

**George Mason University**  
**College of Education and Human Development**  
**Counseling Program**

EDCD 628.DL1 – Counseling and Social Justice  
3 Credits, Fall 2024  
Thursdays, 4:30 – 7:10 PM  
Synchronous Online

**Faculty**

Name: ██████████  
Office Hours: By appointment  
Office Location: Krug Hall Suite, 202 (Counseling Office).  
Office Phone: ██████████ (Counseling Office); Instructor Phone: To be provided in class  
Email Address: ██████████@gmu.edu

**Prerequisites/Corequisites**

B or better in ED CD 660, and B or better in 654 or B or better in 611.

**University Catalog Course Description**

Discusses the Counseling and Development program's mission statement of Social Justice, Multiculturalism, Internationalism, Advocacy and Leadership. Provides an overview of theories and models of social justice, advocacy, and leadership. Examines theories and models from a multicultural perspective and discusses within the context of counseling in school and community settings. Examines the role of counselors as change agents, leaders, and advocates.

**Course Overview**

This course is designed to specifically address the Counseling and Development program mission statement of Social Justice, Multiculturalism, Advocacy and Leadership. The course will provide an overview of theories and models of social justice, social change, advocacy and leadership. These theories and models will be examined from a multicultural perspective and discussed within the context of counseling in school and community settings. The new role of counselors as agents of change, leaders, and advocates will be examined. The course will focus on the applied aspects of new role of the counselors, and explore the individual, group, institutional, and systemic barriers confronting counselors in performing their role, such as, issues of power and authority, sexism, racism, discrimination, etc. The course will also provide strategies for counselors to be an effective change agents, leaders, and advocates for their clients in community and school settings.

**Course Delivery Method**

This course will be delivered online (76% or more) using a synchronous format via Mason's Learning Management System (LMS). You will log in to the course site using your Mason email name (everything before @gmu.edu) and email password. The course site will be available on August 26, 2024.

- To access your course in Canvas: <https://canvas.gmu.edu/login/canvas>.

**Under no circumstances may students participate in online class sessions while operating motor vehicles.**

**Course Objectives**

This course is designed to enable students to do the following:

1. Understand the role and process of the professional counselor advocating on behalf of the profession (CACREP 2.F.1.d)
2. Identify advocacy processes needed to address institutional and social barriers that impede access, equity, and success for clients (CACREP 2.F.1.e)
3. Understand the effects of power and privilege of counselors and clients (CACREP 2.F.2.e)
4. Identify strategies for identifying and eliminating barriers, prejudices, and processes of intentional and unintentional oppression and discrimination (CACREP 2.F.2.h)
5. Identify strategies to advocate for persons with mental health issues (CACREP 5.C.3.e)

### Professional Standards

#### *Council for Accreditation of Counseling and Related Education Programs (CACREP) 2016*

<b>CACREP Standard</b>	<b>Course Objective Coverage</b>	<b>Course Activities</b>
advocacy processes needed to address institutional and social barriers that impede access, equity, and success for clients (CACREP 2.F.1.e)	This Standard is part of Course Objective #2, which is addressed in Classes 3, 5, 10, 11, 12, 13, 14, 15, including on “Historical Perspective of Social Justice” and “Theories of Social Justice and Change”	Course activities that discuss this Standard include: lecture and class discussion on theories of social justice and counseling and social justice.
the effects of power and privilege for counselors and clients (CACREP 2.F.2.e)	This Standard is part of Course Objective #3, which is addressed in Classes 2, 4, 10, 11, 12, 13, 14, 15, including on “Social Justice Identity Development” and “Social Justice Issues: National & Global”	Course activities that discuss this Standard include: lecture and class discussion on social justice identity development.  Additionally, this Standard is measured as part of the Social Justice Advocacy Project Key Assignment, which assesses KPI A.2.b.2
strategies for identifying and eliminating barriers, prejudices, and processes of intentional and unintentional oppression and discrimination (CACREP 2.F.2.h)	This Standard is part of Course Objective #4, which is addressed in Classes 7, 10, 11, 12, 13, 14, 15, including on “Counseling and Social Justice” and “Self-Care & Burn-Out”	Course activities that discuss this Standard include: lecture and class discussion on counseling and social justice.  Additionally, this Standard is measured as part of the Social Justice Advocacy Project Key Assignment, which assesses KPI A.2.b.2
strategies to advocate for persons with mental health issues (CACREP 5.C.3.e)	This Standard is part of Course Objective #5, which is addressed in Classes 7, 9, 10, 11, 12, 13, 14, 15, including on “Counseling and Social Justice” and “Social Justice in Music, the Arts and Pop Culture”	Course activities that discuss this Standard include: lecture and class discussion on counseling and social justice.

