



# What We Choose Today – Defines Tomorrow

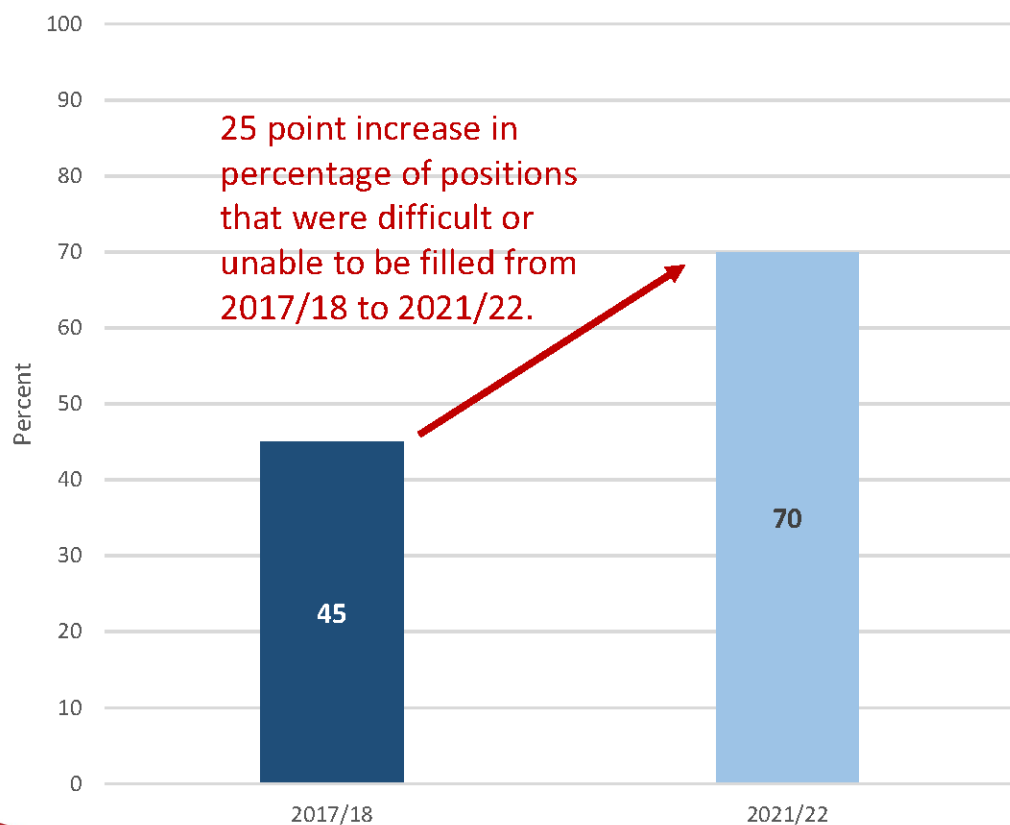
February 23, 2023  
Tribal Education Caucus  
Capitol Room 350  
4 PM

