

Montana Schools Recruitment Committee

Report for MCASE

9/13/2019

Our *vision* is to assist school districts and cooperatives to locate special education personnel who are highly qualified in the areas of expertise necessary. Our job is to increase your pool of candidates, so you have choices. This is why the recruitment committee was developed and has been our primary purpose since 2005. Many small districts and cooperatives do not have human resources departments, so we are here to help.

Goals for last year 2018-2019:

- To continue emphasizing the importance of the HOME GROWN PROGRAM and educating people about the national shortage on teachers and related service providers-**CONTINUED**
- To build a relationship with Rocky Mountain College and their new OT Program-**STARTED**
- To begin looking at a professional marketing plan-**STARTED**
- To continue strengthening relationships with Montana universities with studies related to special education.-**CONTINUED**

Goals for this year 2019-2020:

- To increase shows we attend emphasizing *special education teacher candidate pool*
- To continue work on the professional marketing plan
- To continue and complete the transfer from Lori Ruffier, Project Director to Kaitlin Sonderer, Project Director

DATA ON OUR RECRUITMENT PROJECT

1. How many schools/coops you are working with *We had 36 districts/cooperatives actively searching for candidates for 2019-2020 school year positions and we already have 8 signed up for the 2020-2021 school year.*
2. Number of positions trying to fill *71 positions posted for the 2019-2020 school year*
3. Number of candidates registered with MCASE recruitment
 - a. Sped teacher *30 looking for 2019-2020, 13 will be looking for 2020-2021*
 - b. School psych *43 for 2019-2020; 7 for 2020-2021*
 - c. OT *52 for 2019-2020; 6 for 2020-2021*
 - d. PT *1 for 2020-2021;*
 - e. SLP *67 for 2019-2020; 10 for 2020-2021*

4. How many events attended **We are attending 20 live events to travel to. We are working on setting up a possible Montana virtual career fair nationwide with MREA. This number can and usually does change, as we are either invited to something or something cancels. We check on the budget quarterly and the committee makes these decisions.**

5. How many current districts are registered with you? **25 schools/11 cooperatives registered last year(this is up from the previous year)**

6. Is the goal still to have filled enough positions to only have 20 districts/coops registered with you? **This number was thrown out just to be our base, as if we got at least this number of schools, we should be financially stable. It is the number we used in our financial formula.**

Proposed travel for the 2019-2020 school year:

TRIPS 2019-2020

Event	Location	Dates	Whose Going
MCASE Fall Meeting	Bozeman, MT	Sept. 23 rd -24 th , 2019	Lori Ruffier
Minot State University	Minot, ND	Sept. 25 th , 2019	Deb Linn
University of Montana Speech Dept.	Missoula, MT	Sept. 27 th , 2019	Kaitlin and Lori
University of Montana Psyc. Dept.	Missoula, MT	Oct. 15 th , 2019 and	Lori
Washington State University	Spokane, WA	Oct. 25 th , 2019	Monica Pugh
Carroll College	Helena, MT	Nov. 1 st , 2019	Lori
University of Mary	Billings, MT	Nov. 9 th , 2019	Lori
CEC	Portland, OR	Feb 5 th -8 th , 2020	Kaitlin and Lori
MCEC	Missoula, MT	Feb. 18 th -21 nd , 2020	Lori and Kaitlin
NASP	Baltimore, MD	Feb. 18 th -22 nd , 2020	Students at U of M
Washington Educator Career Fair	Spokane, WA	March 11 th , 2020	Lori
Idaho State University	Pocatello, ID	March 19 th , 2020	Kaitlin
Montana Tribal Career Fair	Poplar, Browning, Ronan, Lame Deer, Arlee	March 23-April 3, 2020	Emilie Maule
Washington Educator Career Fair	Tacoma, WA	March 25 th , 2020	Lori
Univeristy of Minnesota	Twin Cities, MN	April 1 st , 2020	Kaitlin Sonderer
MSCA	Helena, MT	April 2 nd -3 rd , 2020	Lori
Oregon Profess. Career Fair	Portland, OR	April 7 th , 2020	Lori
Univ. of Northern Colorado	Greeley, Co	April 5 th and 6 th , 2020	Lori Ruffier
University of Montana	Missoula, MT	April 6 th , 2020	Kaitlin
MASBO	Fairmont, MT	June 15 th -18 th , 2020	Kaitlin

Financial Information 2018-2019

Revenue **33,926.00**

Expenses **25,141.76**

Reserve **8,784.24**

It was recommended by the committee a few years back that we try to build a nest egg of \$20,000 in case we have a bad year with sign ups or something happened, so we can continue providing the services we have set out too. We were told by the committee last fall 2018 and spring 2019 to spend the money and get out there and find people due to the critical shortage on special education teachers, so we are working on adding more trips.