

# Montana Schools Recruitment Committee

## Report for MCASE

9/4/2020

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 2019-2020:

- Preparing for Project Director, Lori Ruffier, retirement- **ACCOMPLISHED**
- Participate in Montana's first Virtual Career Fair- **ACCOMPLISHED on 3/13/20**

Goals for this year 2020-2021:

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

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

1. How many schools/coops you are working with *We had 29 districts/cooperatives actively searching for candidates for 2019-20 school year positions and we already have 10 signed up for the 2020-2021 school year.*
2. Number of positions trying to fill *112 positions posted for the 2019-2020 school year.*
3. Number of candidates registered with MCASE recruitment
  - a. Sped teacher *24 searching for a job for 2020-2021, 8 will be looking for 2021-2022*
  - b. School psych *77 for 2020-21; 17 for 2021-22*
  - c. OT *8 for 2020-21; 2 for 2021-22*
  - d. PT *1 for 2020-21; 1 for 2021-22*
  - e. SLP *40 for 2020-21; 19 for 2021-22*
  - f. Directors *4 for 2020-21; 2 for 2021-22*
4. How many events attended *We attended 9 live events in person and participated in 5 virtual nationwide career fairs. Events were cancelled in the Spring 2020 because of COVID-19. For 2020-2021 we have budgeted for participating in 20 live and virtual events. These numbers include career fairs and on-campus visits to speak directly with students.*
5. How many current districts are registered with you? *22 schools/7 cooperatives registered for 2019-20 school year. So far, 9 schools/1 cooperative have registered for 2020-21 school 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. For example, if at least this number of schools/cooperatives enrolled, we should be financially stable. It is the number we used in our financial formula.**

***Proposed travel for the 2020-2021 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 2020-2021**

<b>Event</b>	<b>Location</b>	<b>Dates</b>	<b>MSRP Representative</b>
NASP	Salt Lake City, UT	2/23- 2/26/2021	Kaitlin Sonderer
WYoSHA/CSHA	Denver, CO	10/1- 10/3/2020	Kaitlin Sonderer
MCEC	Billings, MT	2/17- 2/19/2021	Kaitlin Sonderer
MASS/MCASE	Helena, MT	9/21- 9/22/2020	Kaitlin Sonderer
University of Mary and Minot Career Fair	Bismarck, ND & Minot, ND	10/1- 10/2/2020	Deb Linn
WSU & Eastern Washington Speech Career Fair	Spokane, WA	"late October"	Monica Pugh
Carrol College Sped Department	Helena, MT	10/11/2020	Kaitlin Sonderer
UM CSD & Psych Departments	Missoula, MT	10/18/2020	Kaitlin Sonderer
Black Hills State University Teacher Career Fair	Spearfish, SD	2/3/2021	Deb Linn
Virtual Career Fair	Ennis, MT	3/13/2021	Kaitlin Sonderer
Washington Educator Career Fair	Spokane, WA	3/18/2021	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	3/21/2021	Kaitlin Sonderer
Minot Career Fair	Minot, ND	"late march"	Deb Linn
MSCA	Helena, MT	3/25-3/26/2021	Kaitlin Sonderer
UM Career Fair	Missoula, MT	"end of March"	Kaitlin Sonderer

***Financial Information 2019-20***

Revenue **27,500.00**

Expenses **26,055.78**

Reserve **1,444.22**

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.