# The Why

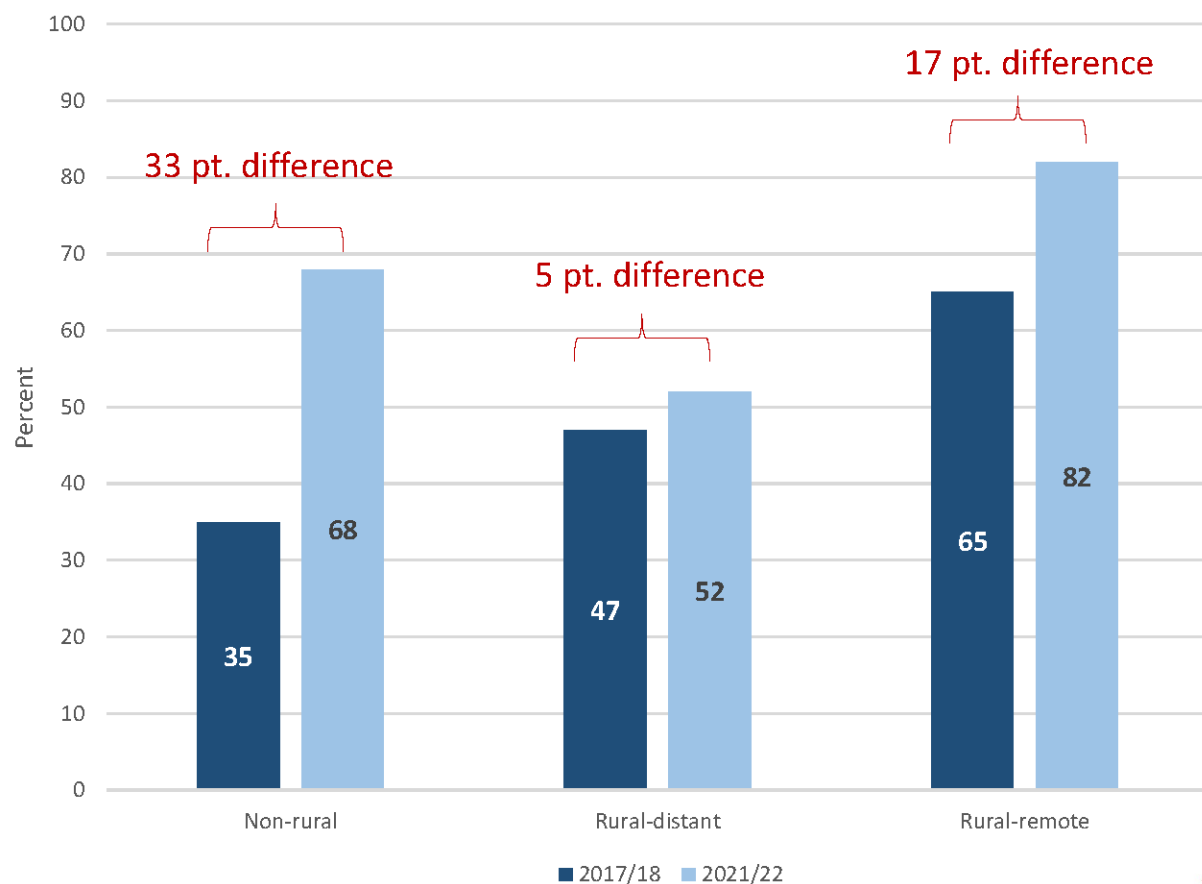
- Recruitment and Retention Challenges
- 50% of first initial licensed teacher years 1-3 are no longer in the state (2019 )
- Over 100 unfilled SPED positions across the state (2022-2023)
- Critical shortages appear in almost every teacher category
- Bus Driver Shortages abound
- Paraprofessional shortages
- Substitute teacher shortage
- And... leadership shortages are on the rise
- Declining Enrollment in students pursuing education degrees
- Montana graduates leaving the state to teach elsewhere
- Necessity to increase the effectiveness and confidence of first-year teachers
- Impact public perception on the value of teachers
- Lead the solution to an epidemic issue impacting every school district, in Montana

# Educator shortage in Montana

Percent positions difficult or unable to fill (All schools)



Percent positions difficult or unable to fill (by locale)



# Educator Workforce Redesign Think Tank Representation

Deans of Colleges of Education

Higher Education Faculty Involved with Teachers of Promise

Office of the Commissioner of Higher Education

Department of Labor and Industry - Strategic Director & Apprenticeship Director

School District Superintendents

School Principals

Teachers

Community Members

MTSBA

School Administrators of Montana

Montana Rural Education Association

The Board of Public Education

The Comprehensive Center -17

National Expert Consultants

Legislators

# The Montana Undergraduate Teacher Residency Demonstration Project –

## Year One: Focus on Rural and/or High Needs Districts

### 61% of the Residents are in Tribal Schools

District Placement for the 2022-23 School Year of 18 Residents

- Browning - 5 Residents
- Cayuse Prairie 1 Resident
- Frontier - 1 Resident
- Lodge Grass - 3 Residents
- Poplar - 1 Resident
- Pryor - 1 Resident
- Sunset - 1 Resident
- Townsend - 1 Resident
- Trout Creek - 1 Resident
- Victor - 2 Residents
- Woodman - 1 Resident



