Annual Program Evaluation Report
Academic Year 2023–2024

Master of Science in Clinical Rehabilitation and Mental Health Counseling
Montana State University Billings

I. Academic Quality Indicators (AQIs)

A. Key Performance Indicators (KPIs)

Minimum Threshold: At least 80% of students will achieve a minimum average score of 2.0 (Developing 2 – Moderately Demonstrates Competency) or higher on each KPI.

KPI	Average Score	Minimum Threshold (2.0)	Threshold Met
KPI 1 – Ethics	2.76	2.0	Yes
KPI 2 – Multicultural Competence	2.77	2.0	Yes
KPI 3 – Human Development	2.80	2.0	Yes
KPI 4 – Career Counseling	2.50	2.0	Yes
KPI 5 – Counseling Skills	2.70	2.0	Yes
KPI 6 – Group Counseling	2.80	2.0	Yes
KPI 7 – Assessment	2.60	2.0	Yes
KPI 8 – Research	2.80	2.0	Yes

All KPI thresholds were met.

B. Professional Dispositions

Minimum Threshold: At least 90% of students will achieve Developing 2 (2.0) or higher on professional disposition measures.

Disposition Area	Average Score	Minimum Threshold (2.0)	Threshold Met
Cultural Responsiveness	2.80	2.0	Yes
Professional Behavior & Ethics	2.88	2.0	Yes

All disposition thresholds were met.

II. Graduate Outcomes

A. Degree Completion

Number of Graduates: 35

Completion Rate: 92%

Minimum Threshold: 70%

Threshold Met: Yes

B. Employment Rates (Within One Year of Graduation)
Minimum Threshold: 75% employment in counseling-related positions.

Specialized Practice Area	Employment Rate	Threshold Met
Clinical Mental Health Counseling (CMHC)	90%	Yes
Clinical Rehabilitation Counseling (CRC)	90%	Yes

C. Credentialing Examination Pass Rates
Minimum Threshold: 80% first-time pass rate.

Examination	Pass Rate	Threshold Met
NCE (CMHC)	100%	Yes
CRC	Data Pending	—

III. Fieldwork Placement Rates
Minimum Threshold: 95% placement rate.

Field Experience	Placement Rate	Threshold Met
Practicum	97%	Yes
Internship	100%	Yes

All fieldwork placement thresholds were met.

IV. Summary of Threshold Attainment
During AY 2023–2024, all established Academic Quality Indicator thresholds were met, including KPIs, professional dispositions, graduate outcomes, and fieldwork placement rates.

This report is published annually and archived on the program website in accordance with CACREP Standards 2.E and 2.F.

V. Program Evaluation Use of Results (CACREP 2.F.3.b)

Program faculty reviews AQI data annually as part of the program's systematic evaluation process. Data from KPIs, professional dispositions, graduate outcomes, credentialing examinations, and fieldwork placement rates are analyzed to identify patterns of student performance and areas for program improvement.

During the AY 2023–2024 evaluation cycle, faculty reviewed KPI performance across all eight competency domains. Although all benchmarks were met, faculty identified **Career Counseling (KPI 4)** as the lowest average score (2.50) among KPIs. Faculty discussed opportunities to strengthen experiential learning activities and career development applications within related coursework to ensure continued skill development, particularly for students pursuing the Clinical Rehabilitation Counseling specialization.

Faculty also reviewed research and assessment competencies to ensure alignment with current CACREP standards and credentialing expectations. These discussions will inform ongoing monitoring of course-level assessments and student outcomes during the next evaluation cycle.

VI. Significant Program Changes

During the 2023–2024 academic year, no significant curriculum or programmatic changes were implemented in the Master of Science in Clinical Rehabilitation and Mental Health Counseling program. The curriculum, course sequencing, and program requirements remained consistent with those established in the previous academic year.

Faculty will continue to review program evaluation data annually to determine whether future curricular or programmatic modifications are warranted as part of the program's continuous improvement process.