

# Preparing Montana's Teachers

Leadership MSU

Presentation for Education Interim Committee,  
January 22, 2018

# What is the Enrollment in Montana's Teacher Education Programs?



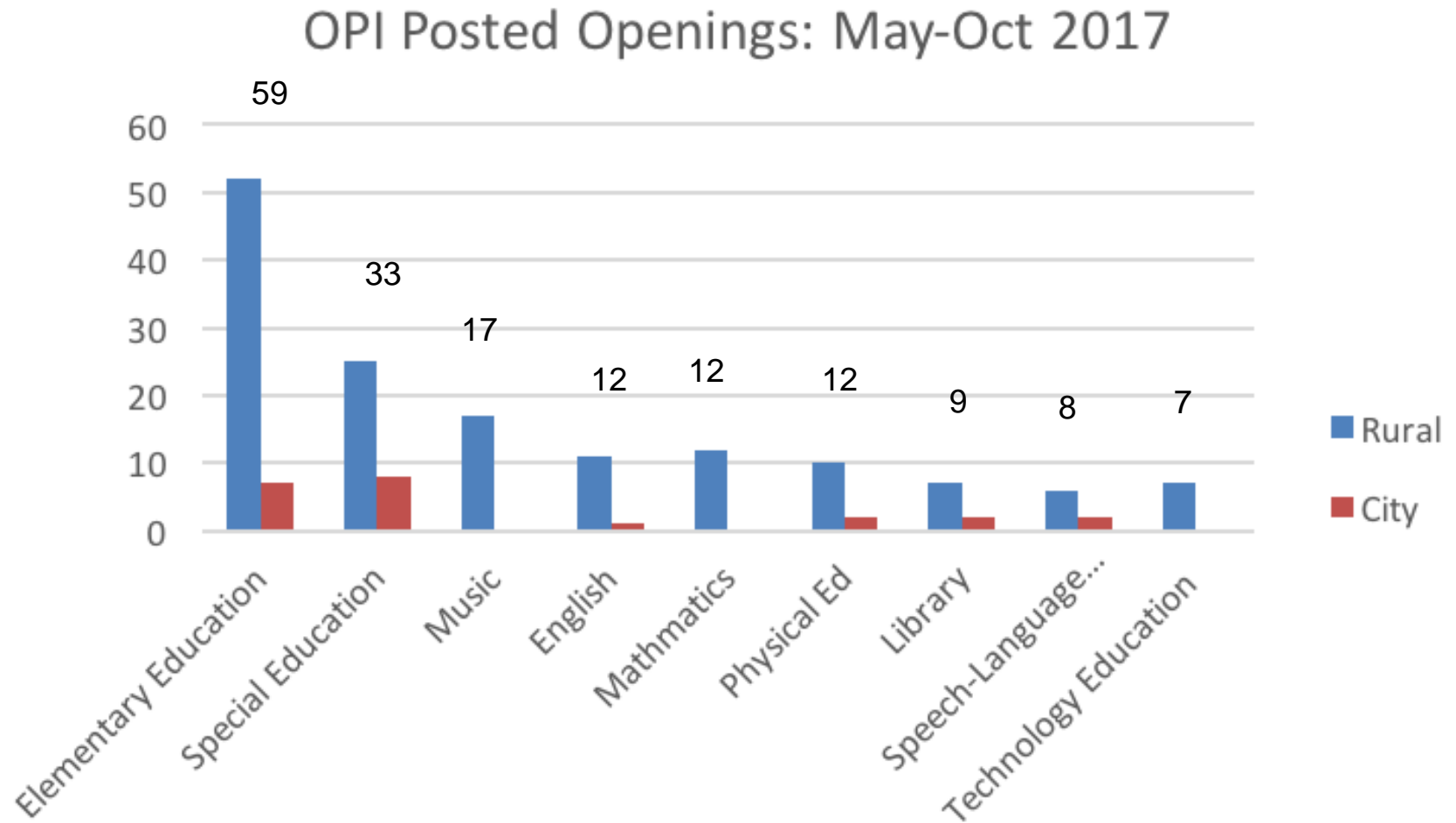
Fall 2017: Unduplicated Headcount = 2,163  
Reports from:

- Carroll College
- MSU-Billings
- MSU-Bozeman
- MSU-Northern
- Unidentified small college
- University of Montana
- University of Montana Western

\*Only broadfield and most common secondary licensure areas are included in table. Detailed numbers for secondary students at UM are unavailable.

