



YOUR FLEXIBLE PATH TO LEADERSHIP:

***Advance as a Teacher
On Your Terms***



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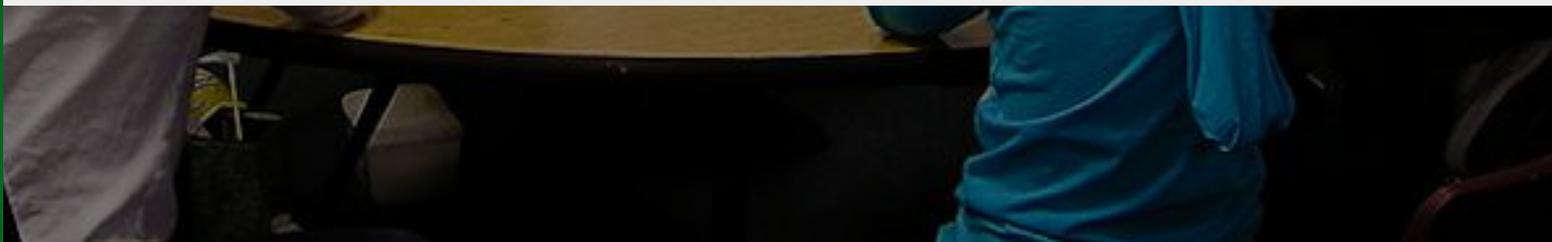


Introduction: Empowering Your Next Step

Every day, Montana's schools need passionate, committed teachers, like you, who step up to make a difference in students' lives. But right now, our state also faces a growing call for educators willing to lead: to shape the future of their schools, support colleagues, and create lasting change in their communities.



In today's educational landscape, it's the standard for those who want to grow, advance, and have a broader impact, whether that means leading in your classroom, becoming a principal, or supporting district-wide innovation. And as veteran leaders prepare for retirement, there's never been a more urgent need for talented new voices to step forward.

