Montana Schools Recruitment Committee

Report for MCASE

9/18/2017

The *vision* of the Montana Schools Recruitment Committee is to assist school districts and cooperatives locate and hire highly qualified special education personnel in the areas of need. The recruitment committee was developed in 2005 with the primary goal of increasing the pool of candidates for special education positions, giving administrators choices when hiring. Many small districts and cooperatives do not have human resources departments, so we are here to help.

Goals for this year 2017-2018:

- **To integrate the new iPAD into our career fair show**
- **To learn more about virtual career fairs and to participate in one with the potential candidates we need. (Career Eco, Virtual Career Fairs)**
- **Participate in more shows in the Northwest to see if that increases our database**

DATA ON OUR RECRUITMENT PROJECT

1. How many schools/coops you are working with   *We had 33 districts/cooperatives actively searching for candidates for 2017-18 school year positions and we already have 5 signed up for the 2018-2019 school year.*
2. Number of positions trying to fill *82 positions posted for the 2017-2018 school year*
3. **Number of candidates registered with MCASE recruitment**
    a. Sped teacher *32 currently looking for 2017-18, 12 will be looking for 2018-19*
    b. School psych *58 for 2017-18; 10 for 2018-19*
    c. OT *19 for 2017-18; 22 for 2018-19*
    d. PT *1 for 2018-19*
    e. SLP *63 for 2017-18; 3 for 2018-19*
    f. Directors *13 for 2017-18; 2 for 2018-19*
4. How many events attended *We are attending 15 live events to travel to and we are working on setting up a 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? *21 schools/12 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.**

Another positive fact, this was the first year we had a school or a cooperative join the recruitment project every month.

 Proposed travel for the 2017-2018 school year:

TRIPS 2017-2018

Event	Location	Dates	Whose Going
MCASE Fall Meeting	Bozeman, MT	Sept. 18th- 19th , 2017	Lori Ruffier
IMASH	Boise, ID	Oct. 5th-7th, 2017	Lori Ruffier and Kaitlin Sonderer
University of Mary and University of Minot	Bismarck, ND	Oct.5 - 6th, 2017	Deb Linn
Washington State University	Spokane, WA	Oct. 13th , 2017	Monica Pugh
University of Montana	Missoula, MT	Oct. 20th , 2017	Lori Ruffier
University of Mary	Billings, MT	Nov. 10th, 2017	Lori Ruffier
NASP	Chicago, IL	Feb. 13-17th, 2018	STUDENTS
MCEC	Missoula, MT	Feb. 27th-March 2, 2018	Lori Ruffier
Washington Educator Career Fair	Spokane, WA	March 15th ,2018	Lori Ruffier and Monica Pugh
Carroll College	Helena, MT	March 17th , 2018	Lori Ruffier
Washington Educator Career Fair	Tacoma, WA	March 29th, 2018	Lori Ruffier
Idaho State University	Pocatello, ID	March 30TH , 2018	Michelle Halberg
Univ. of Northern Colorado	Greeley, CO	April 5 and 6th, 2018	Lori Ruffier
University of Montana	Missoula, MT	April 8-9th , 2018	Lori Ruffier
Virtual Career Fair	Butte, MT	April 12th, 2018	Lori Ruffier
MASBO	Billings, MT	June 11th-15th, 2018	Kaitlin Sonderer

Financial Information 2016-2017

Revenue 26,300.00

Expenses 21,721.47

Reserve   4,578.53

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 happens, so we can continue providing the services we have set out to.