

Academic Year 2018-19 Critical Shortage Disciplines for Employment of Retirees

Academic Discipline	Type of Evidence Utilized	Districts Approved	Date Added
Adult Education – all roles	Multiple District Reports	All	2/21/2019
Bus Drivers	Multiple District Reports	All	3/30/2017
Communication Arts (AX) Endorsed Teachers	Multiple District Reports	All	3/30/2017
Dance	Federal Shortage List	All	3/30/2017
Federal Grants Facilitator	Multiple District Reports & Associations	All	3/30/2017
Health	Federal Shortage List	All	3/31/2017
High Impact Leadership Facilitators	Multiple District Reports & Associations	All	1/17/2018
Industrial Technology	Federal Shortage List	All	3/30/2017
Instructional Coaches	Multiple District Reports & Associations	All	3/30/2017
Mathematics	Multiple District Reports	All	3/30/2017
Library Media Specialists	Reported by Michigan Association for Media in Education	All	2/13/2018
Math Coaches	Multiple District Reports & Associations	All	3/30/2017
Music Education	Federal Shortage List	All	3/30/2017
Occupational – Career and Technical Education (ALL Supervisors, Teachers and Paraprofessionals)	Federal Shortage List & Reported by Districts	All	3/30/2017
Paraprofessionals (all disciplines)	Multiple District Reports	All	11/13/2018
Physical Education	Federal Shortage List	All	3/30/2017
Physical Therapists	Federal Shortage List & Reported by Districts	All	3/30/2017

Principals of Strict Discipline Academies	Multiple District Reports	Strict Discipline Academies	8/2/2017
Reading Coaches	Reported by Districts	All	3/30/2017
Reading Specialists (BR) Endorsed Teachers	Multiple District Reports & Associations	All	3/30/2017
School Improvement Facilitator	Multiple District Reports & Associations	All	3/30/2017
School Nurses	Reported by Districts	All	1/17/2019
School Psychologists	Reported by Michigan Association of School Psychologists & Federal Shortage List	All	3/30/2017
School Social Workers	Reported by the Michigan Association of School Social Workers & Federal Shortage List	All	3/30/2017
Special Education - All Categories and Paraprofessionals	Multiple District Reports & Associations & Federal Shortage List	All	3/30/2017
Speech Pathologists	Federal Shortage List	All	3/30/2017
Substitute Teaching - ALL Disciplines	Multiple District Reports	All	3/30/2017
World Language Teachers – Including Those Endorsed in Bilingual, English as a Second Language, American Sign Language, and Native American Languages	Federal Shortage List	All	3/30/2017
Contiguous 2018-19 Critical Shortage Disciplines for Employment of Retirees			
Finance Director	Job Posting and Applicant Information	Marlette Community Schools, North Branch Area Schools	4/1/2017
Executive Director of Business Services	Job Posting and Applicant Information	Oakland Schools, Hazel Park Public Schools	10/20/2017
Truant/Attendance Officer	Job Posting and Applicant Information	All schools within Copper Country ISD	12/20/2017
District Business Manager	Job Posting and Applicant Information	Alpena Montmorency Alcona ESD, COPESD	4/1/2018
Teachers of Adult Education	Job Posting and Applicant Information	Iosco RESA, COOR ISD, AMA ISD, COP ESD	8/2/2018

[Retirement law Relevant to Critical Shortage](#)
[Critical Shortage Information](#)
[Contiguous Critical Shortage Discipline Request Form](#)

Updated 2/22/2019