



Gallatin County CUSD 7

The Challenge

Gallatin County CUSD 7 is a rural school district that has experienced a significant decline in the number of teaching applicants. Young people are not entering the profession. Currently, we have seven teaching positions available, and we have not received any certified applicants to fill these roles. The open positions are high school science, high school physical education, middle school math, two elementary special education positions, and elementary pre-K and kindergarten. Six teachers have left for higher salaries in larger districts within the last three years.

Strategy 1: Recruitment – Long-Term “All In” Teacher Pipeline

The Long-Term “gALLatIN” Teacher Pipeline program funded by the TVG provides tuition reimbursement to employees who agree to a four-year retention commitment with the district. This program enables them to take the required courses to earn their teaching license while continuing their employment with the district. Tuition reimbursement is available for veteran teachers seeking a teaching endorsement in hard-to-fill content areas.

Outcomes

- Ten district employees are enrolled in coursework through the tuition reimbursement program.
- Two of the 10 employees are student teaching and will obtain teaching certifications this year. One teacher is enrolled for a hard-to-fill content area in high school science.
- Hiring practices focus on interest in teaching, active learner, team player, professional character.

Strategy 2: Retention -- Equitable Incentives

The TVG funding provided retention and will provide longevity incentives, encouraging all teachers to commit to employment for the next school year while also rewarding their years of loyalty to Gallatin CUSD 7.

Outcome

- Fifty-nine employees accepted retention commitment. Only one teacher resigned.
- Longevity incentives will be rewarded to 60 employees this year, improving staff morale.

Strategy 3: School Climate -- Multi-Year Formal Teacher Mentoring Program

Outcomes

- Provide one-on-one support and accountability for 13 mentors and 15 mentees.
- Plan-collaborate during weekly working lunch (free salad bar).
- Veteran mentor teachers in leadership roles receive additional pay from TVG funding. Mentees with less than three years of classroom experience receive coaching and feedback, while the mentor leader supervises all teams, procedures, and program successes.



"Being able to pursue my dream of becoming a teacher has been a blessing beyond measure, a gift that fills my heart with gratitude and purpose."

-- Charity Goebel



"The thought of waking up every day and being able to shape our future and to make a difference in young people's lives made me pick teaching. Education is so big to my family values; the school staff is my family, and I am so blessed to be a part of such a great family."

-- Bryce Brazier