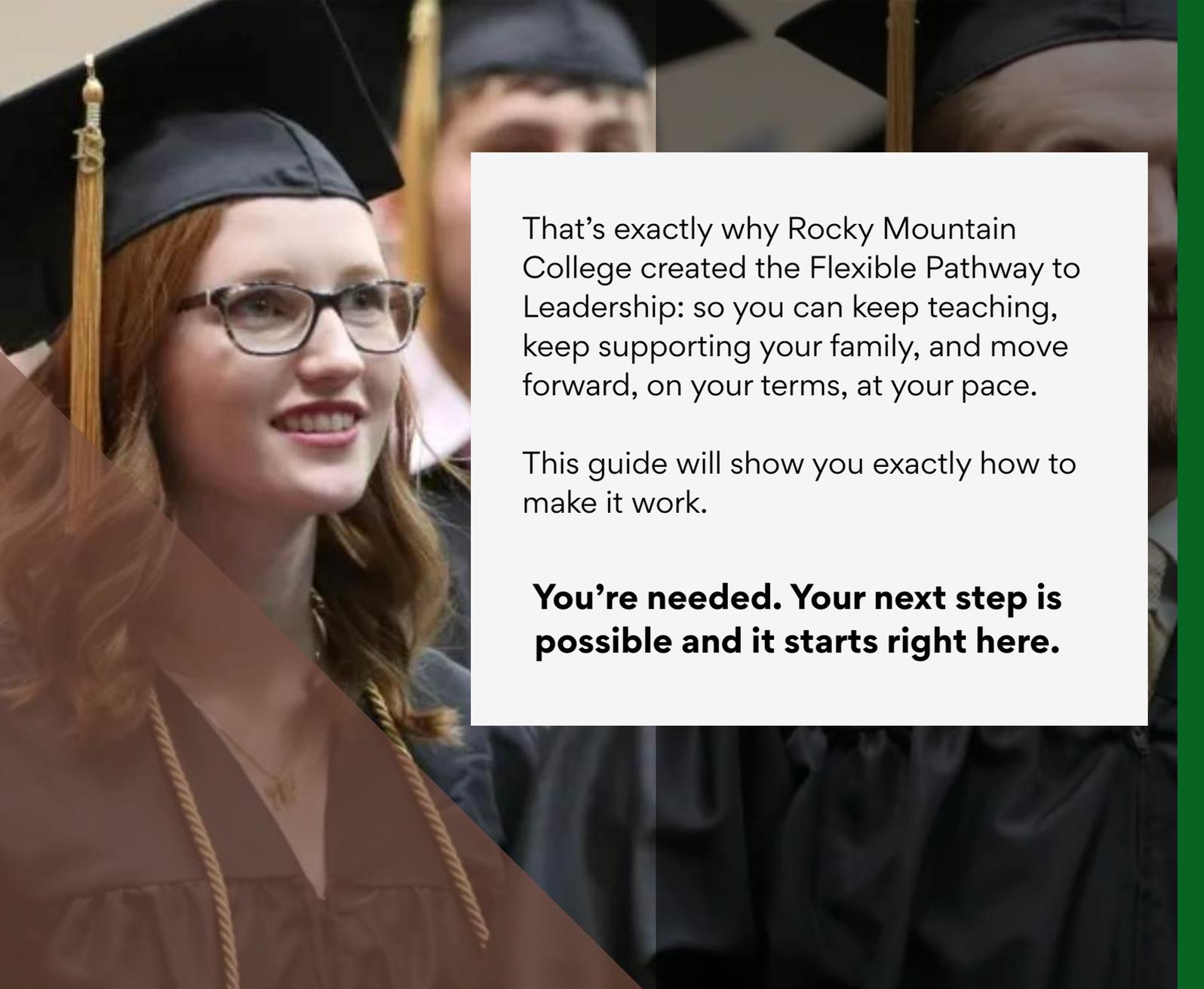




Introduction: Empowering Your Next Step

But maybe you're wondering:

Can I really do this? How could I possibly balance my current teaching load, family, and all of life's demands with a master's program?

A collage of graduates in black caps and gowns. The background is a mix of close-up and medium shots of students. A prominent image on the left shows a young woman with red hair and glasses, smiling. The overall tone is celebratory and professional.

That's exactly why Rocky Mountain College created the Flexible Pathway to Leadership: so you can keep teaching, keep supporting your family, and move forward, on your terms, at your pace.

This guide will show you exactly how to make it work.

You're needed. Your next step is possible and it starts right here.



Can You Really Balance Grad School, Career, and Family? (Spoiler: Yes, You Can!)

If you're like most educators, your days start early and end late. Maybe you're balancing lesson prep, grading, after-school events, or tucking in your own children, sometimes while wondering, "When would I ever have time for grad school?"



You're not alone and you're not just imagining it. Recent research shows that about 26% of teachers work a second job outside the classroom, simply to make ends meet. For many, the idea of adding even more to their plates can feel overwhelming.

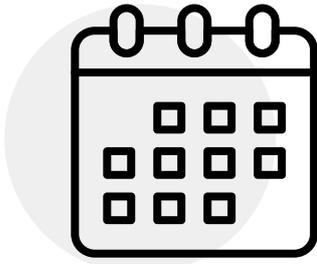
That's why the RMC Master of Educational Leadership program exists to meet real teachers where they are. This isn't a rigid, "one-size-fits-all" degree: it's built around busy lives.

Want to keep teaching full-time? You can. Need to organize study around family dinner, soccer practice, or a second job? Absolutely.



Can You Really Balance Grad School, Career, and Family? (Spoiler: Yes, You Can!)

With RMC's flex path, you can:



Start classes when it fits you best, not just in the fall, but almost any month.

Choose your pace: full-time for a fast finish, or part-time for balance.



Pick online or in-person. Your path, your way.

Hundreds of teachers who are parents, coaches, caregivers, have already proven it's possible. They've advanced their careers and raised families.

It's not about doing "more." It's about a program that adapts to your life and supports you every step of the way.



The Flex Path Difference: Education Built for Real Teachers

Imagine a master's program that works for you, not the other way around. That's the core of the RMC Flex Path, our new approach designed to meet the realities of working educators and busy families.

What makes the Flex Path different?

Start when you're ready:

- No need to wait for a traditional fall start date. With multiple entry points throughout the year, you can begin as soon as next month, or whenever your life allows. Missed one window? Another opens soon.