### Required Texts

Lee, C. (2018). *Counseling for social justice* (3<sup>rd</sup> ed.). American Counseling Association.

### Additional Readings

American Psychological Association. (2010). *Publication manual of the American Psychological Association* (7th ed.). Washington, DC: Author.

## Technical Requirements

To participate in this course, students will need to satisfy the following technical requirements:

- High-speed internet access with updated browsers.
  - Blackboard Learn supported browsers: [https://help.blackboard.com/Learn/Student/Ultra/Getting\\_Started/Browser\\_Support](https://help.blackboard.com/Learn/Student/Ultra/Getting_Started/Browser_Support)
  - Canvas supported browsers: <https://guides.instructure.com/a/720329>
- Consistent and reliable access to GMU email and the course LMS, as these are the official methods of communication for this course.
- Speakers and a microphone or a microphone-enabled headset for use with the synchronous web conferencing tools.
- Note that students may be asked to create logins and passwords on supplemental websites and/or to download trial software to their computer or tablet as part of course requirements.

## Expectations

- Course Week:  
Our course week will begin on the day that our synchronous meetings take place as indicated on the Schedule of Classes.
- Log in Frequency:  
Students must actively check the course LMS site and their GMU email for communications from the instructor, class discussions, and/or access to course materials at least two times per week. In addition, students must log in for all scheduled online synchronous meetings, if any.
- Participation:  
Students are expected to actively engage in all course activities throughout the semester, which includes viewing all course materials, completing course activities and assignments, and participating in course discussions and group interactions.
- Technical Competence:  
Students are expected to demonstrate competence in the use of all course technology. Students who are struggling with technical components of the course are expected to seek assistance from the instructor and/or College or University technical services.
- Technical Issues:  
Students should anticipate some technical difficulties during the semester and should, therefore, budget their time accordingly. Late work will not be accepted based on individual technical issues.
- Workload:  
Please be aware that this course is **not** self-paced. Students are expected to meet *specific deadlines* and *due dates* listed in the **Class Schedule** section of this syllabus. It is the

student's responsibility to keep track of the weekly course schedule of topics, readings, activities, and assignments due.

- **Instructor Support:**  
Students may schedule a one-on-one meeting to discuss course requirements, content or other course-related issues. Those unable to come to a Mason campus can meet with the instructor via telephone or web conference. Students should email the instructor to schedule a one-on-one session, including their preferred meeting method and suggested dates/times.
- **Netiquette:**  
The course environment is a collaborative space. Experience shows that even an innocent remark typed in the online environment can be misconstrued. Students must always re-read their responses carefully before posting them, so as others do not consider them as personal offenses. *Be positive in your approach with others and diplomatic in selecting your words.* Remember that you are not competing with classmates, but sharing information and learning from others. All faculty are similarly expected to be respectful in all communications.

### **Course Performance Evaluation**

Students are expected to submit all assignments on time in the manner outlined by the instructor.

- **Assignments and/or Examinations**
  - a. **Social Justice Advocacy Project** (*No more than two students can select the same SJ issue*)  
(Key Assignment: KPI A.2.b.2; CACREP 2.F.2.h, 2.F.2.e)
    - 1. Social Justice Identity Development** **10 pts.**  
In 2-3 pages you will reflect on events and life experiences that have shaped your cultural being. You want to explore experiences that are significant in shaping your worldview, cultural heritage and identity; and how these experiences have shaped your thinking, values, and behaviors. You should also interpret the cultural meaning of these experiences (cultural socialization) and the impact on your current functioning. Discuss how your experiences have led you to choose your social justice issue. *Rubric for assignment provided on Blackboard.*
    - 2. Historical review of Social Justice Issue** **30 pts.**  
**Outline:** Provide a detailed outline with section headers exploring the historical context of your chosen social justice issue. Section headers should include the following: (1) Introduction of Social Justice Issue, (2) Historical Context of Social Justice Issue (statistical data on population or issue, and previous research on social justice issue), (3) Advocacy Implemented To Date (history of organizations or people who have advocated for social justice issue, (4) Advocacy Still Needed, and (4) Conclusion. **(10 pts.)**  
  
