



# Montana

## Office of Public Instruction

### Education Interim Committee July 14, 2021

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# Recruitment and Retention

Question:

*How has teacher recruitment and retention been affected by the pandemic?*

Four Key Data Points Before and After COVID.

1. Emergency Authorization Data
2. Accreditation Deviation Trends
3. Trends in number of new licenses in critical shortage areas
4. ESSER State Plan Critical Shortage Report

# Emergency Authorization

## 1. Emergency Authorization Data

2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
30	20	4	7	8	0	0	No data	1	2	14	18	23	43	94	84	120

### Key Takeaway-

There is a significant increase in the past three years which includes the one school year that COVID impacted. The highest subject area for was Elem Ed (K-8)=46 (40%). 22% of the Emergency Authorizations were in Comprehensive Schools, which make up 5% of total schools.



# Accreditation Deviation Trends

## 2. 5 Year Accreditation Deviation Trends taken from TEAMS

Deviations	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
<b>Teacher Licensure and Assignment</b>					
Nonlicensed Teacher - Schools	53	71	61	69	136
Nonlicensed Teacher - Teachers	67	88	71	103	184
Misassigned Teacher - Schools	63	60	54	62	76
Misassigned Teacher -Teachers	81	66	58	68	87

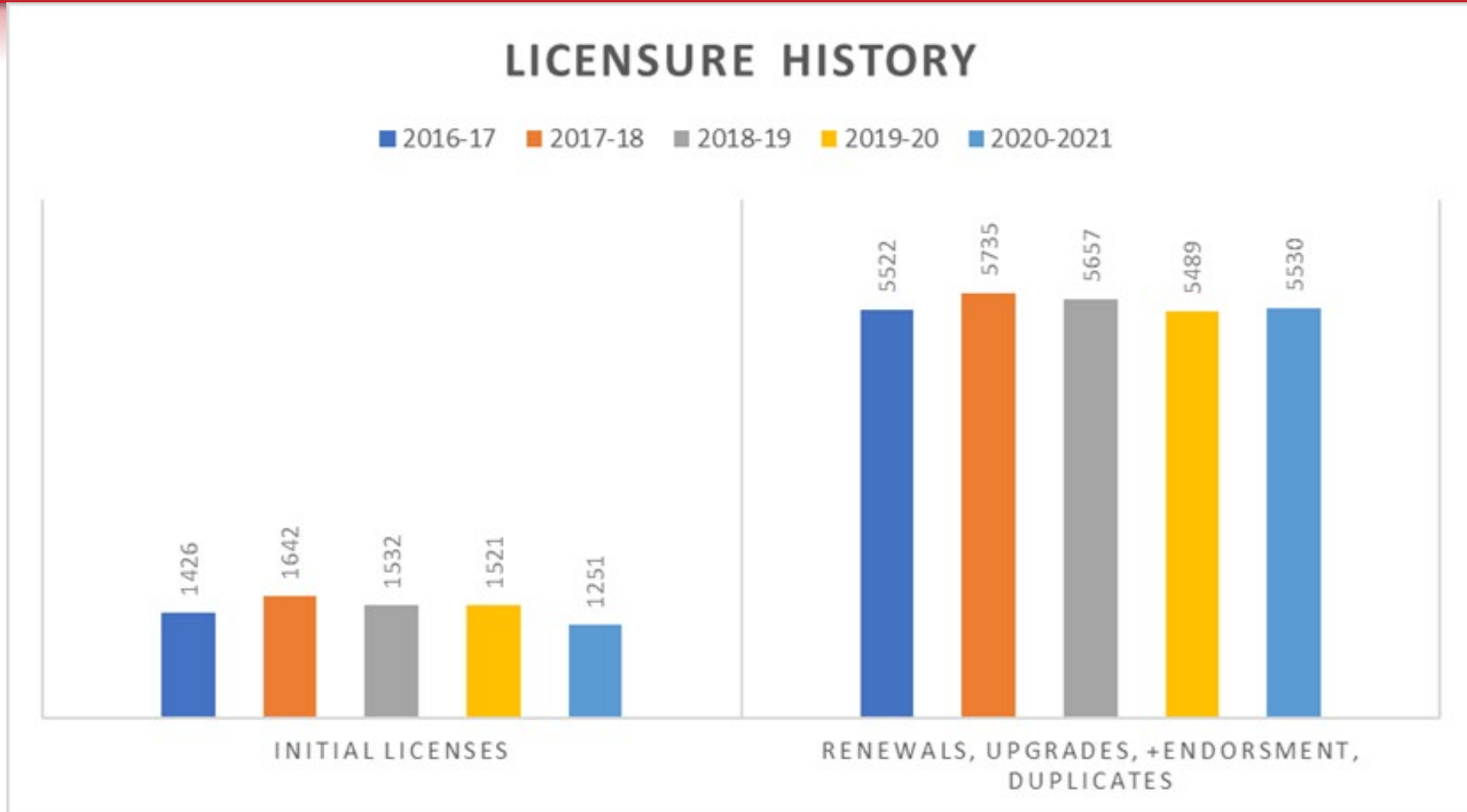


# Critical Shortage Areas for Initial Licenses

## 3. New Licenses in Fields of Critical Endorsement Shortages

License Year	2016	2017	2018	2019	2020
Art	35	48	34	37	28
Career & Technical Education	35	33	22	31	26
Elementary	496	619	568	600	470
English	100	99	124	84	73
Health	63	61	66	63	60
Library	12	16	4	9	3
Mathematics	46	68	59	67	54
Music	48	46	45	35	37
Principal	10	21	17	17	16
Science (Broadfield)	36	48	49	38	35
School Counselor	48	35	39	40	31
School Psychologist	13	18	7	23	21
Social Studies	58	68	63	62	61
Special Education	93	103	111	119	93
Superintendent	3	9	6	4	1
Supervisor	0	0	0	0	1
World Languages	23	36	21	22	29
<b>Total</b>	<b>1119</b>	<b>1328</b>	<b>1235</b>	<b>1251</b>	<b>1039</b>

# Trend Data





# Critical Shortage Report 2021

## 4. ESSER State Plan Critical Shortage Report

Key Takeaways-

<p>Educators (as a whole)</p>	<p><u>Critical Shortage Report 2021</u>            Total FTE to Hire* - 1513.45            Possible to Hire - 502.14 (33%)            Difficult / Not Filled - 1011.31 (67%)            Filled with Emergency Auth or Provisional License - 826 (55%)</p> <p><u>TEAMS Deviation Data 2021:</u>            Nonlicensed Teachers - 184            Misassigned Teachers - 87</p>
<p>School Systems with Reservation Schools, All Educators</p>	<p><u>Critical Shortage Report 2021</u>            Total FTE to Hire* - 175.73            Possible to Hire - 19 (11%)            Difficult / Not Filled - 156.73 (89%)            Filled with Emergency Auth or Provisional License - 146 (83%)</p>



# Critical Shortage Report 2021

	Provisional License - 146 (85%)
Not Large or Urban Districts	<u>Critical Shortage Report 2021</u> Total FTE to Hire* - 807.4 Possible to Hire - 143.23 (18%)
	Difficult / Not Filled - 664.17 (82%) Filled with Emergency Auth or Provisional License - 649 (80%)

	PROVISIONAL LICENSE - 177 (25.7%)
Special educators and related service Personnel and paraprofessionals	<u>Critical Shortage Report 2021</u> Total FTE to Hire* - 191.51 Possible to Hire - 22.6 (12%) Difficult / Not Filled - 168.91 (88%) Filled with Emergency Auth or Provisional License - 75 (39%)