an outstanding, innovative, and/or unique counseling or counselor education program at an institution in the NCACES Region. (Note: Depending on the number and distribution of nominations, a Master’s program and a Doctoral program may be recognized.)

Reviewer:	
Counselor Education Program:	

Program application is complete:

- Nomination letter: Yes No
- Supporting letter 1: Yes No
- Supporting letter 2: Yes No
- Program is within NCACES: Yes No
- Program area Masters Doctoral

Area	Not Demonstrated	Average	Excellent
1. Innovation <ul style="list-style-type: none"> a. Demonstrates new curricular structures, content and/or programming and provides rationale b. Discusses new extensions or partnerships in the community c. Provides students new opportunities to learn and grow as counselors or counselor educators 	0	1	2
2. Effectiveness of Innovation: Programmatic features/innovations have direct impact on student learning and outcomes <ul style="list-style-type: none"> a. Evidence of improvement in student learning outcomes b. Evidence of improvement in student motivation and engagement c. Discussion of impact/effectiveness of partnerships in the community d. New features of program have direct application to counseling and/or counselor education 	0	1	2
3. Program shows strong commitment to preparing counselors/counselor educators of excellence	0	1	2

4. Program features include areas of new research	0	1	2
5. Program features include opportunities for new areas of leadership, advocacy, and/or service	0	1	2
6. Program faculty are actively engaged in ACA and related counseling organizations	0	1	2
7. Faculty-student relationships are fostered via program activities	0	1	2
8. Program emphasizes service to undeserved/marginalized client populations and/or student groups	0	1	2
9. Program faculty models continuous learning and improvement <ul style="list-style-type: none"> a. Use data to inform programmatic changes (to make curricular changes/modifications or inform innovative proposals/programs) b. Present at state, national, and/or international conferences c. Publish in peer reviewed publications 	0	1	2
10. Program faculty serve or contribute to counseling professional association/organization(s) in their respective states	0	1	2
TOTAL:			___/20

NCACES 2019

Awards Rubric: NCACES Outstanding Graduate Student Award

Purpose: To honor a graduate student in NCACES who has provided outstanding leadership or service to the profession at the state, regional, or national level that has promoted the profession.

Reviewer:	
Nominee:	

Candidate application is complete:

- Nomination letter: Yes No
- Supporting letter 1: Yes No
- Supporting letter 2: Yes No
- Nominee a member of NCACES: Yes No

Area	Not Demonstrated	Average	Excellent
1. Shows strong commitment to the fields of counseling and counselor education	0	1	2
2. Shows strong potential for future contributions to the profession of CES in teaching, research, practice and/or service	0	1	2
3. Demonstrates strong engagement with the teaching, learning, and mentoring process <ul style="list-style-type: none"> • Either in master’s level mentoring and support, • Or in doctoral teaching, incl. supervision, & mentorship 	0	1	2
4. Involvement in service at state, regional or national level (ex: state counseling association, NCACES volunteer, ACA volunteer)	0	1	2
5. Communicates with peers, faculty, administration, site supervisors, mentees, etc. with maturity and respect regardless of difference of opinions or perspectives.	0	1	2
6. Involvement as a graduate student in departmental or university leadership (ex: leadership in student organization)	0	1	2
7. Involvement with advocacy and/or community engagement on behalf of the counseling profession	0	1	2
TOTAL			___/14