Part time or full speed:

- Whether you want to complete your degree in as little as 11 months, or prefer a more gradual pace, the Flex Path adapts. Take as few as 6 credits a semester (and still qualify for aid), or more if you're eager to earn your degree faster.

Pick online or in-person:

- Choose the format that supports your learning style and your schedule. You can take courses from home or join an in-person cohort, switching between the two if life changes.

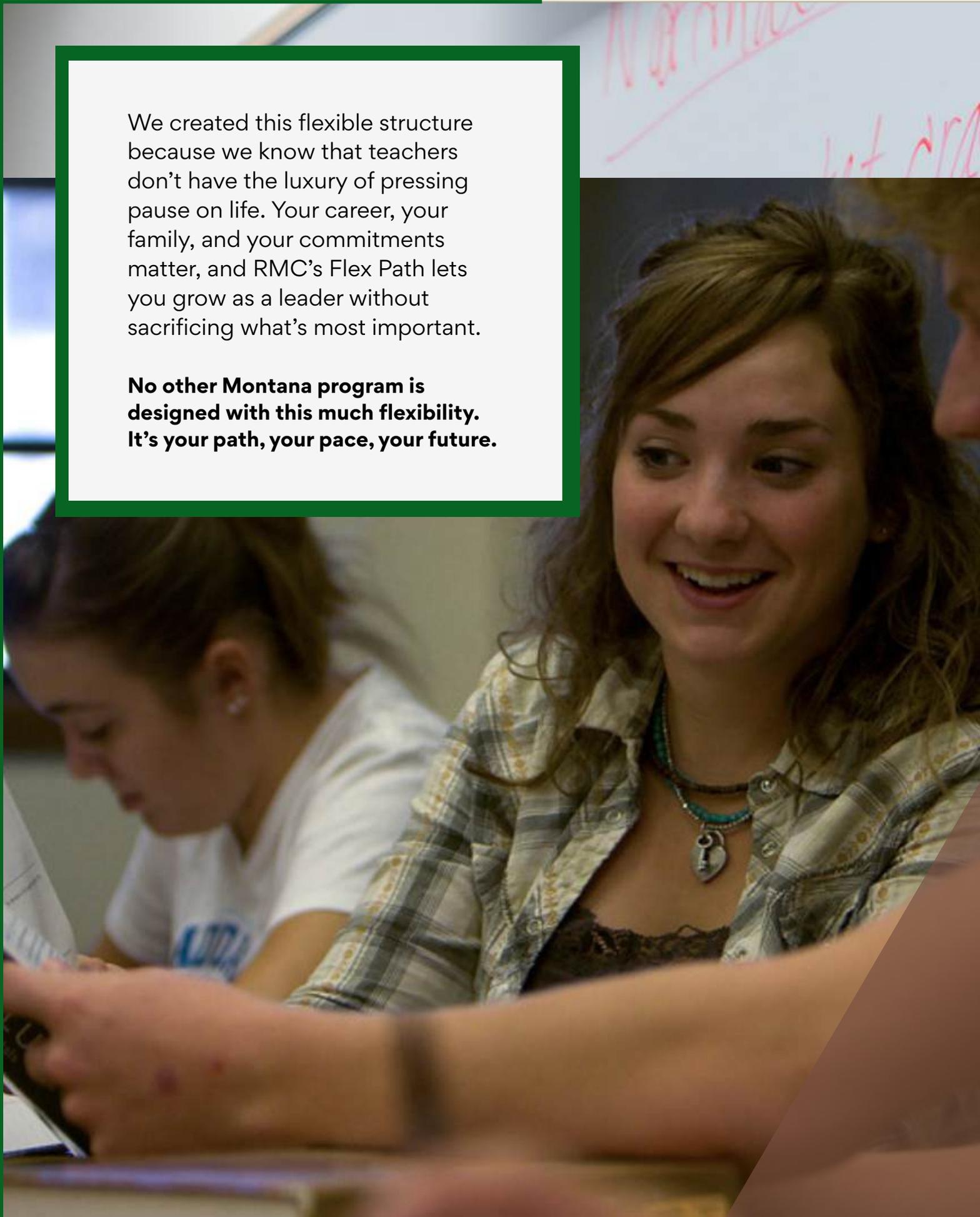




The Flex Path Difference: Education Built for Real Teachers

We created this flexible structure because we know that teachers don't have the luxury of pressing pause on life. Your career, your family, and your commitments matter, and RMC's Flex Path lets you grow as a leader without sacrificing what's most important.

