



2019-20 SAM Administrative Vacancy Report Recruitment and Retention

by Kirk Miller, SAM Executive Director

The following information was taken from administrative job announcements provided to SAM to post on the SAM website and from changes in SAM membership. This report displays information on superintendents and principals who have left a school district for reasons provided in this report. It encompasses impacting, relative information that results from the vacancy and gives a composite view of retention factors in school districts and recruitment by product of those vacant positions being filled.

Superintendent Vacancies

- 34 Superintendent Vacancies were filled for 2019-20. This is 16.50% (34/206) of Montana Superintendent positions.
- 47,192 (31.90%) of the 147,928 students enrolled statewide were affected by the Superintendent vacancies.

Superintendent Vacancy Information

Class Size Breakdown

District Classification	2019-20 Vacancies (n)	% of Districts w/in Classification	% of Superintendent Vacancies (n/34)	% of MT Superintendents (n/206)
AA (11)	4	(4/11) 36.36%	11.76%	1.94%
A (23)	1	(1/23) 4.35%	2.94%	0.49%
B (43)	7	(7/43) 16.28%	20.59%	3.40%
C (98)	17	(17/98) 17.35%	50.00%	8.25%
Independent Elementary (28)	5	(5/28) 17.86%	14.71%	2.43%
Other (3)	0	(0/3) 0.00%	0.00%	0.00%

Gender of Vacancy

Gender	2019-20 Vacancies (n)	% of Gender	% of Superintendent Vacancies (n/34)	% of MT Superintendents (n/206)
Female (46)	8	(8/46) 17.39%	23.53%	3.88%
Male (160)	26	(26/160) 16.25%	76.47%	12.62%

Position Vacancy is Moving to:

Position	2019-20 Vacancies (n)	% of Vacancies (n/34)	% of MT Superintendents (n/206)
Retired	12	35.29%	5.83%
Superintendent	10	29.41%	4.85%
Principal	4	11.76%	1.94%
Other	5	14.71%	2.43%
Unknown	2	5.88%	0.97%
Deceased	1	2.94%	0.49%

MASS Regions:

MASS Region	2019-20 Vacancies (n)	% of MASS Region	% of Superintendent Vacancies (n/34)	% of MT Superintendents (n/206)
4-Rivers (41)	8	(8/41) 19.51%	23.53%	3.88%
Central (14)	0	(0/0) 0.00%	0.00%	0.00%
Hi-Line (16)	2	(2/16) 12.50%	5.88%	0.97%
North Central (24)	4	(4/24) 16.67%	11.76%	1.94%
North East (25)	10	(10/25) 40.00%	29.41%	4.85%
North West (19)	0	(0/0) 0.00%	0.00%	0.00%
South Central (26)	3	(3/26) 11.54%	8.82%	1.46%
South East (15)	4	(4/15) 26.67%	11.76%	1.94%
Western (26)	3	(3/26) 11.54%	8.82%	1.46%

Superintendent Vacancy Fill Information

Gender of Vacancy Fill

Gender	2019-20 Vacancy Fill (n)	% of MT Superintendents (by gender)	% of Vacancies (n/34)	% of MT Superintendents (n/206)
Female (46)	12*	(12/46) 26.09%	35.29%	5.83%
Male (160)	22	(22/160) 13.75%	64.71%	10.68%

*Represents a gain of 4 leadership positions held by a female from 2018-19 to 2019-20.

Location of Vacancy Fill

	2019-20 Vacancy Fill (n)	% of Vacancies (n/34)
Filled by Montana Educator	28	82.35%
Filled by Out of State Educator	6	17.65%

Previous Position of Vacancy Fill:

Position	2019-20 Vacancy Fill (n)	% of Vacancies (n/34)
Superintendent	12	35.29%
Principal	10	29.41%
Teacher	5	14.71%
Retired Administrator	3	8.82%
Other	2	5.88%
Unknown	2	5.88%

SAM LPLP: 11 of the 34 (32.35%) superintendent vacancy fills joined SAM LPLP 2019-20.

Principal Vacancies

- 77 Principal Vacancies were filled for 2019-20. This is 15.16% (77/508) of Montana Principal positions.
- 66,397 (44.88%) of the 147,928 students enrolled statewide were affected by the Principal vacancies.

Principal Vacancy Information

Class Size Breakdown

District Classification	2019-20 Vacancies (n)	% of Districts w/in Classification	% of Vacancies (n/77)	% of MT Principals (n/508)
AA (173)	16	(16/173) 9.25%	20.78%	3.15%
A (111)	19	(19/111) 17.12%	24.68%	3.74%
B (107)	16	(16/107) 14.95%	20.78%	3.15%
C (62)	20	(20/62) 32.26%	25.97%	3.94%
Independent Elementary (55)	6	(6/55) 10.91%	7.79%	1.18%

Gender of Vacancy

Gender	2019-20 Vacancies (n)	% of Gender	% of Principal Vacancies (n/77)	% of MT Principals (n/508)
Female (216)	27	(27/216) 12.50%	35.06%	5.31%
Male (292)	39	(39/292) 13.36%	50.65%	7.68%
Unknown	9		11.69%	1.77%
NA	2		2.60%	0.39%

Position Vacancy is Moving to:

Position	2019-20 Vacancies (n)	% of Vacancies (n/77)	% of MT Principals (n/508)
Retired	19	24.68%	3.74%
Superintendent	7	9.09%	1.38%
Principal	18	23.38%	3.54%
Teacher	2	2.60%	0.39%
Other	5	6.49%	0.98%
NA	3	3.90%	0.59%
Unknown	23	29.87%	4.53%

MASS Regions:

MASS Region	2019-20 Vacancies (n)	% of MASS Region	% of Principal Vacancies (n/77)	% of MT Principals (n/508)
4-Rivers (107)	8	(8/107) 7.48%	10.39%	1.57%
Central (11)	0	(0/11) 0.00%	0.00%	0.00%
Hi-Line (24)	5	(5/24) 20.83%	6.49%	0.98%
North Central (66)	17	(17/66) 25.76%	22.08%	3.35%
North East (34)	13	(13/34) 38.24%	16.88%	2.56%

North West (79)	4	(4/79)	5.06%	5.19%	0.79%
South Central (90)	8	(8/90)	8.89%	10.39%	1.57%
South East (34)	6	(6/34)	17.65%	7.79%	1.18%
Western (63)	16	(16/63)	25.40%	20.78%	3.15%

Principal Vacancy Fill Information

Gender of Vacancy Fill

Gender	2019-20 Vacancy Fill (n)	% of Vacancies (n/77)	% of MT Principals (n/508)
Female	38	49.35%	7.48%
Male	37	48.05%	7.28%
Unknown	2	2.60%	0.39%

Location of Vacancy Fill

	2019-20 Vacancy Fill (n)	% of Vacancies (n/77)
Filled by Montana Educator	15	19.48%
Filled by Out of State Educator	47	61.04%
Unknown	15	19.48%

Previous Position of Vacancy Fill:

Position	2019-20 Vacancy Fill (n)	% of Vacancies (n/77)
Superintendent	4	5.19%
Principal	32	41.56%
Teacher	15	19.48%
Retired Administrator	1	1.30%
Other	10	12.99%
Unknown	15	19.48%

SAM LPLP: 15 of the 77 (19.48%) principal vacancy fills joined SAM LPLP 2019-20.

Follow the link to review the [2019-20 Superintendent/Principal Vacancy Fill Sheet](#). Note: Retirees are indicated in gray while the other various colors represent administrators who are known to have moved to a superintendent or principal vacancy in Montana.