Licensure Area*	# Enrolled
Early Childhood Education (p-3)	181
Elementary Education	1421
Agriculture Education	41
Art	69
English	159
Family Consumer Science	18
General Science Broadfield	64
Health Enhancement	162
Math	101
Modern Languages	45
Music	73
Reading	76
Social Studies Broadfield	100
Special Education	163
Technology Education	15

# In which licensure areas were there openings?



Total postings during this period = 203

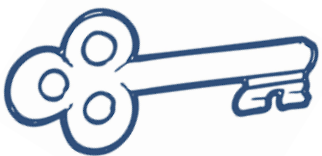
# How does the supply of graduates meet Montana's demand?

Licensure Area*	# Enrolled	Projected # Graduating Annually (4-yr grad rate)	Projected # Graduating Annually (6-yr grad rate)	OPI Posting May-Oct 2017
Elementary Education	1421	355	237	59
Special Education*	163	41	27	33
Music*	73	18	12	17
English*	159	40	26	12
Math*	101	25	17	12
Health Enhancement*	162	41	27	12

\*Enrollment numbers are an under-estimation as they include only students in 6 of 10 TEP programs and do not include a detailed breakdown of students seeking 5-12 and K-12 licensure recommendation at UM.

## Key Message:

Montana EPPs are graduating teacher candidates to meet the state's demand.



# How do Montana teacher salaries compare?

	State	Avg. Starting Salary
1	<b>Montana</b>	<b>\$27,274</b>
2	South Dakota	\$29,851
3	Idaho	\$31,159
4	North Dakota	\$32,019
5	Colorado	\$32,126
6	Utah	\$33,081
7	Oregon	\$33,549
8	Washington	\$36,335
9	Wyoming	\$43,269
10	Alaska	\$44,166
	<b>US Average</b>	<b>\$36,141</b>

2012-13 Average Starting Teacher Salaries in Mountain West states

<http://www.nea.org/home/2012-2013-average-starting-teacher-salary.html>

Learning Policy Institute (2017). *Montana: Understanding Teacher Shortages*. Retrieved