## 2022-2023 Montana Residency Districts

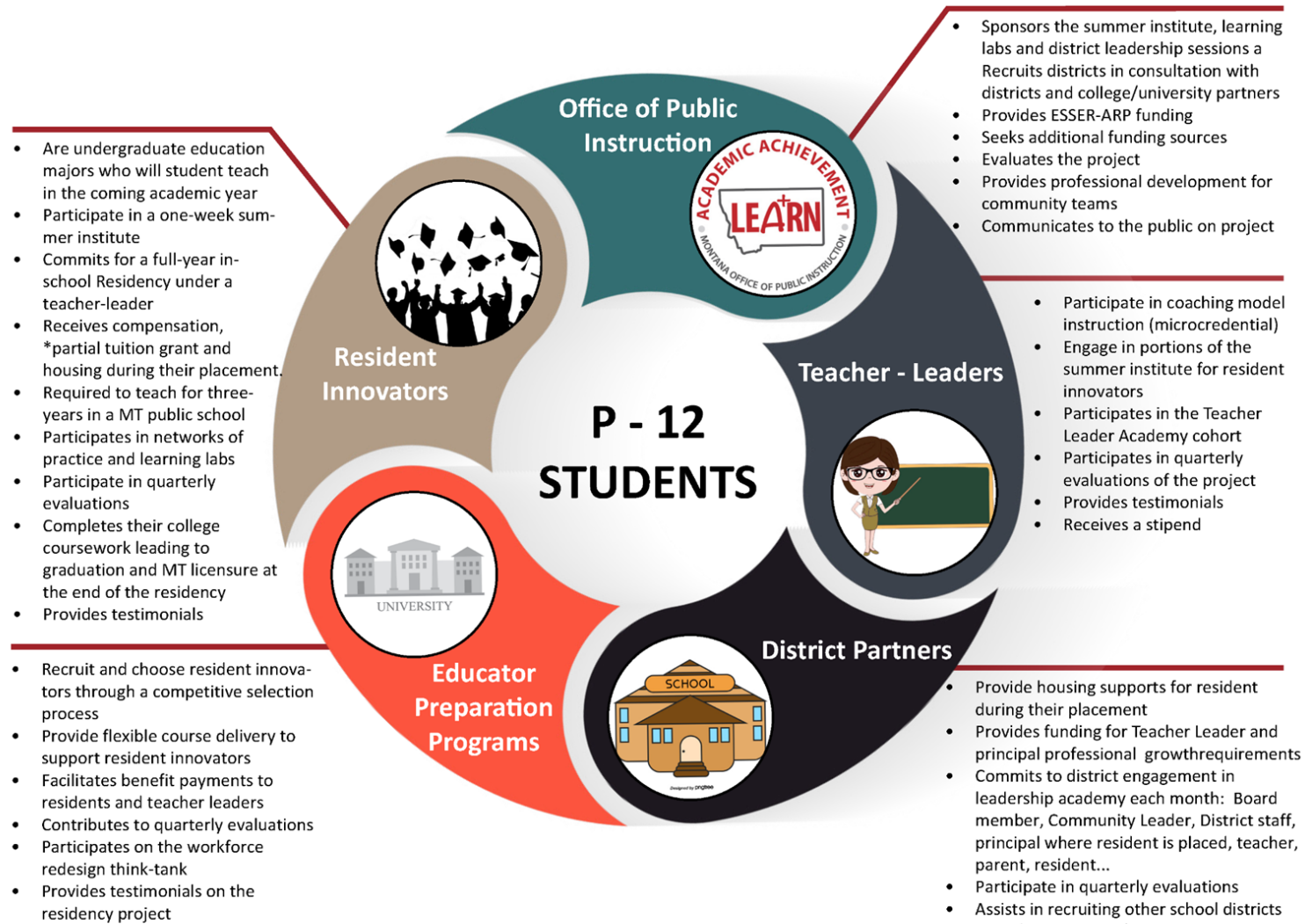


### Participating School Districts by County - 11

<b>Rural areas</b>  Broadwater County (1) Flathead County (1) Missoula County (2) Ravalli County (1)	Sanders County (1)	<b>Tribal areas</b>  Big Horn County (3) Glacier County (1) Roosevelt County (1)
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9/28/2022

# Partners



# 2023-24 Residency Demonstration

## Districts recruited districts - Tribal Impact

### Year 2 of the Demonstration Project

\*Box Elder  
Browning  
Frontier  
Hardin  
Hays-Lodge Pole  
Poplar

Follow-up:  
Arlee  
Lodge Grass  
St. Ignatius  
Wolf Point

\*Informal confirmation





# Expansion of Placements for 2023-24

Target:

60 Residents

Commitment:

3 years teaching in a MT Public School



# Other Initiatives Underway

## ➔ REGISTERED TEACHER APPRENTICESHIP

TEACHERS OF PROMISE (HIGH SCHOOL PATH)  
2+2 GROW YOUR OWN  
RESIDENCY

## ➔ SPECIAL EDUCATION TEACHER CERTIFICATE PATHWAY - RESEARCH

## ➔ SUBSTITUTE TEACHER PROFESSIONAL DEVELOPMENT AND STACKABLE CREDENTIAL

## ➔ ONGOING LEADERSHIP CAPACITY DEVELOPMENT

- Executive Leadership Academy
- Teacher Leader Academy

Expert Faculty

Integration of Indian Education For All

Networking across the state

Capstone Project that provide solutions to MT problems

# REQUESTS OF YOU

## **Encourage districts you represent to participate in workforce redesign opportunities**

- Consider Representative Barker's LC 2752 when it becomes a bill to support residencies with funding in the second year of the biennium
- Consider Representative Running Wolf's LC 4211 when it becomes bill for Grow Your Own Educators

## **Be a Champion of the Excellent Teachers and Leaders in your Communities**