

**Help
us!**

RISE4 MONTANA

recruiting incredible school educators



“It is the goal of the people to establish a system of education which will develop the full educational potential of each person”

Article X, Section 1, Montana Constitution, 1972

A Statement of the Challenge:

Over the last several decades, Montana has maintained an esteemed place among the states of our Nation in producing enviable levels of student achievement. Our educators have been nothing short of the key to this success. Through educator preparation programs and licensure standards devoted to ensuring high quality, our state has enjoyed a strong supply of present and future leaders capable of sustaining this impressive track record of success.

But today, we are facing a growing challenge in the recruitment and retention of highly qualified educators that is national in scope, driven by improvements in the economy that are pulling educators away from a profession that has experienced a significant drop in respect and resulting satisfaction. A recent headline in the New York Times says it all: *“Teacher Shortages Spur a Nationwide Hiring Scramble (Credentials Optional)”*. This recent increased difficulty in recruiting and retaining quality educators threatens the continued success of our public schools if not remedied.

Our Solution:

We are committed to tackling this issue head on to help ensure a bright future for Montana’s Public School children. The **objective** of our plan is simple: “To increase the number of available educators interested in working in Montana’s Public Schools while preserving our current standards of quality.” Ensuring universal student access to highly qualified educators in Montana’s Public Schools is the most important thing we can do to help students succeed. Without such access, the future success of our state is in doubt.

Our Core Values:

- We are committed to developing the full educational potential of each student in our public schools and we recognize and respect the role of highly qualified educators in achieving this important outcome.
- We respect and support the Accreditation Standards adopted by the Montana Board of Public Education.
- We empower students in each community of the state by ensuring successful recruitment and retention of highly qualified educators by all of Montana’s Public Schools.
- We are committed to continued success of Montana’s Public Schools.
- We do not compromise when it comes to quality for kids.

Our Envisioned Future, 2020:

Montana's Public Schools are a national magnet for the recruitment and retention of quality educators.

If we are to overcome this challenge and reach our envisioned future by 2020, it will require that we all (state policymakers, local educators, public education advocacy groups) work collaboratively and craft innovative solutions to address this barrier to student success.

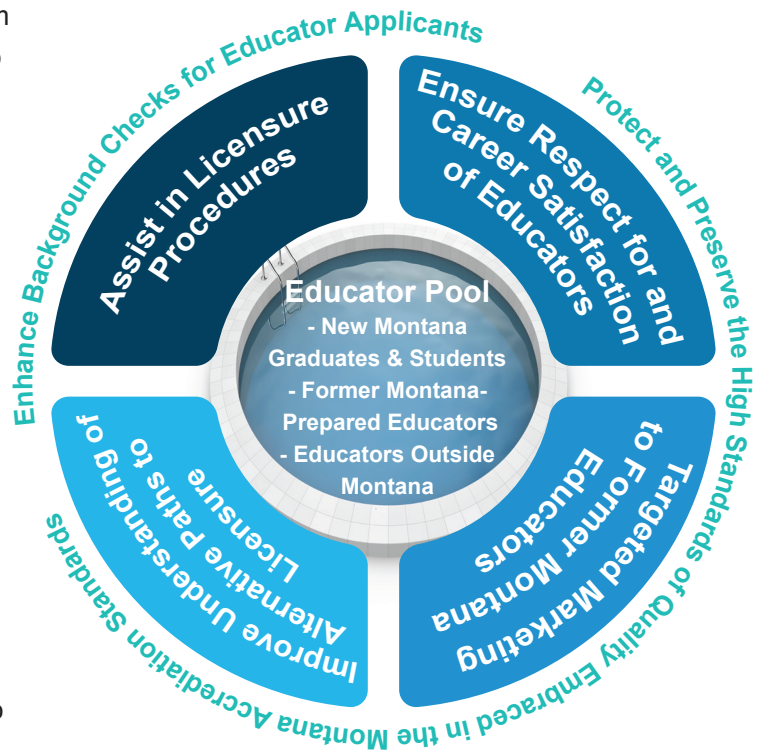
We have to find a way to flip the current headline: ***"Montana Educators Wanted: Passion a Must, Perseverance Required, Pay Negligible"***

Into something inspiring and new: ***"Montana Educators Valued: Inspiration, Respect and Satisfaction Guaranteed, Pay Respectable"***

Key Elements of our Plan: Increase Quantity While Preserving Quality

Increase the Quantity of Available Educators:

- Increase the percentage of new graduates from Montana's educator preparation programs who remain to teach and lead in Montana's Public Schools.
- Increase the number of students who seek a career in Montana's Public Schools.
- Effectively market what Montana Communities and Montana's Public Schools have to offer to highly qualified educators from outside Montana.
- Assist out-of-state applicants for licensure and/or employment in successfully managing licensure procedures.
- Ensure respect for and career satisfaction of the existing educators doing great work in Montana's Public Schools today.
- Call our educators home through targeted marketing to Montana-prepared educators who have left the state, to convince them to come back to Montana's Public Schools.
- Improve understanding of available alternative paths to licensure, including emergency authorization, provisional certificates and internships.



Preserve the Quality of Available Educators:

- Protect and preserve the high standards of quality embraced in the Montana Accreditation Standards and in educator preparation programs.
- Help Montana's Public Schools enhance background checks of applicants for educator openings.

RISE 4 Montana is a joint initiative of the Montana Association of School Business Officials, MEA-MFT, Montana Quality Education Coalition, Montana Rural Education Association, Montana School Boards Association, School Administrators of Montana, the Phyllis J. Washington College of Education and Human Sciences and Montana State University's Department of Education.