

RISE4MT Update

January 9, 2019



Progress on Recruitment & Retention of Quality Educators for Montana

- [RISE4MT Introduction and Statement of Challenge](#)
- [RISE4MT Semi-Annual Report - May 2016](#)
- [RISE4MT Update - July 2017](#)
- [RISE4MT Information to the Education Interim Committee 1-22-18](#)
- [MUS Rural Recruitment & Retention Taskforce](#)
- Identifying and advertising Flexibility for Educator Licensure in Montana in [RISE4MT Update - July 2017](#)
- Coordinate communication of RISE4MT, MUS R&R TF, EdNW Comprehensive Center focusing on MT R&R, Mountain West State Executives R&R Dialogue
- MUS/MREA Educator Fellows program provides scholarships for student teachers in rural schools
- Administrative Rule Revisions supporting Recruitment and Retention of Quality Educators
 - [ARM 10.57.410\(4\)\(d\)](#) (Revised 1/1/17) and [ARM 10.57.413\(4\)](#) (Revised 1/1/17)– grants Class 1, 2 (teacher) or 3 (administrative) license for 5 years of successful experience in area of endorsement as documented by recommendation of out-of-state accredited P-12 school employer.
 - [ARM 10.57.421\(4\)\(e\)](#) (Revised 8/11/18) establishing Class 4 educator license endorsement for HS teacher to teach a course for HS CTE Credit and Dual Credit.
 - [ARM 10.55.701\(5\)\(b\)](#) (Revised 6/7/13) establishing mentoring and induction programs to assist licensed staff in meeting teaching standards as defined in ARM [10.55.701](#).
- Legislation Supporting Recruitment and Retention of Quality Educators
 - [HB 119](#) (2017 Legislative Session) – Loan repayment for educators serving in [Critical Quality Educator Shortage](#) Areas (redefined to include rurality and poverty (with attendance and graduation rate as the metric used). No appropriation for the bill in 2017.
 - [SB 115](#) (2017 Legislative Session) – Stipends for [National Board Certified](#) teachers targets larger incentive to teach in schools impacted by [Critical Quality Educator Shortage Report 2018-19](#).
- Long Range Changes
 - Established [K-12 Education Career Pathway](#)
 - Development of [Educators Rising](#).
 - Induction and Mentorship Programs to support teachers/administrators - [SAM LPLP](#) New Leaders Collegial Learning Network, OPI, MUS -- MSU, UM
 - Developing ‘Grow Your Own’ Strategies. Example is the [MCASE Montana Schools Recruitment Project](#) for special educators
 - Montana 2018 Recruitment and Retention Survey Results, a cooperative effort of RISE4MT, the MUS RR Task Force and REL NW, was administered in the Spring of 2018 and provides insight into next steps for RISE4MT and the MUS RR Task Force. Review [MT 2018 Recruitment Retention Survey Results](#) or [MT 2018 Recruitment Retention Survey Results Summary](#).

On the Horizon for Recruitment & Retention of Quality Educators for Montana

1. Develop prioritized advocacy positions for Recruitment and Retention of Quality Educators for Montana
 - Restore funding for [HB 119](#) (2017 Legislative Session) – Loan repayment for educators serving in [Critical Quality Educator Shortage](#) Areas (redefined to include rurality and poverty).
 - Enhance [SB 115](#) (2017 Legislative Session) – Stipends for [National Board Certified](#) teachers targets larger incentive to teach in schools impacted by [Critical Quality Educator Shortage](#).
 - Legislative considerations for 2019 Session
 - [LC0341](#) Quality Educator Payment providing targeted funding in Critical Shortage Areas (MT-PEC)
 - [LC1143](#) Incentives for improved efficiency for school district Health Insurance (MT-PEC)
 - [LC1265](#) Resources for 2 year campuses and 4 year campuses to support Critical Shortage Areas (MUS RR TF)
 - Seek additional legislation resulting from analysis of findings of the Montana Recruitment and Retention Survey.
2. Use findings of the Montana Recruitment and Retention Survey Results to develop strategies for meeting Montana's Recruitment and Retention needs.
3. Continue development of [K-12 Education Career Pathway](#)
 - Teacher Education dual credit high school course offering to earn CTE credit at the high school and university credit at all units of the Montana University system where the student may choose to go.
 - Continue development of [Educators Rising](#). Educators Rising CTSO organization development to recognize those entering the profession with micro credentialing.
 - Examine Previous Learning Experience concepts to see and how it may be used in educator prep programs to attract people to complete their education degree and teach in Montana.
4. Develop marketing strategies to promote Montana education and applicants for jobs in Montana public schools
 - Continue support of applicants -- teachers/administrators - Induction and Mentorship Programs - RISE4MT, OPI, [SAM LPLP](#), MUS -- MSU, UM
5. Recruitment strategies
 - Prepare an Issue Spotlight from RISE4MT
 - Develop a brochure for marketing Montana education