



**Improve teacher preparation and reduce costs to enter the profession**

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| 1. Provide service scholarships and loan forgiveness programs.<br><b>Restore funding for HB119, Rep. Berglee, 2017 Regular Session</b> | <b>GOVERNOR, LEGISLATURE</b> |
| 2. Informational sessions re: teaching in Rural Montana  | <b>UM</b>                    |
| 3. Rural Practicum, Rural Colloquium, MA in Teaching, and promote EDU101   | <b>MSU</b>                   |
| 4. Create local pipelines into the profession, such as high school career pathways and “Grow Your Own” models. - Educator Rising       | <b>OCHE</b>                  |

**Strengthen hiring practices and personnel management**

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| 1. <u>Encourage pre-service teachers to student teach in rural schools.</u>  | <b>MREA</b>        |
| 2. Refine recruitment practices.   | <b>MREA/MSU</b>    |
| 3. Continue to encourage state legislature to pass budgets early in the session.   | <b>MREA/MT-PEC</b> |
| 4. Get teachers to declare their intent to resign or retire earlier in the school year.  | <b>LOCAL</b>       |
| 5. Continue to encourage OPI monitor teacher supply, demand, and turnover so that incentives can be put in place to recruit and prepare teachers for the fields and locations where needed, and so that high attrition rates can be examined and addressed.  | <b>MREA/OPI</b>    |
| 6. Monitor licensure rules changes made to reduce unnecessary barriers to entry for veteran teachers moving from other states; explore the development of reciprocity agreements with other states to attract mobile out-of-state teachers; and explore investing in the design and implementation of online hiring platforms where teachers can easily identify the steps necessary to be hired in the state. | <b>MREA/OPI</b>    |

**Provide quality mentoring and induction for beginning teachers**

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| 1. Invest in high-quality induction and mentoring programs that reduce beginning teacher attrition and increase their competence and effectiveness, leveraging ESSA Title II dollars. | <b>MREA/MT-PEC/OPI</b> |
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**Improve teachers’ working conditions**

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| 1. Invest in the development of high-quality principals who learn to create productive, collaborative work settings important to retaining teachers by establishing strong preparation standards and investing in principal preparation programs that meet these high standards. Resources could include ESSA’s School Leader Recruitment and Support Program. | <b>MREA/OPI/SAM</b> |
| 2. Incentivize professional development strategies and the redesign of schools to foster greater collaboration.  | <b>LOCAL</b>        |

**Increase teacher compensation**

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| 1. Increase teacher salaries by creating state funded salary incentives for accomplishments such as National Board Certification. – <b>DONE SB115 – MREA/MEA</b> | <b>LEGISLATURE</b> |
| 2. Locally increase teachers’ overall compensation by offering housing incentives such as subsidized teacher housing.  | <b>LOCAL</b>       |
| 3. Work with MSU to conduct research on how these types of creative compensation structures impact teacher recruitment and retention.                            | <b>MSU/NWREL</b>   |

Based on recommendations of Learning Policy Institute, Solving the Teacher Shortage, 2016