

PROPOSED MINUTES

P-20 Longitudinal Data System Advisory Council
April 7, 2022
Microsoft Teams Meeting

Council Members Present: Phil Batty - Higher Education
Erika Bolig - Community Colleges
Don Dailey - Public Schools
Richard Elenich - Higher Education
Tammy Evans - Public Schools
Toni Glasscoe - Community Colleges
Kathleen Miller - Public Schools
Kristina Martin - Public Schools

Council Members Absent: Leena Mangrulkar - Public Schools
Tracy Pattok - Higher Education

Ex Officio Members Present: Delsa Chapman - MDE K-12 Academic Affairs
David Judd - MDE K-12 Assessment & Accountability
Robin Lott - Treasury

Ex Officio Members Absent: Beth Bullion - SBO
James Hogan - DTMB
Scott Koenigsknecht - MDE Early Childhood
Vern Westendorf - LEO-E&T

CEPI Representatives Present: Trina Anderson
Tom Howell
Mike McGroarty

I. Welcome

- Tom Howell (Center for Educational Performance and Information) called the meeting to order at 1:04 p.m. with a welcome.

II. Prior Meeting Minutes

- Tom reviewed the proposed minutes from the September 23, 2021, meeting.
- A motion to approve the minutes was made by Don Daily.
- The motion was seconded by Krisi Martin.
- The minutes were approved by unanimous consent of the Council.
- Lastly, Tom provided an overview of the agenda for today's meeting.

III. Michigan's Teacher Shortage: Initial Report

Dr Tara Kilbride, Assistant Director for research at EPIC

- Background - Michigan Public Act 316 of 2020
 - Educator Vacancies
 - Educator Retention Rates
 - Graduates from approved, in-state teacher preparation programs
 - Regions in this state that present the highest need
- Summary of State Data Related to the Teacher Shortage
 - Supply of Teachers
 - Demand for Teachers
 - Capacity of the Teacher Supply to Meet the Demand
- Baseline Analyses: Teacher Vacancies, Retention, and Preparation
 - Fall REP reported out of 81,700 total teaching FTEs, 98.9% were permanently filled, 1.1% were vacant. This is about 1 teaching vacancy per district.
 - There are more teachers with temporary credentials each year. This could be due to districts successfully recruiting and training new teachers from their existing support staff.
 - There are more certified out-of-field teachers than there are non-certified long-term substitutes.
 - In 2017-18, 2018-19 and 2019-20, more teachers entered the profession each year than exited. In 2020-21, the opposite was true.
 - Prior to pandemic, between-district transfer rates increased for several years in every region of the state.
 - In 2019-20, teaching certificate renewal/progression rates were higher in some areas than others.
 - Certificate renewal rates for teachers of color decreased throughout much of the last decade but have been improving in recent years.
 - Teacher participation – Following several years of decreasing enrollment in postsecondary teacher preparation programs, enrollment rates have started to increase. The number of newly certified teachers has followed a similar overall trend, through patterns vary by subject area and educational setting.
- Recommendations: Data Collection for Future Comprehensive Reports
 - Data recommendations: Teacher Vacancies
 - Improve reporting of vacancies, temporary placements and long-term substitutes.
 - Incorporate additional existing MDE data into researcher datasets.
 - Consider integrating data about job postings, job applicants and substitute teachers from external resources.
 - Supplement administrative data with surveys about districts' responses to vacancies and reasons for job openings.
 - Data Recommendations: Recruitment and Retention
 - Improve reporting of employee exit reasons, reevaluate categories, and update if necessary to match district needs and common reporting standards.
 - Consider incorporating data from Michigan's Office of Retirement Services, Treasury Department and/or Unemployment Insurance Agency.
 - Supplement administrative data with new and existing survey data about factors that affect recruitment and retention.

- Data Recommendations: Teacher Preparation
 - Establish links between and available data sources.

IV. Michigan Integrated Continuous Improvement Plan (MICIP)

Dr. Theresa Nugent, MICIP Lead, MDE

- Overview of Process
- MICIP Mindset
 - Continuous Improvement
 - Whole Child
 - Systems Thinking
- MICIP is focused at the District Level
 - The Continuous Improvement Team is formed, composed of district, school and community personnel.
 - The CI Team engages in “Access Needs” process, first considering district-wide data then looking at the same data from the schools
 - The CI Team develops the district CI Plan with goals, strategies and activities and assigns these to schools based on needs assets and readiness.
 - The schools identify their individual plans based on the assignment and the district and schools collaboratively implement, monitor, adjust and evaluate the plan.
- Benefits of MICIP
- Prepopulated Data
 - MISchool Data
 - District Data
 - Eidex
 - Munetrix
- Demo

V. CEPI Data in Action – Leveraging the Teacher to Student Data Link (TSDL)

Mike McGroarty, Director of the Office for Analytics and Reporting

Heather Handley, Longitudinal Data Unit Manager

Matt Drake, Senior Analyst

- Background
 - There is a growing interest in data driven program evaluation and ensuring that collected data is utilized appropriately.
 - Interest in TSDL data because of its course level information.
 - Combining TSDL data with other data sets provides insight.
- TSDL as a bridge for new analysis
- Initial findings
 - Data Limitations
 - TSDL student populations have changed over time.
 - Vast majority of teachers have Effective or Highly Effective ratings.
 - Student assessment scores are a factor in Effectiveness ratings.
 - Missing assessment data from 2019-20 due to pandemic.
- Implications for the future

- Deeper look into the relationship between teacher and student demographics.
- How do virtual modes of education affect test scores in pre- and post-pandemic timeframes?

VI. Roundtable

- Tom Howell thanked presenters and everyone for their contributions. He also mentioned if there were no suggestions for the meeting scheduled in June to resume in-person meetings scheduled for September 22, 2022.
- Meeting adjourned at 3:18 p.m.