



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING

GRETCHEN WHITMER
GOVERNOR

MICHAEL F. RICE, Ph.D.
STATE SUPERINTENDENT

January 10, 2022

Majority Leader Mike Shirkey
Minority Leader Jim Ananich
Appropriations Chairman Jim Stamas
Appropriations Vice Chair Curtis Hertel
Subcommittee Chairman Wayne Schmidt
Subcommittee Vice Chair Rosemary Bayer
P.O. Box 30036
Lansing, MI 48909

Speaker Jason Wentworth
Minority Leader Donna Lasinski
Appropriations Chairman Thomas Albert
Appropriations Vice Chair Joe Tate
Subcommittee Chairman Brad Paquette
Subcommittee Vice Chair Regina Weiss
P.O. Box 30014
Lansing, MI 48909

RE: Teacher Recruitment and Retention Urgency

Dear Legislators:

As school districts continue to navigate the current school year, with its challenges of a lingering pandemic and exacerbated circumstances of a persistent teacher shortage, the undersigned state education leaders are urging the legislature to act quickly to appropriate necessary funds for strategies to reverse the teacher shortage and rebuild the profession.

To have an opportunity to affect teacher supply next year, the legislature needs to act by March 20 – the beginning of this spring. To address this matter strongly, quickly, and straightforwardly in a budget supplemental would begin to put Michigan schools back on a firm foundation for years to come.

In a November 19, 2021 [letter](#), you received a list of high-quality investment strategies from which the legislature can work to address the teacher shortage.

An investment of \$300 million to \$500 million over five years is necessary to increase the recruitment and retention of high-quality educators. This five-year investment would revitalize the profession through support for thousands of teachers and teacher candidates. Sustained investment in these initiatives would ensure that the demand for high quality educators to serve all of Michigan's children would be met more enduringly. Any single initiative would have an impact on the shortage. Several of these initiatives together would have a major impact on the teaching profession and, by extension and more importantly, on students and student achievement.

STATE BOARD OF EDUCATION

CASANDRA E. ULBRICH – PRESIDENT • PAMELA PUGH – VICE PRESIDENT
TIFFANY D. TILLEY – SECRETARY • TOM MCMILLIN – TREASURER
JUDITH PRITCHETT – NASBE DELEGATE • ELLEN COGEN LIPTON
NIKKI SNYDER • JASON STRAYHORN

608 WEST ALLEGAN STREET • P.O. BOX 30008 • LANSING, MICHIGAN 48909
www.michigan.gov/mde • 833-633-5788

Teacher Recruitment and Retention Urgency

Page 2

January 10, 2022

Thank you for your consideration of the above. We look forward to future discussion of the issues and proposals noted herein.

Sincerely,



Michael F. Rice, Ph.D.
State Superintendent



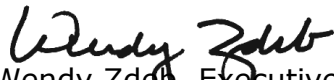
David Hecker, President
AFT Michigan



William C. Miller, Ph.D., Executive Director
Michigan Association of Intermediate School Administrators



Donald P. Wotruba, Executive Director
Michigan Association of School Boards



Wendy Zdeb, Executive Director
Michigan Association of Secondary School Principals



Dr. Tina Kerr, Executive Director
Michigan Association of Superintendents & Administrators



Paula J. Herbart, President
Michigan Education Association



Michael M. Shoudy, Executive Director
Michigan Education Association

Teacher Recruitment and Retention Urgency

Page 3

January 10, 2022



Paul Liabenow, Executive Director
Michigan Elementary & Middle School Principals Association



David Martell, Executive Director
Michigan School Business Officials



Peter Spadafore, Executive Director
Middle Cities Education Association

cc: State Board of Education
Governor Gretchen Whitmer
State Budget Director Christopher Harkins
Deputy State Budget Director Bethany Wicksall
Beth Bullion, Director of the Office of Education, State Budget Office
Chief of Staff JoAnne Huls, Executive Office of the Governor
Deputy Chief of Staff Jennifer Flood, Executive Office of the Governor
Patricia Readinger, Director of Federal Affairs, Executive Office of the Governor
Angela Benander, Office of Public Affairs, Executive Office of the Governor
Michelle Richard, Policy Advisor, Executive Office of the Governor
Marc Rehmann, Policy Director, Executive Office of the Governor