

EDUCATOR PREPARATION PROGRAMS IN MONTANA

EDUCATION INTERIM COMMITTEE
PAD MCCracken - NOV 2023

Educator Preparation Programs (EPPs) in Montana are accredited by the Board of Public Education under the Board's Professional Educator Preparation Program Standards (PEPPS) which are located in [Chapter 58 of Title 10 of the Administrative Rules of Montana](#). A separate chapter, Chapter 57, governs teacher licensure. Both chapters were recently revised.

Each EPP prepares students for licensure in specific endorsement areas, like elementary education or secondary math education or K-12 music education or special education. Not every EPP offers a program preparing students for every endorsement area.

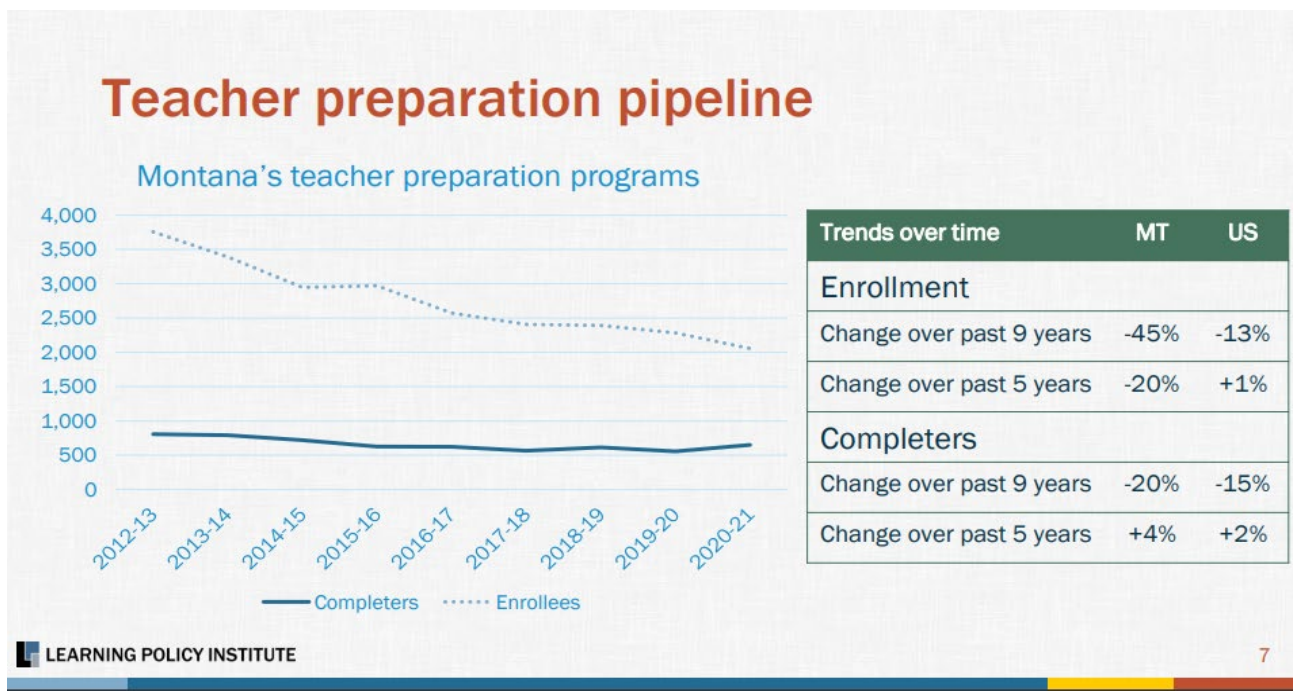
The Montana Council of Deans of Education (MCDE) is comprised of the leaders or designated representatives of each of the 10 EPPs. The Council aims to strengthen educator preparation across the state through collaboration among the EPPs.

There are 10 EPPs currently accredited in Montana located at:

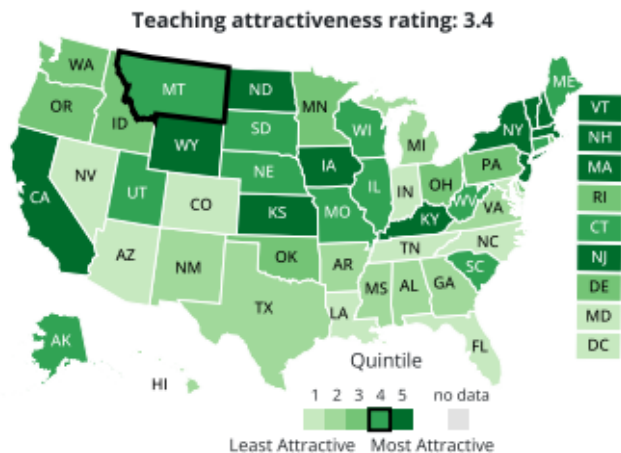
- Carroll College
- Montana State University
- Montana State University Billings
- Montana State University Northern
- Rocky Mountain College
- Salish Kootenai College
- Stone Child College
- University of Montana
- University of Montana Western
- University of Providence

RECENT EPP ENROLLMENT AND COMPLETION DATA

At your September 2023 meeting the Learning Policy Institute [presented information](#) on EPP enrollment and completion data for recent years, including the slide below.



TEACHER ATTRACTIVENESS



Indicator	Quintile	MT	US
Compensation			
Starting salary		\$36,480	\$42,850
Wage competitiveness		83%	76.5%
Working Conditions			
Leadership support		47.9%	51.5%
Collegiality		33.2%	39.1%
Classroom autonomy		57.5%	46.4%
Exclusion from school policymaking*		26.7%	28.1%
Mentoring for early-career teachers		60.9%	81.4%
Time for professional development		66.3%	65%
Perceptions of evaluation		68.1%	50%
Dissatisfaction*		7.9%†	10.9%
Test-related job insecurity*		3.9%†	7%
School Resources			
Expenditures per pupil		\$12,930	\$13,510
Pupil-to-teacher ratio*		13.6 : 1	—
Schools meeting the recommended pupil-to-counselor ratio		44%	19.9%
Teacher Turnover and Hiring			
Left profession*		—	—
Left school or profession*		—	—
Plan to leave teaching*		6.9%	8.6%
School vacancies unfilled or hard to fill*		59.2%	46.9%
Qualifications			
Uncertified teachers*		0.8%†	3.1%

Also included in Learning Policy Institute's presentation were some excerpts from the Institute's recent publication "[The State of the Teacher Workforce](#)" which compiles data from a variety of sources and offers state-to-state and state-to-nation comparisons.

Some of the data is already well-known, like being at or near the bottom in terms of starting teacher salary, but other findings may be less widely known. For instance, Montana teachers feel better than most teachers in the country in terms of evaluation fairness and job insecurity related to testing. While reporting a great deal of control of their own classrooms ("Classroom Autonomy") Montana teachers are less likely to feel a strong cooperative effort among staff at their schools ("Collegiality"). Mentorship may see a boost with recent changes to induction requirements through the School Accreditation Standards in Chapter 55.

The committee has a unique opportunity to visit with several leaders of educator prep programs and with in-service teacher candidates at its meeting in Missoula this month. Perhaps some of the information in this short brief will provide fodder for that discussion.