**Research Paper:** Complete a 5-7-page research paper exploring the historical context of your chosen social justice issue. You should use 7-10 sources and the paper should be APA 7<sup>th</sup> edition formatted. All sources do not have to be peer reviewed but they should be scholarly. *Rubric for assignment provided on Blackboard.* **(20 pts.)**
    - 3. Advocacy Brief** **15 pts.**  
Write a one page advocacy brief for lawmakers summarizing the importance of your advocacy issue, why an act/bill or law should be voted on or repeal, relevant research related to mental health and a personal story to highlight the issue (optional). To prepare this brief

explore the connection between your issue and mental health, to include any mental health implications. Review relevant policies (e.g. bills, laws, executive orders) at the international, national or state level. *Rubric for assignment provided on Blackboard.*

**4. Self-care plan**

**10 pts.**

As social justice advocates compassion fatigue is common, so it is imperative for you to take care of yourself. Students can use the self-care template on Blackboard as their plan or choose to do a digital self-care vision board.

**5. Action Step**

**25 pts.**

For this portion of the project, you need to take “action” at BOTH level 1 and 2. Complete a 2-3-page reflection discussing your experiences (Some ideas for each level are outlined below). *Rubric for assignment provided on Blackboard*

**Level 1:** Write a congressperson, interview an ally/advocate of your issue, reviewing an op ed., webinars.

**Level 2:** Participate in an event, a march, townhall or political talk, visit a local nonprofit organization.

**Presentation**

**10 pts.**

During the presentation you will present your issue to your peers via an in-class Power Point presentation. During your poster presentation you will provide historical context, advocacy issues related to your topic and ways individuals can support/advocate for this population.

*Rubric for assignment provided on Blackboard*

*At the end of the semester submit your entire project to VIA*

- **Other Requirements**

**Expectations for Online Counseling Courses: *Cameras on!*** The practice of counseling is relational in nature. As practitioners, we use our eyes, ears, voice, face, and body to communicate presence and understanding to our clients. In order to effectively train you in the practice of counseling concepts and skills, we need to see you to gauge your understanding and reaction to the material being presented. To this end, we ask that you turn on your camera during class meetings.

APA Format: Students in Counseling courses are expected to use APA style (7<sup>th</sup> Ed.) for written papers.

Electronic Devices: **Turn off and put away all electronic communication devices not needed for participation during class.** Cell phones and other communicative devices are not allowed in this class. Please keep them stowed away and out of sight. Engaging in activities not related to the course (e.g. gaming, email, chat, text, etc.) will result in a significant reduction in your participation grade. Notify the instructor prior to class if you have an emergency situation that requires accommodation.

Attendance: In accordance with the policies of the Counseling Program, on-time attendance at every class meeting is expected. Late arrival to class will be considered an absence. Two or more unexcused absences will result in loss of course credit. Attendance on the first day of class is required. Excused absences are permitted for illness, religious holidays, or emergency situations only; documentation is required for the absence to be considered excused. Work-related absences are not considered excused.

Course Requirements: Each student is expected to: (1) attend each class, (2) complete all reading assignments before class, (3) arrive on time and stay for the entire class period, (4) participate in discussions and in-class work groups, (5) regularly check GMU email, and (6) submit or access documents via Blackboard and/or to the instructor as a hard copy as assigned.

Plagiarism: Plagiarism is a violation of both the George Mason University code of honor and the expected professional dispositions of the Counseling Program. The GMU English Department has developed the following statement regarding plagiarism: “Plagiarism means using the exact words, opinion, or factual information from another person without giving that person credit. Writers give credit through the use of accepted documentation styles, such as parenthetical citation, footnotes, or end notes; a simple listing of books and articles is not sufficient. Plagiarism is the equivalent of intellectual robbery and cannot be tolerated in an academic setting. Student writers are often confused as to what should be cited. Some think that only direct quotations need to be credited. While direct quotations do need citations, so do paraphrases and summaries of opinions or factual information formerly unknown to the writers or which the writers did not discover themselves. Exceptions to this include factual information which can be obtained from a variety of sources, the writer's own insights or findings from their own field research, and what has been termed common knowledge. What constitutes common knowledge can sometimes be precarious, and what is common knowledge for one audience may not be so for another. In such situations, it is helpful to keep the reader in mind and to think of citations as being reader friendly. In other words, writers provide a citation for any piece of information that they think their readers might want to investigate further. Not only is this attitude considerate of readers and establishes credibility, it will almost certainly ensure that writers will never be guilty of plagiarism.”