No other Montana program is designed with this much flexibility. It's your path, your pace, your future.





Evening Classes that Fit Your Life

Your workday doesn't end at 3pm, and neither does your life. That's why RMC's Master of Educational Leadership program is designed with educators' schedules in mind: classes meet just two evenings each week, typically on Tuesdays and Wednesdays from 5:00–7:00 pm.

What does this mean for you?

No missed classroom time:



Keep teaching full-time while advancing your career.

Home for dinner:



Evening sessions are early enough that you can still be there for family meals, bedtime stories, or simply winding down—no late-night classes or weekend interruptions required.

Extra days for life:



With just two class nights per week, you get the rest of your week free for lesson planning, grading, family time, or personal commitments.



Evening Classes that Fit Your Life

Our goal: remove the barriers that keep great teachers from becoming great leaders. RMC's schedule is built to fit your real life, not to add more stress to it.

Here's what one recent student said:

“I was worried about how I'd keep up, but the two-evening schedule meant I could teach all day, see my kids, and still have time for myself. It actually made me feel more balanced.”



With RMC, you get the flexibility you need, and the structure to succeed.



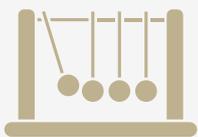
Modular Classes: Focus Deeply, Avoid Overwhelm

Juggling work, family, and professional growth is never easy. That's why RMC's Master of Educational Leadership program uses a modern, module-based curriculum designed for working teachers. Rather than overwhelm you with a full slate of simultaneous courses, this program lets you focus on just one or two topics at a time. Each module runs for four to five weeks, making it realistic to balance your studies, teaching, and life commitments.

How does this help you succeed?



Less overwhelmed, more mastery: By concentrating on one area, you can dive deep into each subject—rather than spreading yourself thin across several classes at once.



Build momentum step by step: Complete a module, celebrate success, and move on to the next with confidence. This structure keeps you engaged and motivated.



Real-world application: Each module is designed for immediate relevance. Whether it's leadership theory, curriculum design, or school law, you'll put what you learn to use in your own classroom or school right away.

“Focusing on one topic at a time made grad school manageable, even on my busiest weeks.”

— RMC Masters in Educational Leadership Graduate

With RMC's modular format, your education fits your real life, so you never have to choose between school, your classroom, or your family.



What Will I Study? Your Personalized Curriculum Roadmap

One of the first questions every future leader asks: “What will I actually learn and can I fit it into my life?” With RMC’s Master of Educational Leadership, you get a curriculum that’s state- and nationally-aligned, respected by Montana districts, and specifically designed for working teachers.

Your Core Curriculum (34 Credits + Local Internship):

You’ll complete a blend of instructional, seminar, and practicum courses, each mapped to real-world school leadership and licensure requirements.

Key courses include:

EDL 500: Foundations of Leadership

Roles in public education, governance, school culture

EDL 505 & 510: Dimensions of Leadership I & II

Leadership styles, school climate, instructional improvement

EDL 520: Supervision of Educational Personnel

Evaluation, feedback, staff development

EDL 530: Montana School Law

Legal frameworks, rights of students and staff

EDL 554: Montana School Finance

Budgeting, policy, revenue

EDL 560: Organizational Change

Change management, motivation, improving achievement

EDL 570: School Curriculum

Curriculum design, alignment, standards, equity

EDL 575: Public School & Community Relationships

Community engagement, policy, demographics

EDL 590: Leadership Seminar I & II

Reflection, inquiry, portfolio development

EDL 591E/S: Elementary/Secondary Internship

Community engagement, policy, demographics

EDL 583: Capstone

Culminating project, exit interview, leadership practice



What Will I Study? Your Personalized Curriculum Roadmap

Flexible, Modular Delivery:

Each course is offered in a 4–5 week module. Focus on just one or two topics at a time for deeper learning, never juggle a full load. Classes run in the evenings, and you can attend online or in person.

Start when you're ready:

- With multiple entry points each year, you can begin in July—or in September, October, November, and more.

