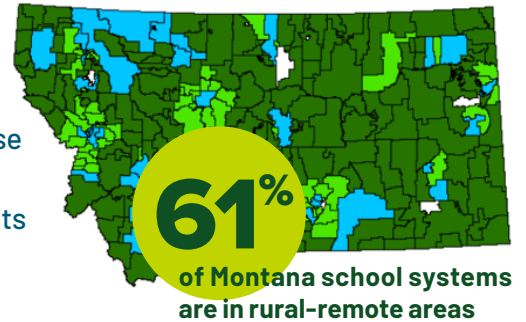


Educator mobility and shortages in Montana

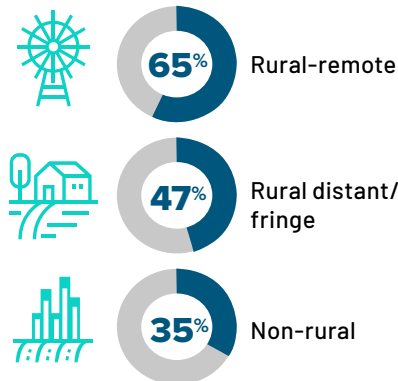
Montana policymakers are concerned about educator shortages in the state and requested a study to examine the issue. Based on an analysis of their state administrative data, we confirmed that Montana is experiencing educator shortages. However, unlike other states, these shortages are not primarily due to educators leaving their positions. Instead, districts cannot find a sufficient number of qualified applicants for open positions, especially in rural areas.



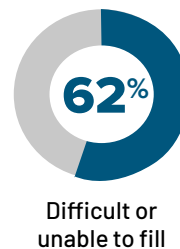
EDUCATOR SHORTAGES

Montana schools reported that 45 percent of all vacancies were difficult to fill or unable to be filled in 2017/18.

The more rural the schools, the more they had difficulty filling vacancies



Regardless of locale, vacancies in shortage subject areas were more difficult to fill

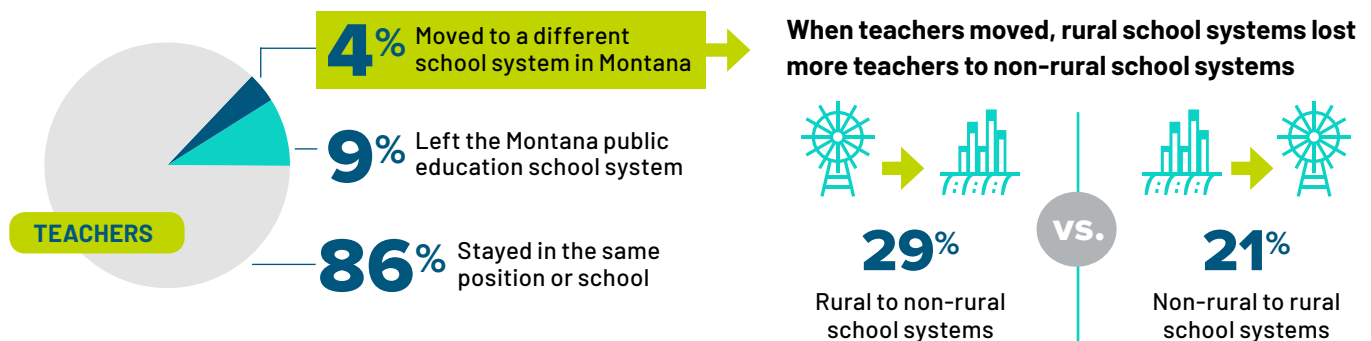


Shortage subject areas in Montana (2017/18)

- Art
- Career and technical education
- English
- Math
- Music
- School counselor
- School librarian
- School psychologist
- Science
- Social studies
- Special education
- World languages

MOBILITY AND RETENTION

Overall, 86 percent of teachers and 87 percent of principals stayed in the same school system and position from 2016/17 to 2017/18. However, rural school systems lost teachers to non-rural school systems over the same period.



Teacher movement from non-rural to non-rural school systems: 17%; from rural to rural school systems: 33%