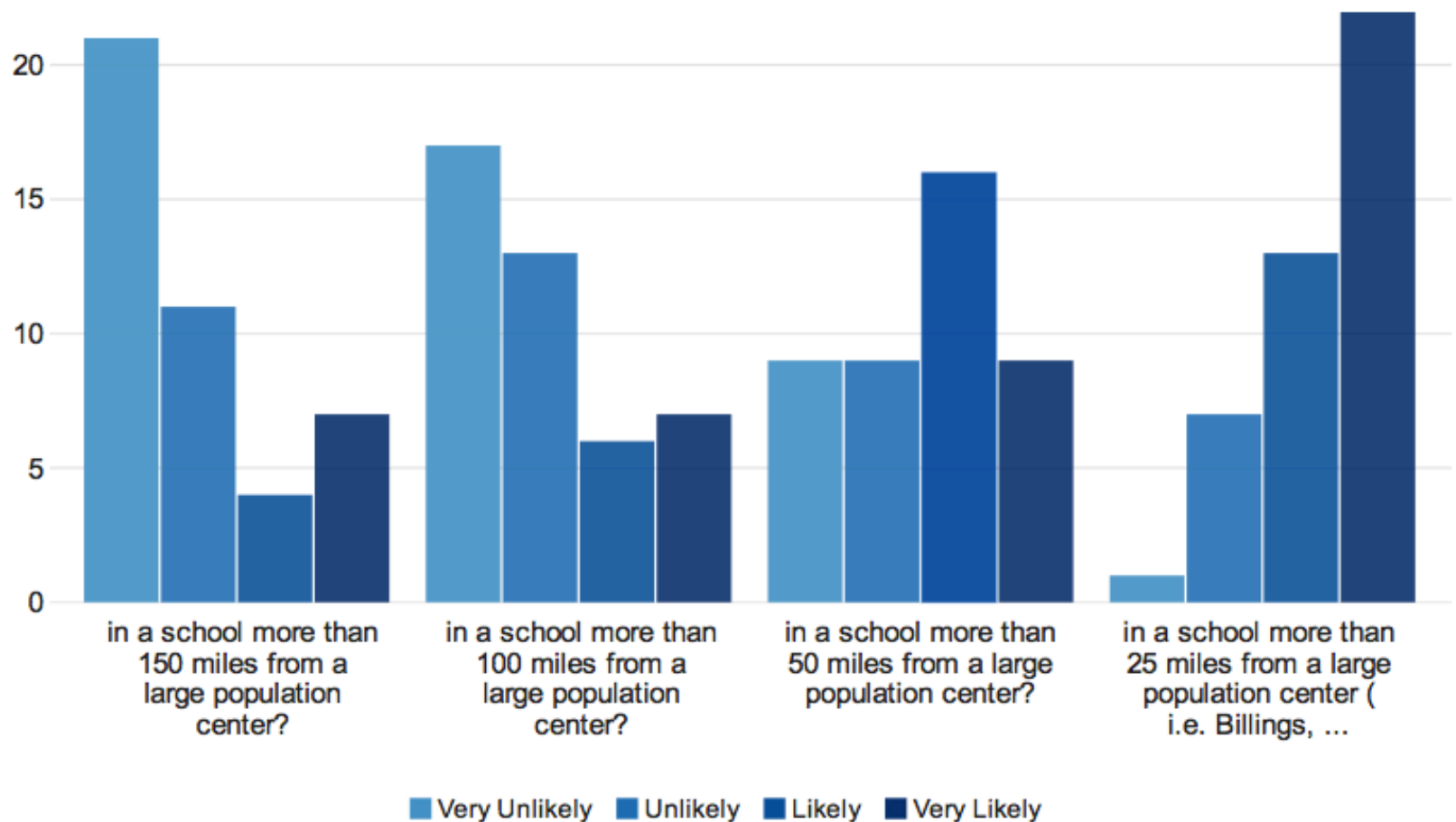
[https://learningpolicyinstitute.org/sites/all/modules/custom/lpi\\_map\\_national\\_teachers/map/pdfs/output/mt.pdf](https://learningpolicyinstitute.org/sites/all/modules/custom/lpi_map_national_teachers/map/pdfs/output/mt.pdf)

Montana Salary from OPI May-Oct 2017 postings  
\$34,713 = Avg. min city salary  
\$30,902 = Avg. min rural salary

# Living on \$31,000: Perspective of New Teacher in Rural MT

<b>\$31,000</b>	<b>Starting Salary</b>
28,207	<u>Less State taxes</u>
26,285	Less Social Security tax (6.2%)
26,240	Less Medicare tax (1.45%)
<b>\$26,240</b>	<b>Federal taxable income</b>
- 2,958	Less Federal tax (up to \$9,525 at 10%; marginal at 12%) = 2,958
<b>\$23,282</b>	<b>After tax income</b>
20,954	Less retirement savings (10% of net income)
15,554	Less monthly <u>used car payment</u> (\$350), insurance (\$57), gas (\$43)
7,754	Less lodging ( <u>\$650/mo.</u> includes rent, electric, heat, water, sewer, trash)
4,154	Less loan repayment (\$300 monthly; <u>avg loan debt for MUS undergrads = \$28,000; assumes 5% interest for Perkins loan &amp; 10 yr repayment term</u> )
2,354	Less food (\$150/mo.)
1,154	Less communication: monthly internet (\$40) & phone (\$60)
<b>What's left?</b> <b>\$1,154</b>	Yet to pay with < \$100/mo: health premium & co-pays, rental insurance, any repair/emergency, clothing, entertainment

