



Academic Year 2016-17 Critical Shortage Disciplines for Employment of Retirees

Academic Discipline	Type of Evidence Utilized	Districts Approved	Date Added
Special Education - All Categories	Reported by Multiple Districts and Associations	All	7/19/2016
Instructional Coaches	Reported by Multiple Districts and Associations	All	7/19/2016
Reading Coaches	Reported by Multiple Districts and Associations	All	7/19/2016
Math Coaches	Reported by Multiple Districts and Associations	All	7/19/2016
School Improvement Facilitator	Reported by Multiple Districts and Associations	All	6/9/2016
Federal Grants Facilitator	Reported by Multiple Districts and Associations	All	6/9/2016
School Social Workers	Reported by Michigan Association of School Social Workers	All	4/1/2016
Speech Pathologists	Reported by Districts	All	4/1/2016
Physical Therapists	Reported by Districts	All	4/1/2016
School Psychologists	Reported by Michigan Association of School Psychologists	All	4/1/2016
Substitute Teaching - ALL Disciplines	Multiple District Reports	All	3/31/2016
Bus Drivers	Multiple District Reports	All	3/31/2016
Occupational – Career and Technical Education (ALL Teachers and Paraprofessionals)	Federal Shortage List	All	3/31/2016
Reading Specialists (BR) Endorsed Teachers	Federal Shortage List	All	3/31/2016

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World Language Teachers – Including Those Endorsed in Bilingual, English as a Second Language, American Sign Language, and Native American Languages	Federal Shortage List	All	3/31/2016
Early Childhood Education (Pre-Kindergarten) Teachers and Paraprofessionals	Federal Shortage List	All	3/31/2016
Communication Arts (AX) Endorsed Teachers	Federal Shortage List	All	3/31/2016
REGIONAL 2016-17 Critical Shortage Disciplines for Employment of Retirees			
Director of Human Resources	Job Posting and Applicant Information	School District of the City of Pontiac, Oakland Schools	6/23/2016
Finance Director	Job Posting and Applicant Information	Marlette Community Schools, North Branch Area Schools	6/20/2016