

# MUS Rural Educator Recruitment/Retention Taskforce

March 31, 2017

## Conference Call, 10:00-11:00am

Main Topic: State of Educator Recruitment and Retention on Your Campus

Report to May Board of Regents Meeting

Report to Board of Regents on Activities of the Task Force

Each report must include:

- Specific practices implemented at your campus to address the issue
- Campus and system data that supports such practices
- Needs of OCHE/BoR/Stakeholders (OPI, SAM, MREA, MEA-MFT) to continue to develop and deliver these practices that meet the needs of Montana rural schools
- 1 page, 12 point Times New Roman Font

Reports due to OCHE by April 18

Notes on the call:

- Introduction by Angela McLean
  - Rural education is important to the legislature
  - Lawmakers have an understanding of its importance
  - Our focus for this meeting is presenting a system document to the BOR noting the progress of the task force
- M. Fishbaugh: living wages are a barrier to teacher recruitment, so that needs to be a part of the conversation as well.
- K. Miller: Legislators are hearing from constituents, grassroots, committee meetings, etc.
  - It might not be more effective to be too blunt about that at first.
- **Add the salary issue to future Task Force agendas**
- Jayne Downey:
  - Address recruitment and retention under the same heading
  - **Address recruitment and retention separately in the template**
- **Consider possibility of data sub-committee**
- Reports should include bullets for data that highlight results for recruitment and retention
- Getting feedback from candidates, HS teachers and admins, and districts - actual practitioners
- Keep the BOR informed of legislative action
- P. Donovan: Districts that have mentorship programs for teachers can share
- J. Downey: Show the national context via articles, reports, etc. on rural teacher recruitment

- Practices that complement what the MUS is doing
- How can the other entities complement the practices of the task force members?