# Where will our graduates/new teachers go to teach?

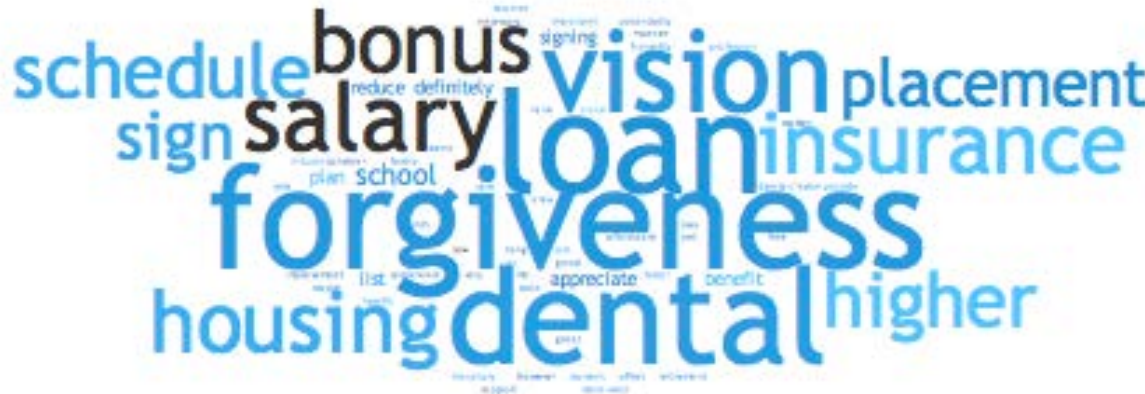


Data on this slide and the next are from MSU-Bozeman graduates.

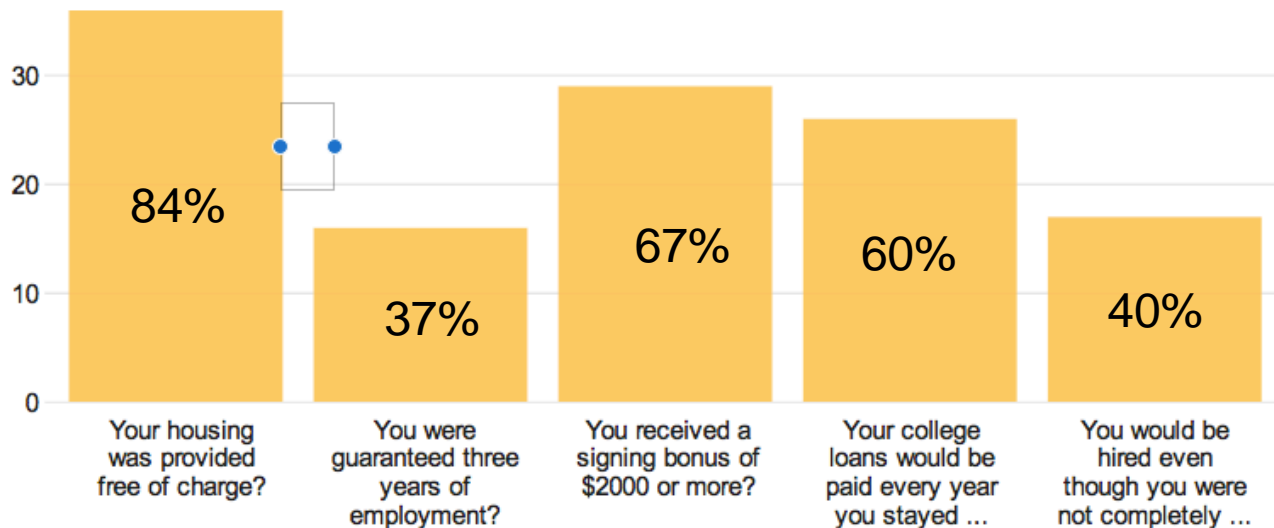


# What matters to our graduates?

Assuming health & sick leave are standard, the visual displays graduates' responses to other valuable benefits. (Size of font indicates mention frequency.)



What would make you more likely to apply for and accept a teaching position in an underserved school/community?





Each EPP responds to the needs of rural Montana.

