

Montana Schools Recruitment Committee

Report for MCASE

8/22/2018

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 2017-2018:

- To integrate our new IPAD into our career fair show- **ACCOMPLISHED**
- To learn more about virtual career fairs and to participate in one with the potential candidates we need.
<https://www.careereco.com/Fair/EventDetails?fairId=6d6a54f8-c164-4964-a0d2-a7a2012dd89f> **ACCOMPLISHED**
- Participate in more shows in the Northwest to see if that increases our data base **ACCOMPLISHED**

Goals for this 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
- To build a relationship with Rocky Mountain College and their new OT Program
- To begin looking at a professional marketing plan
- To continue strengthening relationships with Montana universities with studies related to special education.

DATA ON OUR RECRUITMENT PROJECT

1. How many schools/coops you are working with *We had 30 districts/cooperatives actively searching for candidates for 2018-19 school year positions and we already have 14 signed up for the 2019-2020 school year.*
2. Number of positions trying to fill *74 positions posted for the 2018-2019 school year*
3. Number of candidates registered with MCASE recruitment
 - a. Sped teacher *34 currently looking for 2018-19, 13 will be looking for 2019-2020*
 - b. School psych *52 for 2018-19; 16 for 2019-2020*
 - c. OT *26 for 2018-19; 21 for 2019-2020*
 - d. PT *5 for 2018-19;*
 - e. SLP *64 for 2018-19; 3 for 2019-2020*
 - f. Directors *9 for 2018-19;*

4. How many events attended *We are attending 17 live events to travel to and we are working on setting up a possible Montana virtual career fair nationwide. 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? *22 schools/8 cooperatives registered last 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 2018-2019 school year:

TRIPS 2018-2019

Event	Location	Dates	Whose Going
MCASE Fall Meeting	Bozeman, MT	Sept. 17 th - 18 th , 2018	Lori Ruffier
University of Mary	Bismarck, ND	Oct. 1 st , 2018	Deb Linn
Minot State University	Minot, ND	Oct. 2 nd , 2018	Deb Linn
Washington State University	Spokane, WA	Oct. 12 th , 2018	Monica Pugh
University of Montana Speech and Psyc. Dept.	Missoula, MT	Oct. 20 th , 2018 and Another date	Kaitlin and Lori
University of Mary	Billings, MT	Nov. 9 th , 2018	Lori
ASHA	Boston, MA	Nov. 14 th - 17 th , 2018	Lori and Kaitlin
MCEC	Helena, MT	Feb. 19 th -22 nd , 2019	Lori Ruffier
NASP	Atlanta, GA	Feb. 26 th –March 1 st , 2019	Students at U of M
Washington Educator Career Fair	Spokane, WA	March 13 th , 2019	Lori
Carroll College	Helena, MT	March 22 nd , 2019	Lori
Washington Educator Career Fair	Tacoma, WA	March 29 th , 2019	Lori
Idaho State University	Pocatello, ID	March 30 th , 2019	Michelle Halberg
Oregon Profess. Career Fair	Portland, OR	April 2 nd , 2019	Lori
Univ. of Northern Colorado	Greeley, Co	April 5 th and 6 th	Lori Ruffier
University of Montana	Missoula, MT	April 9 th , 2019	Ann Morani
MASBO	Great Falls, MT	June 12 th -14 th , 2019	Kaitlin

Financial Information 2017-2018

Revenue **33,350.00**

Expenses **22,975.75**

Reserve **10,374.25**

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.