- **Grading**

Grading will be based primarily upon the significance, thoroughness, accuracy, relatedness, logic and degree to which points made are effectively supported. Papers receiving an “A” grade will be outstanding in each area. Grammar and style will be considered when they detract from the presentation or understanding of the professional arguments made. As noted above points/grade will be deducted from assignments that do not follow APA guidelines and/or exceed the page limit.

<b>GRADED ASSIGNMENTS:</b> Grades will be posted to Blackboard	
Attendance and Participation	10 points
Social justice Advocacy Project	
a. Social Justice Identity Development	10 points
b. Historical review of SJ issue	30 points
c. Advocacy brief	15 points
d. Self-care plan	10 points
e. Action step	25 points
f. Presentation	10 points
<b>Total Points - 110</b>	

**In accordance with the George Mason University Grading Policy, the following grades may be achieved:** A [100-94]; A- [93-90]; B+ [89-87]; B [86-84]; B- [83-80]; C [79 - 70]; F [69 and below]

### **Use of Generative AI**

Use of Generative AI tools should be used following the fundamental principles of Mason’s Academic Standards. This includes being honest about the use of these tools for submitted work and including citations when using the work of others, whether individual people or Generative AI tools.

**Use only with prior permission** – Counseling students are allowed to use advanced automated tools (artificial intelligence or machine learning tools such as ChatGPT or Dall-E 2) on assignments in this course **if instructor permission is obtained 7 days in advance of the assignment due date and if that use is properly documented and cited.** Unless given permission to use those tools and citations provided, each student is expected to complete each assignment without substantive assistance from others, including automated tools.

### **Professional Dispositions (CEHD Student Guide)**

Throughout study in the College of Education and Human Development, students are expected to demonstrate behaviors that reflect the positive dispositions of a professional. See <https://cehd.gmu.edu/current-students/cehd-student-guide>.

### **Professional Dispositions (PD) Assessment**

Professional Dispositions Assessments are completed by instructors in all required courses. A developmental approach to PD Assessment is used, understanding that students are developing in their awareness, skills, and abilities throughout the course of the Counseling Program. In general, students in “basic or pre-practicum level” courses may demonstrate the disposition sometimes or inconsistently. Students in “intermediate or practicum level” courses should demonstrate the disposition more often or frequently. Students in “advanced or internship level” courses should demonstrate the dispositions always or almost always. The courses are assigned to levels as follows:

<i>Course Level</i>	<i>Courses</i>
<b>Basic (Pre-Practicum)</b>	<i>Core:</i> 602, 601, 525, 603, 609, 606, 604, 656 <i>CMHC:</i> 654, 652, 658 <i>SC:</i> 613, 611, 626
<b>Intermediate (Practicum)</b>	<i>Core:</i> 608, 660, 628, 619, 610, 797 <i>CMHC:</i> 750 <i>SC:</i> 751
<b>Advanced (Internship)</b>	<i>CMHC:</i> 792, 794 <i>SC:</i> 793, 795

Professional Dispositions assessments are scored as follows:

- **4: Consistently Evident** – The student demonstrates the disposition all or almost all of the time. This rank is considered exceptional, particularly for students who are at the beginning of their program. Students who are advanced in the program (i.e., in their last year of the program and enrolled in Internship I or II) should expect to achieve this rank.
- **3: Frequently Evident** – The student demonstrates the disposition often or most of the time. It is expected that students in the middle of the program (i.e., usually the second year for full time or third year for part time students) will achieve this rank. This reflects that they have moved beyond the initial phase of counselor training and are developing well towards being a professional counselor.