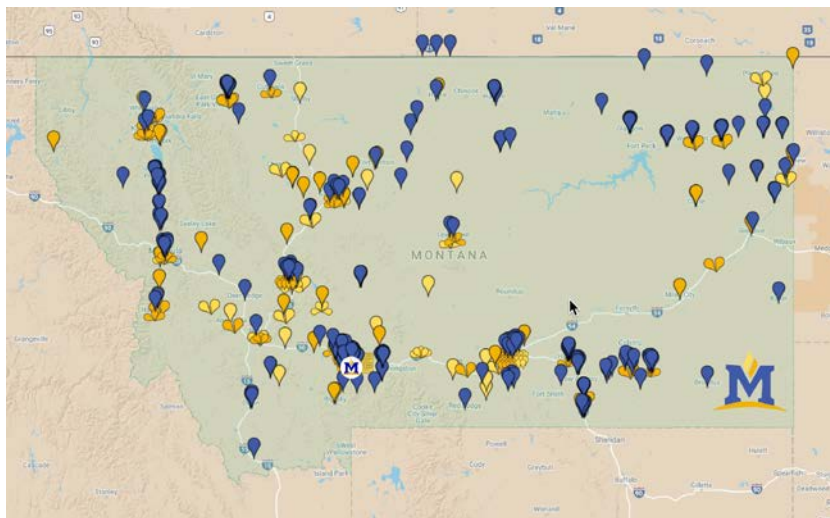


Case Study of MSU-Bozeman

# MSU-Bozeman addresses the teacher workforce challenge in rural Montana

- + Rural Colloquium
- + Teach MT Career Fair
- + Rural Teaching Practicum
- + Rural Student Teaching Fellows (MREA and MSUAF scholarship funds)
- + Expanding EDU 101 dual enrollment
- + Proposing Master's of Arts in Teaching (anticipated launch Summer 2019)

# Bringing Montana to Bozeman



MSU-Bozeman's outreach: student teachers and research & service sites

ALLEN YARNELL CENTER FOR STUDENT SUCCESS  
Career, Internship & Student Employment Services  
Teach Montana Educator's Fair

## December Teach Montana '17

*there's no place like it*

**Educator's Fair**  
**Thursday, December 14, 2017**  
**9:30 - 11:30 a.m.**  
**SUB Ballroom B**

**Rural Colloquium & Reception**  
**Wednesday, December 13, 2017**  
**4:00 - 6:00 p.m.**  
**SUB Ballroom C**

View attending employers online  
at [www.HireABobcat.com](http://www.HireABobcat.com)

## MSU Department of Education launches pilot program to help students see value of rural schools

<http://www.montana.edu/news/17039/msu-department-of-education-launches-pilot-program-to-help-students-see-value-of-rural-schools>

Eliese Besemer, MSU News Service JULY 31, 2017



**Bringing  
TEP Bobcats  
to Rural  
Montana:  
Practicum Field  
Experience in  
Sidney & Havre –  
Spring 2018**



## MSU releases television commercial about rural education

<http://www.montana.edu/news/17294/msu-releases-television-commercial-about-rural-education>

From MSU News Service NOVEMBER 20, 2017





# EDU 101 Teaching & Learning is a discussion-centered course designed to:

1. Develop our critical understandings of public education and the role of classroom teachers in today's public schools.
2. Discuss what it means to know, to learn, and to teach.
3. Examine how public schools developed and changed over the last 100+ years and how the teachers' roles have evolved accordingly.
4. Look at challenges facing teachers today and society's expectations of teachers and public schools through short and longer texts of theory, practice, and teacher narrative.

# EDU 101 Dual Enrollment: A Grow Your Own Strategy

- + Since Fall 2012, 120 students have completed EDU 101 DE
- + Of the 48 EDU 101 DE students who enrolled in MSU after high school, 50% are TEP majors
- + Of the 4 EDU 101DE who have graduated from MSU, 1 was a TEP major



## **Key Message:**

"Grow Your Own" may be a useful tactic within a multi-pronged approach to address the teacher workforce demand.



# Questions or Comments?

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