

# Montana Schools Recruitment Committee

## Report for MCASE

8/1/2021

The recruitment committee was developed in 2005 with a *vision* of assisting school districts and cooperatives in hiring special education personnel. Our job is to increase the pool of candidates; to provide more options of highly qualified professionals in the area of expertise necessary. Many small districts and cooperatives do not have human resources departments, so we are here to help.

Goals for last year 2020-2021:

1. Transitioning from Lori to Kaitlin as Project Director **ACCOMPLISHED**
2. Developing technology as an asset (ex. Marketing, website, data tracking, logo) **ACCOMPLISHED 7.2021**
3. Continuing to maintain and build relationships with professors across Montana and the country **REMAINS IN PROGRESS**

Goals for this year 2021-2022:

1. Utilize new marketing/branding designs to update the website, generate new business cards, spread the map
2. Improve social media presence (ex. LinkedIn, Instagram)
3. Improve connections with MT colleges (ex. MT Western)

### **DATA ON OUR RECRUITMENT PROJECT**

1. How many schools/coops you are working with *We had 33 districts/cooperatives enrolled with our project during the 2020-21 school year.*
2. Number of positions trying to fill *94 positions posted during the 2020-2021 school year; 11 posted this year already*
3. Number of candidates registered with MCASE recruitment
  - a. Sped teacher *18 searching for a job for 2021-2022, 9 will be looking for 2022-2023*
  - b. School psych *38 for 2021-22; 10 for 2022-23*
  - c. OT *6 for 2021-22; 3 for 2022-23*
  - d. PT *3 for 2021-22; 0 for 2022-23*
  - e. SLP *38 for 2021-22; 13 for 2022-23*
  - f. Directors *2 for 2021-22; 0 for 2022-23*

4. How many events attended *We attended 1 live event in person and participated in 11 virtual events nationwide. These numbers include career fairs and on-campus visits to speak directly with students. Events were cancelled and/or changed to virtual presentation because of COVID-19.*

5. How many current districts are registered with you? *8 schools/ 2 cooperatives registered for current 2021-2022 school year.*

6. Is the goal still to have filled enough positions to only have 20 districts/coops registered with you? *This goal was intended to establish a base for number of districts to ensure the MSRP financial stability. Due to COVID-19 this goal is not applicable for the 2020-21 school year.*

**Proposed travel for the 2021-2022 school year:**

**\*\*Note: because of COVID-19, we are prepared to alter in-person events as needed because of cancellations and virtual attendance.**

**PROPOSED TRIPS 2021-2022**

Event	Location	Dates	MSRP Representative
NASP	Boston, MA	2/15- 2/18/2022	Monica Pugh?
WYoSHA/CSHA	Denver, CO	10/1- 10/3/2021	Kaitlin Sonderer
CEC	Hybrid Orlando, FL & Virtual	1/16- 1/19/2022	Melissa/Jen N.
MCEC	Billings, MT	2/23- 2/25/2022	Kaitlin Sonderer
MASS/MCASE	Hybrid Helena, MT & Virtual	9/20- 9/21/2021	Kaitlin Sonderer
University of Mary Health Career Fair	Bismark	9/30/2021	Deb Linn
WSU & Eastern Washington Speech Career Fair	Spokane, WA	"late October"	Monica Pugh
Carrol College Sped Department	Helena, MT	10/21/2021	Kaitlin Sonderer
UM CSD Departments	Virtual	9/1/2021	Kaitlin Sonderer
UM Psych Department	Virtual	11/1/2021	Kaitlin Sonderer
MSUB Sped Department	Virtual	3/1/2022	Kaitlin Sonderer
Black Hills State University Teacher Career Fair	Spearfish, SD	"March"	Deb Linn
Washington Educator Career Fair	Spokane, WA	3/14- 3/15/2022	Kaitlin Sonderer
Idaho State University Career Fair	Pocatello, ID	"mid March"	Kaitlin Sonderer
Tribal College Career Fair	Poplar, Browning, Lame Deer, MT	"later March"	Emilie Maule
Washington Educator Career Fair	Tacoma, WA	3/21-3/22/2022	Kaitlin Sonderer

Minot Career Fair	Minot, ND	"late march"	Deb Linn
MSCA	Helena, MT	3/25-3/26/2022	Kaitlin Sonderer
UM Career Fair	Missoula, MT	"end of March"	Kaitlin Sonderer
MASBO	Billings, MT	6/16-6/17/2022	Kaitlin Sonderer

***Financial Information 2020-2021***

Revenue **\$29,463.65**

Expenses **\$ 7,386.80**

Reserve **\$22,076.85**

Lower expenses were a result of less travel due to COVID-19 restrictions throughout the year.