- **2: Sometimes Evident** – The student demonstrates the disposition sometimes or inconsistently. It is expected that students at the beginning of the program (i.e., first year for most students) will achieve this rank. Students at the beginning of the program are expected to be developing towards these professional dispositions as a part of their counselor training and preparation for their future as a professional counselor.
- **1: Seldom Evident** – The student demonstrates the disposition rarely or not at all. In some instances, this may also indicate a harmful demonstration of professional disposition(s). Students at the beginning of their program may achieve this rank, which can be developmentally appropriate as they learn the expectations for students and future professional counselors. Should this occur, students should expect to meet with their advisor, who will assist them in addressing the area of concern.
- **N/A: Not Applicable** – An instructor or supervisor may use this to note that they did not have the opportunity to observe the disposition or that it was not relevant in the given context. This is most likely to occur at the beginning of the program when some dispositions may not be germane to the particular class.

### **Class Schedule**

See next page

Note: Faculty reserves the right to alter the schedule as necessary, with notification to students



<b>Week</b>	<b>Topics</b>	<b>Assignment(s) Due</b>	<b>CACREP Standards</b>
1: 8/29	Introduction and Overview		1
2: 9/5	What is Social Justice?		1
3: 9/12	Social Justice Identity Development		1,3
4: 9/19	Historical Perspective of Social Justice	Social Justice Identity Development	2
5: 9/26	Social Justice Issues: National & Global		3
6: 10/3	Social Movements/Abolitionism		2
7: 10/10	Decolonizing Mental Health	Historical Review	2
8: 10/17	Allyship/Co-Conspirator	Self-care Plan	1,2,3,4,5
9: 10/24	Social Justice in Practice	Advocacy Brief	1,2,3,4,5
10: 10/31	Social Justice in Practice		1,2,3,4,5
11: 11/7	Social Justice in Practice	Action Step	1,2,3,4,5
13: 11/14	Presentations	Presentations	1,2,3,4,5
14: 11/21	Presentations	Presentations	1,2,3,4,5
11/28	<b>Thanksgiving Break</b>	<b>NO CLASS</b>	
15: 4/23	Presentations	Presentations	1,2,3,4,5

### **Counseling Program Mission Statement**

Mason's Counseling Program infuses values integral to the preparation of professional counselors—social justice, multiculturalism, internationalism, advocacy, and leadership—into its celebrated curriculum. Graduates are prepared to assume leadership roles; be proactive change agents; and become advocates for social, economic, and political justice. By working through interdisciplinary teams as well as infusing teaching, research, service, and professional practice, the Mason counseling program will prepare the next generation of counselors to serve the collective needs of individuals through local, national, and international contexts.

## **CEHD Commitments**

The College of Education and Human Development is committed to fostering collaboration and community, promoting justice and equity, and advancing research-informed practice. Students are expected to adhere to, and contribute to, these commitments, the CEHD Mission, and Core Values of George Mason University. More information can be found here:

<https://cehd.gmu.edu/about/culture/>

## **GMU Policies and Resources for Students**

### *Policies*

- Students must adhere to Mason's Academic Standards (see <https://catalog.gmu.edu/policies/academic-standards/>)
- Students must follow the university policy for Responsible Use of Computing (see <https://universitypolicy.gmu.edu/policies/responsible-use-of-computing/>).
- Students are responsible for the content of university communications sent to their Mason email account and are required to activate their account and check it regularly. All communication from the university, college, school, and program will be sent to students **solely** through their Mason email account.
- Students with disabilities who seek accommodations in a course must be registered with George Mason University Disability Services. Approved accommodations will begin at the time the written letter from Disability Services is received by the instructor (see <https://ds.gmu.edu/>).
- Students must silence all sound emitting devices during class unless otherwise authorized by the instructor.

### *Campus Resources*

- Support for submission of assignments to VIA should be directed to [viahelp@gmu.edu](mailto:viahelp@gmu.edu) or <https://cehd.gmu.edu/aero/assessments>.
- Questions or concerns regarding use of your LMS should be directed to:
  - Blackboard Learn: <https://its.gmu.edu/knowledge-base/blackboard-instructional-technology-support-for-students/>
  - Canvas: <https://its.gmu.edu/service/canvas/>
- For information on student support resources on campus, see:
  - TimelyCare: <https://caps.gmu.edu/timelycare-services/>
  - Writing Center: <https://writingcenter.gmu.edu/>

## **Notice of mandatory reporting of sexual assault, sexual harassment, interpersonal violence, and stalking:**

As a faculty member, I am designated as a “Non-Confidential Employee,” and must report all disclosures of sexual assault, sexual harassment, interpersonal violence, and stalking to Mason’s Title IX Coordinator per [University Policy 1202](#). If you wish to speak with someone confidentially,

please contact one of Mason’s confidential resources, such as [Student Support and Advocacy Center](#) (SSAC) at 703-380-1434 or [Counseling and Psychological Services](#) (CAPS) at 703-993-2380. You may also seek assistance or support measures from Mason’s Title IX Coordinator by calling 703-993-8730, or emailing [titleix@gmu.edu](mailto:titleix@gmu.edu).

