



## Montana Schools Recruitment Project Report for MCASE 7/20/2023

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 assist with recruiting and marketing positions to fill the special ed openings we have across our state.

Goals for this past year 2022-2023:

1. Participate in more live recruiting events (Job Fairs, Conferences) **ACCOMPLISHED & REMAINS IN PROGRESS**
2. Improve professionalism of booth (professional banner, organization) **ACCOMPLISHED**
3. Improve social media presence (Facebook, LinkedIn, Instagram) by posting 1x per week **REMAINS IN PROGRESS**

Goals for upcoming year 2023-2024:

1. Transition to new Project Director
2. Improve data collection to determine effectiveness of MSRP
3. Increase Montana School District/Special Ed Cooperative Enrollment in MSRP

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

1. Number of schools/coops enrolled during 2021-2022 school year: **20**
2. Number of positions posted during the year: **67**
3. Number of candidates registered with MCASE recruitment
  - a. Sped teacher **21 searching for a job for 2023-2024, 1 will be looking for 2024-2025, 1 for 2025-2026**
  - b. School psych **34 for 2023-24; 24 for 2024-25; 23 for 2025-26**
  - c. OT **4 for 2023-24; 1 for 2024-25**
  - d. PT **1 for 2023-24; 0 for 2024-25**
  - e. SLP **24 for 2023-24; 7 for 2024-25**
  - f. Directors **2 for 2023-24; 1 for 2024-25**
4. How many events attended **We attended 10 "live events" in-person and participated in 2 virtual events nationwide. These numbers include career fairs, conferences and on-campus visits to speak directly with students.**

5. According to data, how many positions did you help fill during the 2022-2023 school year? **20**

#### PROPOSED TRIPS 2023-2024

| Event                                 | Location           | Dates                   | MSRP Representative                          |
|---------------------------------------|--------------------|-------------------------|--|
| SAM Summer Admin Institute            | Helena, MT         | July 24 – 26, 2023      | Billi Taylor                                 |
| MCASE/MASS Fall Event                 | Bozeman, MT        | September 17 – 19, 2023 | Billi Taylor                                 |
| University of Mary Health Career Fair | Bismarck, ND       | September 27, 2023      | Deb Linn                                     |
| MCEL or MEA                           | Billings or Helena | October 19-20, 2023     | Billi Taylor                                 |
| WSU & EWU SLP Career Fair             | Spokane, WA        | October 28, 2023        | Maria Pace                                   |
| NASP                                  | New Orleans        | Feb 14 – 17, 2024       | U of M Students                              |
| South Dakota Teacher Fair             | Sioux Falls        | Feb 27, 2024            | Billi Taylor                                 |
| BHSU Teacher Fair                     | Spearfish, SD      | Feb 29, 2024            | Billi Taylor                                 |
| Utah Education Career Fair            | Logan, UT          | February 2024           | Tentative: Billi Taylor                      |
| Western Washington University         | Bellingham/Virtual | March 3, 2024           | Billi Taylor                                 |
| National CEC                          | San Antonio, TX    | March 12 – 15, 2024     | Billi Taylor                                 |
| Washington Educator Fair              | Spokane, WA        | March 12, 2024          | *Billi – if overlap with National CEC works* |
| Washington Educator Fair              | Tacoma, WA         | March 2024              | Billi Taylor                                 |
| U of M Fair                           | Missoula           | March 2024              | Billi Taylor                                 |



|                                 |                                     |                      |              |
|---------------------------------|-------------------------------------|----------------------|--------------|
| Minot Career Fair               | Minot                               | March 2024           | Billi Taylor |
| MCEC/MCASE                      | Missoula                            | April 3 – 5, 2024    | Billi Taylor |
| Tribal College Career Fair      | Poplar, Browning, Lame Deer         | April 2024           | Billi Taylor |
| Minnesota Education Job Fair    | Minneapolis                         | April 2024           | Billi Taylor |
| Oregon Professional Career Fair | Portland, OR                        | April 2024           | Billi Taylor |
| University Visits               | U of M – Missoula (CSD & Psych Dep) | Fall & Spring Visits | Billi Taylor |
|                                 | UMW – Dillon                        |                      | Billi Taylor |
|                                 | MSU - Bozeman                       |                      | Billi Taylor |
|                                 | MSU – Billings                      |                      | Billi Taylor |
|                                 | Carroll - Helena                    |                      | Billi Taylor |

**Financial Information 2023-2024**

Revenue \$

Expenses \$

Reserve \$