

**Greatest success story:**

**Implementation of new curriculum—Journeys, Essential Math; Pearson Integrated math, very challenging; New bus barn; Passing of a bond; Implementation of Samsung 1:1 technology; Strategic planning with the Board**

**Greatest challenges:**

**Teacher licensure is too cumbersome and difficult through OPI and the Universities evaluating the transcripts. We are keeping Montana too isolated and requirements are antiquated to make certification possible for candidates. Universities want money so require applicants to take unnecessary course work to become certified. Superintendents would like to meet with OPI and the Board of Regents. We are at a crisis point. (Note: In speaking with Dennis Parman he suggested addressing the council of deans. He will request to be on their agenda. Superintendents would like to be invited and present.)**

**Background checks take too long: in the summer can be six weeks. Too long when we have to fill positions.**

**Successes/Challenges with MCCS:**

**Most districts are spending PIR days on Common Core professional development, some administrators trade days in the summer for MEA. Administrators utilize a monthly newsletter to keep parents aware of what Common Core is about—we are increasing the standards. OPI has provided resources, but we lack resources and information for the preparation of parents and communities understanding the results, and the likelihood that scores may drop.**

**How are you meeting the changes to Accreditation Standards for implementing evaluation systems:**

Several are using EPAS; Sat with union representatives and worked through an acceptable tool; Dan Martin has an evaluation tool.

**Are we ready to administer the SBAC this spring, what challenges exist:**

We believe there will be lower test scores—this creates issues for schools with parents and community members questioning the drop in scores; We need resources in which refer them to; It is important that we use multiple measures to assess students—not just one.

**Share successful practices and challenges in negotiations:**

Negotiate in the fall; It took ½ hour to get a two year contract; We have started adding wages off of the matrix; Put some on the base and some off the matrix and settled on a three year contract

**Any input on key legislative issues:**

NO more projects or paperwork; Take a teacher, trustee, bus driver to the legislative session; Important to have the discussion about Tax Credits, Llew Jones is trying to create dialogue.

**Any other items to share:**

Early Edge—15 said they do not have the facilities and there will be issues with staffing and accreditation; we need to utilize and work with the local/private preschools and not create an uproar in the communities by presenting new certification requirements; the Universities see \$\$\$ . Fifteen schools are currently offering some type of preschool. Are we requiring too much of kids at this age??

We need to be able to rehire retired teachers. Get rid of the two months off requirement and make sure it does not sunset in 2015!

**Many districts in the east have had to hire at the 11<sup>th</sup> hour—this is difficult! Housing has enabled them to get teachers.**

**Science degree in biology for example—why must a teacher get another degree just to teach science rather than just take the additional classes to meet a broadfield degree? IF an out of state applicant wants to teach science, for example and needs a broadfield, it would be best for them to NOT get a degree, take the extra classes to meet the broadfield then get a certificate. Once they've got a certificate, they have to get another degree to get the broadfield.**

**Universities need to coach/advise students to get a broadfield science degree**

**Dual credit is great, but they are not universal and some universities will not accept them. This needs to change—once again, universities are trying to get more money. Requirements for teaching dual credits are difficult—in most cases it doesn't pay for a teacher to go back and get their master's degree.**

**Universities are evaluating the transcripts—this is like the fox guarding the hen house. MSU Bozeman and MSU Billings may not even accept the others credits—this is wrong. Dual credit needs to work for all colleges. MDTA dual credits should transfer to all colleges in Montana.**

**Many of these issues are driving good teachers out of the education programs.**

**We need to attend Board of Regents meetings as a group for advocacy—send representation.**

**We must address underlying issues of why students at the university level are not entering the teaching profession; there is a shortage in the applicant pool; low pay; cost of college in comparison to starting wage.**

**Increased requirements for bus drivers—background checks is a waste of our money; DOJ should do this when they certify them as bus drivers; cooks just want to cook, but are required to be technologically savvy and meet the federal regulations. We are requiring over training and way too much of our community members to be qualified for these positions. People do not want to jump through these hoops.**

**Discussion about bus size and usage of vans, four-wheel drives for transportation of students.**

**Statewide Base teacher salary—something similar to what Washington has in place.**

**Where is the state gambling tax going? The original intent was for education. This could help districts meet a base statewide salary.**