Part-time for real balance:

- Take a minimum of 6 credits per semester to qualify for financial aid, and up to two years to finish.
- If your life speeds up or slows down, you can adjust your pace.

Personalized advising:

- Meet with an advisor before you start.
- Transfer previous graduate credits
- Craft a plan that fits your career goals (principal, superintendent, teacher-leader)
- Never “go it alone.”



A Proven Path to Leadership and a Pay Raise:

This master's is required for principal licensure, unlocking roles that pay \$90,000+ per year—plus automatic, contract-based salary bumps for classroom teachers. While any master's increases your pay, Educational Leadership opens the widest range of school leadership and administrative opportunities.

Internship: Where You Live & Teach:

Complete your 216-hour internship in your local district, learning from active Montana leaders. The final capstone ties everything together, supported by mentors and faculty who know your school community.

You'll graduate ready, recognized, and respected—backed by a program built for busy educators who want to lead on their terms.



Choose Your Pace, Choose Your Place: Online, In-Person, Accelerated, or Part-Time

No two teachers have identical lives, or the same needs at every stage of their journey. That's why RMC's Master of Educational Leadership program lets you design your educational experience around your unique circumstances.

Start When You're Ready.

Unlike traditional graduate programs that limit you to one fall or spring entry, RMC's flex path means you can begin your degree as soon as next month. Miss one window? No problem—new courses start throughout the year, so you're never left waiting.

Your Pace, Your Priorities.

Choose the accelerated route to finish in as little as 11 months, or opt for the new part-time structure, perfect for working teachers and those balancing family or other commitments. You can take as few as 6 credits per semester and still maintain eligibility for financial aid. With the modular format, tackling one or two topics at a time, you'll stay focused and avoid burnout.





Choose Your Pace, Choose Your Place: Online, In-Person, Accelerated, or Part-Time

Study Where You Thrive.

Prefer the energy and connection of in-person classes? You'll find a welcoming, supportive cohort waiting. Need the flexibility and convenience of online learning? RMC's robust digital platform lets you join from anywhere, whether you're in a city, a rural district, or on the road.

A Program That Adapts With You.

Life can change, so can your plan. If you need to switch from in-person to online or adjust your pace, RMC's advising team will help every step of the way. Our new entry points and part-time option make advanced leadership education possible for more teachers than ever before.

**With RMC, you don't fit your life around
grad school, your grad school fits your life.**



Personalized Program Planning: Meet Your Advisor First

No two educators have the same background, career dreams, or home life. That's why, before you register for your first class at RMC, you'll work one-on-one with a dedicated program advisor, someone whose job is to help you make your goals achievable, and your journey as smooth as possible.

Here's how it works:

Transcript Review:

1.



If you have previous graduate credits or endorsements, our advisors will review your transcripts and help you maximize those credits—so you don't repeat what you've already learned, and you don't spend time or money needlessly.

Custom Plan for Your Life:



2.

Want to go all-in for principal licensure?
Aim for a superintendent endorsement?
Prefer to take it slow to balance with family or coaching?
We'll build a personalized curriculum plan around your goals, schedule, and context.

Flexible Course Mapping:

3.



Our advisors will help you sequence your courses within the flex path format. Want to take more credits this semester, then ease up next semester? Need to switch from in-person to online as life changes? Your advisor helps you map it all out, semester by semester.



Personalized Program Planning: Meet Your Advisor First

Local Support, Statewide Network:



Our advising isn't "one and done." You'll have access to mentors, alumni, and faculty experts in your field of interest, connected to schools and districts statewide. If questions or challenges pop up, we're with you, mapping out the fastest or most flexible path, step by step.

Practical Licensing Guidance:



You'll get a clear timeline for when each course is offered (online or in-person), what internship sites are available in your area, and exactly how your path aligns with licensing requirements for Montana leaders. Advisors help ensure you're always on track, whether your goal is principal, superintendent, or teacher-leader.

At RMC, personal advising isn't just a nice-to-have, it's a promise. You're never left to figure it out alone. With every semester, you'll know exactly where you stand, what's next, and who you can count on for answers and encouragement.



Mentorship & Connection: You're Never Alone at RMC

Leadership isn't a solo journey and at RMC, you'll never walk it alone. From your first class to graduation and beyond, you'll be surrounded by mentors, faculty, peers, and alumni who are invested in your growth and success.

