

| | | |
|--|---|-------------------------------------|
| Recruitment and Retention of Highly Qualified Staff | | Agency/Program #: 5113-04-11 |
| | | Division: _____ |
| | | Program: Education Program |
| Agency Name: | Montana School for the Deaf and Blind | |
| Agency Contact: | Bill Sykes | 771-6002 |
| LFC Contact: | Representative Hiner, Representative Glaser | |
| LFD Liaison: | Kris Wilkinson | 444-2722 |
| OBPP Liaison: | Nancy Hall | 444-4899 |

Program or Project Description:

The 2007 Legislature appropriated funds to the Montana School for the Deaf and the Blind to assist the school in hiring and retaining highly qualified teachers, support staff, and interpreters.

| Appropriation, Expenditure and Source | | | | | Approp & Expenditure numbers are as of June 30, 2009 |
|---------------------------------------|------------------|------------------|------------------|------------------|--|
| Fund Name: | 2008 | | 2009 | | |
| | Approp. | Expended | Approp. | Expended | |
| General Fund | 213,857 | 213,857 | 265,050 | 265,050 | |
| State Special | | | | | |
| Federal Funds | | | | | |
| Total: | \$213,857 | \$213,857 | \$265,050 | \$265,050 | |

Legislative Goal(s):

Recruitment and Retention of Highly Qualified Staff: - MSDB will successfully recruit and fill all professional staff vacancies with applicants who meet the minimum qualifications of each position within 3 months of the vacancy announcement and will provide compensation, benefits, mentoring and professional growth opportunities sufficient to retain professional staff beyond 3 years of initial date of hire. MSDB will strive to maintain competitive salaries with the Great Falls Public Schools for professional and para-professional staff.

Legislative Performance Measures:

1. Number of qualified applicants based on job requirements advertised – quantitative
2. Number of applications received – quantitative
3. Number of vacancies.
4. Complete market salary survey comparing MSDB to the Great Falls Public Schools.

| 2009 Biennium Significant Milestones: | | Completion Dates | |
|---------------------------------------|--------------------------------|------------------|-----------|
| | | Target | Actual |
| 1 | Refer to attached spreadsheet. | | 6/30/2009 |
| 2 | Refer to attached spreadsheet. | | 6/30/2009 |
| 3 | Refer to attached spreadsheet. | | 6/30/2009 |
| 4 | Conduct Salary Survey | 6/30/2010 | 6/30/2010 |
| 5 | | | |
| 6 | | | |

Agency Performance Goals:

The school was able to fill two vacancies in the Outreach Program during school year 2008-2009. The vacancies were filled within three months with highly qualified staff. Additional salary funding supported by the governor and the 2007 legislature allowed the school to offer competitive salaries.

LFD Narrative:

LFD Assessment: Further report required

Data Relevance: Yes

Appropriation Status: Appropriation and expenditure information provided for both fiscal years

Comments/Issues: Due to decreased enrollment, the agency did not fill 2 teaching positions, one considered full time and one part time. Staffing information on retaining professional staff beyond years of initial hire have not been provided as the time period for measurement is in the 2011 biennium

Options: Change LFD assesement

- Request update on number of professional staff retained 3 years beyond initial hire and number of vacancies for the current school year
- Release from reporting

| Version | Date | Author |
|---------|-----------|-----------|
| | 9/23/2008 | Wilkinson |
| | | |
| | | |

| Change Description |
|---|
| Cut/pasted from Word document;added LFD narrative |
| |
| |