



Superintendent's Update

Submitted by: Rebecca Rappold

July 8, 2025

Items of Information:

- Declined 25-26 Professional-Technical Contract-Heidi Crawford, IT Technician
- Transfers-
 - Yvonne DeRoche-Napi Custodian to BHS Custodian (employee request)
 - Kortni Guardipee-Bullshoe BNAS Grade 1 Teacher to BMS 6th Grade Science Teacher (employee request)
 - Brian Harrell-BHS HPE Teacher to Bullshoe Elementary Grade 1 HPE (employee request)
 - Katherine Skunkcap-BHS Special Education Teacher to Bullshoe Elementary Grade 1 Special Education Teacher (superintendent transfer)
 - Linda Trombley-BHS Special Education Teacher's Assistant to Bullshoe Elementary Grade K Special Education Teacher's Assistant (superintendent transfer)
 - Genevieve Goudy-transfer from BHS SPED TA to BHS Assistant Secretary after interview process and recommendation for hire on 6/9/25

July Highlights Completed:

- Completion of DRAFT FY22 Audit Report
- Business Office FY 25 Close-out Completed on June 30
- Summer School & BAWAP Completed (June 9-26)
- Submitted Carl Perkins Grant Application (FY26-\$68,158)

Key Focuses/Priorities for Upcoming Month(s):

- EeKahKiMaht (June 9-July 24)
- Special Education ESY (July 7-24)
- Develop Implementation Plan for District 5 Year Strategic Planning 2025-2030
- Attend 4-H Fair, Indian Days, and Community Events (July 8-13)
- FY 26 Budget Planning & Adoption Prior to August 15th
- FY 23 & 24 Audit (pending auditor)

Upcoming Superintendent/District Events:

- NAID Events & Activities (July 10-13)
- 4-H Fair (July 9)

July 2025 Teacher Shortage Statistics

Approximate 25-26 SY Educator Numbers:

Worldwide:	**69,000,000 positions needed	33% Shortfall Anticipated for 25-26 SY
United States:	**3,240,000 positions needed	9% Shortfall Anticipated for 25-26 SY
Montana:	**11,000 positions needed	9% Shortfall Anticipated for 25-26 SY
Browning Public Schools:	180 positions needed	11% Shortfall Anticipated for 25-26 SY

***BPS has 17-General Education positions (K-12) for 25-26 SY (7 positions are open 9-12)

***BPS has 7 SPED Teacher positions (K-12) for 25-26 SY

**2-instructional coaching position (BMS) shortages for 25-26 SY (only fill if other positions are filled)

Options for Reducing the BPS Shortage:

1. Prioritize filling General Education & SPED Teaching positions 1st
2. Only fill Instructional Coach's positions, if other positions are filled
3. Fill Special Education positions with iTutor Teachers, if needed
4. Hire fully licensed educators (first and foremost)
 - A. Licensed applicants (monitoring applications daily)
 - B. Instructional Coaches moved into classrooms (9-instructional coaches districtwide-not licensed for special education, 8-Instructional Coaches are Elementary Endorsed and 1-is HS Endorsed)
5. Hiring teacher interns (in last year of teacher prep program-completing a 1-year internship in a public school)-Emergency Licensed Educators
6. Hiring teacher prep program candidates (in years 1-4 of their prep program, priority given to candidates in years 3 & 4)

BPS Teacher Mentoring & Coaching Support for ALL NEW Teachers (licensed & emergency licensed):

1. BPS Mentoring Program (building-level, department-level, and community mentorship provided)
2. BPS Instructional Coaching Program

STAFF SUPPORT

<u>Building Mentors</u>	<u>Building Instructional Coaches</u>	<u>Community Mentors</u>
Share knowledge, skills, experience and information <ul style="list-style-type: none"> • Day-to-Day management of responsibilities • Building procedures-classroom, printing, Frontline, schedules, duties • Grade-level expectations-planning, pacing, materials, Family nights, field trips • Pacing, lesson planning • Infinite Campus-timeliness, grading • Charlotte Danielson • Emergency procedures • Universal expectations 	Provide guidance toward supporting student academic goals and promote self-directed learning <ul style="list-style-type: none"> • All academics • All curricula & instructional materials • Student goal-setting • Instructional decision-making and goal clarification • Coaching cycles, whole group, small group, and one-on-one • Instructional rounds • Lesson modeling • Testing schedules • Universal expectations 	Retired educators knowledge and skills to support staff inside and outside the classroom <ul style="list-style-type: none"> • Collaborate with coaches, mentors, and principals • Provide community awareness/resources-churches, doctors, child care, car care, celebrations/events • Support classroom environment-organization, management, appearance • Universal expectations