Here's what makes mentorship at RMC unique:

Faculty Who Know Your Name:

Every class is taught by experienced education leaders, never just teaching assistants. Our small cohort model means your professors get to know you, your circumstances, and your aspirations personally.



Assigned Mentor for Your Goals:

Early in your program, you'll be matched with a mentor, an active education leader who offers guidance, shares practical insights, and helps you navigate challenges along the way.



A Network Across Montana:

RMC's relationships span schools and districts statewide. When it's time for your 216-hour internship, we'll help you find a placement that's close to home and matched to your interests. Many students say their mentor or internship site led directly to a new role or career opportunity.



Support That Lasts:

Mentorship is a core part of our culture. From quick check-ins and regular feedback to statewide alumni events and group discussions, you'll always feel you belong.





Mentorship & Connection: You're Never Alone at RMC

As one recent graduate shared:

“At RMC, I was never just a number. My mentor cared, my professors cheered for me, and the support made all the difference.”

— RMC Masters in Educational Leadership Graduate



**Here, community and connection are
built into every step, so you always
have someone in your corner.**



How This Degree Pays Off: Salary Advancement & Career Opportunities

Earning your Master of Educational Leadership at RMC is more than a personal or professional milestone, it's a concrete investment in your future, your family, and your community.

Immediate & Long-Term Financial Impact

Montana teachers with a master's degree earn \$9,000–\$10,000 more each year than those with only a bachelor's. Over a full career, that means earning as much as \$160,000 more—just for taking this next step. In Billings, the pay bump for master's-prepared first-year teachers is over \$8,400, and this gap grows each year with experience.

Required for Principal, Assistant Principal, and Administrative Licensure

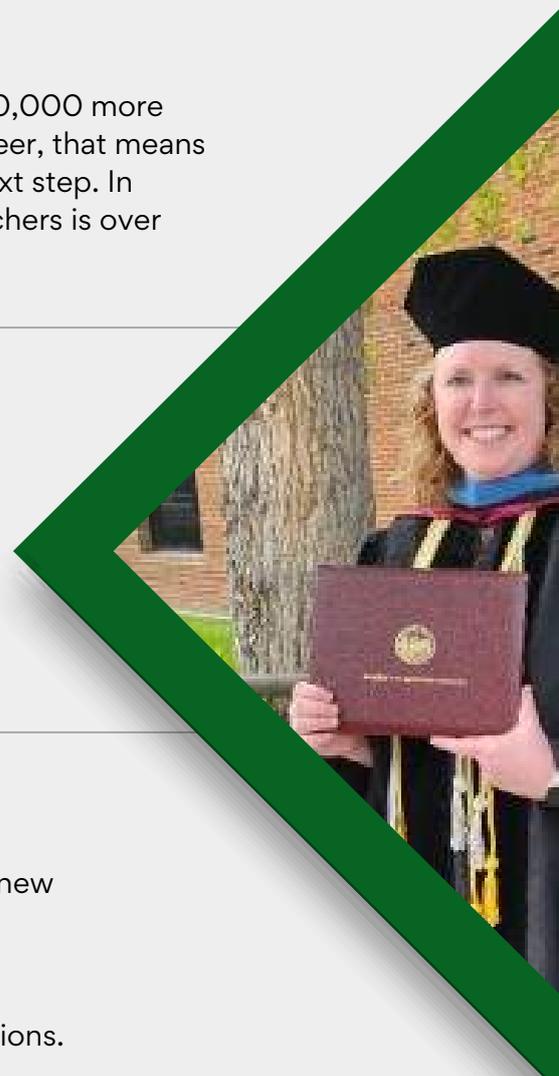
If you dream of being a principal, assistant principal, or district-level leader, Montana requires a master's in educational leadership. These roles often pay \$90,000 or more, with some administrative positions surpassing \$100,000 annually in Montana's schools.

Opens Doors Beyond the Classroom

Whether you want to remain in the classroom and take on new leadership roles, or someday step into administration, your master's in educational leadership opens the door. You'll become eligible for department chair, instructional coach, curriculum coordinator, and a host of other influential positions.

A Degree That Pays for Itself

With RMC's flexible options and part-time structure, you can earn your degree while you keep working, maximizing the financial return on your investment. Most teachers see the pay increase begin immediately after graduation, making tuition affordable and the payback period impressively short.