### Assessment Rubric

#### Social Justice Advocacy Project (Key Assignment: KPI A.2.b.2; CACREP 2.F.2.h, 2.F.2.e)

Criteria	%	Exceeds Standards 4	Meets Standards 3	Approaching Standards 2	Below Standards 1
1. Social Justice Identity Development  KPI A.2.b.2; CACREP 2.F.2.e	15	Excellent and clear reflection of experiences that shape their worldview, heritage and identity. Included the effects of power and privilege on their social justice identity development.	Good and clear reflection of experiences that shape their worldview, heritage and identity. Adequately included the effects of power and privilege on their social justice identity development.	Inadequate reflection of experiences that shape their worldview, heritage and identity. Minimally included the effects of power and privilege on their social justice identity development.	Poor reflection of experiences that shape their worldview, heritage and identity. Did not include the effects of power and privilege on their social justice identity development.
2. Historical Review  KPI A.2.b.2; CACREP 2.F.2.e	20	Excellent and clear comprehensive understanding of the historical concepts/ideas and provides an overview of systematic and sociopolitical considerations related to the topic.	Good and clear comprehensive understanding of the historical concepts/ideas and provides an overview of systematic and sociopolitical considerations related to the topic.	Inadequate and minimal thoughts of the historical concepts/ideas and provides an overview of systematic and sociopolitical considerations related to the topic.	Poor thoughts of the historical concepts/ideas and provides an overview of systematic and sociopolitical considerations related to the topic.
3. Advocacy Brief  KPI A.2.b.2; CACREP 2.F.2.h	10	The advocacy brief is excellent and clear. The brief is well researched incorporating all required components.	The advocacy brief is good and clear. The brief includes some research and the majority of required components.	The advocacy brief is inadequate. The brief is missing significant research and required components are missing.	Inadequate, poor or no examples provided that apply concepts to social justice counseling.
4. Self-care plan	10	Provided a self-care plan that was excellent and comprehensive	Provided a self-care plan that was good and clear	Self-care plan was inadequate	Did not submit a self-care plan

<p>5. Action Step</p> <p>KPI A.2.b.2; CACREP 2.F.2.h</p>	<p>25</p>	<p>Participated in both a level one and level two step and the reflection was excellent and comprehensive reflection</p>	<p>Participated in both a level one and level two and the reflection was good and clear</p>	<p>Participated in only one level of the action step and reflected minimally</p>	<p>Did not participate in an action step and did complete a reflection</p>
<p>6. Presentation</p>	<p>10</p>	<p>Presentation is a 15 – 20 minute presentation that is informative, clear and comprehensive.</p>	<p>Presentation is a 15 – 20 minute presentation That is moderately informative, clear and comprehensive</p>	<p>Presentation of less than 15 minutes or more than 25 minutes. Too many or too few details to establish clarity and interest.</p>	<p>Presentation is less than 10 minutes, no handouts for audience, limited or no enthusiasm.</p>
<p>7. Writing style, grammar, page limit including APA Style</p> <p>Overall points deducted for APA errors.</p>	<p>10</p>	<p>Adheres to APA style and is clear, understandable, exceptionally well organized, and grammatically correct. No APA errors. Language is appropriate for the type of paper. Adheres to paper requirements for page limit and headers/sub-headers.</p>	<p>Adheres to APA style with only a few errors; is clear, well organized, understandable, and grammatically correct with only a few errors. Language is mostly appropriate for the type of paper. Adheres to paper requirements for page limit and headers/sub-headers with only a few errors.</p>	<p>Has errors in APA style lacks clarity, not well organized, and has grammatical errors. Language is somewhat appropriate for the type of paper. Adheres to some of paper requirements for page limit and headers/sub-headers.</p>	<p>Does not follow APA style, is unclear, is poorly organized, and has many grammatical errors. Language is generally not appropriate for the type of paper. Adheres to few or none of the paper requirements for page limit and headers/sub-headers.</p>