*Your next role,
your next salary bump,
your next impact in education,
it all starts here.*



How to Apply: Step-by-Step, Stress-Free Enrollment

Applying to RMC's Master of Educational Leadership should feel empowering, not overwhelming. That's why we've made each step simple, personal, and fully supported.

Here's how you can get started:



Connect With an Advisor:

- Start with a free advising call or info session—no strings attached—to learn how the program can fit your experience, your schedule, and your career goals.
- Bring your transcript and questions; we'll give you a personalized roadmap.

Review and Plan:

- Your advisor will walk you through transfer credit evaluation, licensure requirements, and help you pick your start date.
- You can enroll for any upcoming course module—July, September, October, or November.
- Choose full-time or part-time (6 credits per semester qualifies for financial aid).



Complete Your Application:

- Submit your online application, transcripts, a current résumé, and one professional reference.
- No standardized test scores required. If you're aiming for superintendent endorsement, we'll support you with a tailored plan.





How to Apply: Step-by-Step, Stress-Free Enrollment



4.

Onboarding & Orientation:

- Once accepted, you'll attend a streamlined orientation (on-campus or virtually), meet your cohort, and finalize your class schedule with your advisor.

Funding Your Future:

- 99% of RMC graduate students receive institutional scholarships or aid. Your advisor will explain every option—transparently and clearly.

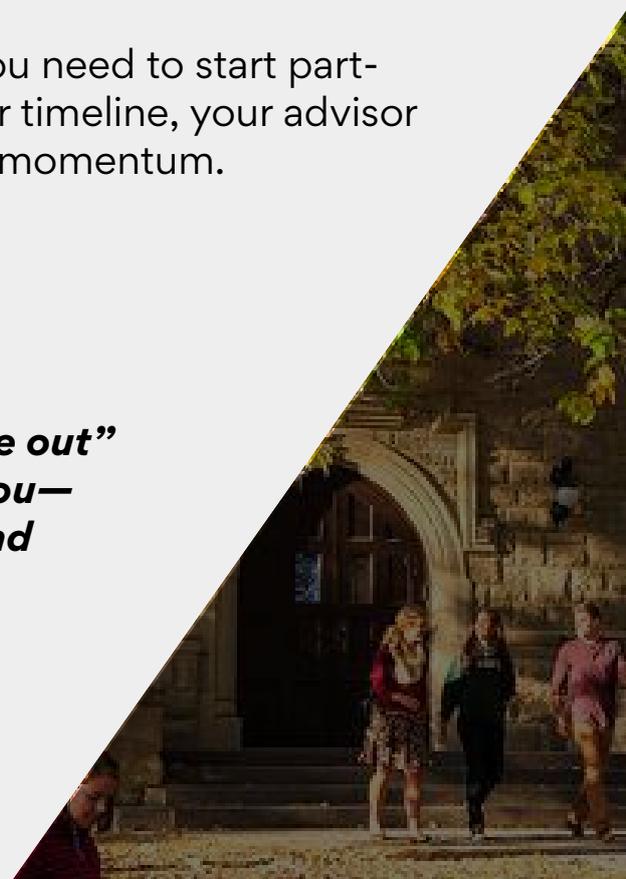
5.



A Designed-for-You Experience:

Our onboarding isn't "one-size-fits-all." If you need to start part-time, pause for a family need, or adjust your timeline, your advisor helps redesign your plan so you never lose momentum.

At RMC, you don't have to "figure out" the pathway alone. We're with you—step by step—until graduation and beyond.





Ready to Take the Next Step?

Your journey as a leader, on your terms, starts right here.

Whether you're balancing family, teaching, or community commitments, RMC's Master of Educational Leadership is built for you. Our advisors, mentors, and cohort will guide and support you every step of the way.

If you're ready to see what's possible, here are your next steps:

- [Request more information about our Masters in Educational Leadership](#)
- Make a free advising call to map your journey: (406) 657-1025
- [Learn more about the Masters program](#)
- [Apply today!](#)

You bring your dedication, your dreams, and your sense of purpose. We'll handle the rest, helping you grow, advance, and inspire others.

Your next chapter begins now. Let's take it together.

