



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING

GRETCHEN WHITMER
GOVERNOR

MICHAEL F. RICE, Ph.D.
STATE SUPERINTENDENT

MEMORANDUM

DATE: August 27, 2020

TO: Local and Intermediate School District Superintendents
Public School Academy Directors

FROM: Venessa Keesler, Ph.D., Deputy Superintendent *V. Keesler*
Division of Educator, Student, and School Supports

SUBJECT: Addressing the Educator Shortage in Michigan

The Michigan Department of Education (MDE) has been working diligently to support districts in staffing for the 2020-21 school year by taking the following recent actions:

- A. [Reduced barriers to educators created by COVID-19 facility closures for first-time Michigan educators](#) by:
 1. waiving the statutory requirements for CPR/First Aid;
 2. issuing a one-year teaching certificate to prospective teachers who have not successfully completed testing; and
 3. waiving the 12-week student teaching requirement for winter/spring 2020 semester student teachers.
- B. Reduced barriers to educators created by COVID-19 facility closures for veteran Michigan educators by:
 1. reducing required hours of professional learning from 150 to 100 for all [school counselors](#) with credentials expiring in 2020; and
 2. reducing required hours of professional learning from 150 to 120 for [all other educators](#) with credentials expiring in 2020.
- C. Compiled, published, and distributed a list of [free online professional learning opportunities](#).
- D. Added additional areas to the [critical shortage list for retirees](#).
- E. Waived portions of [educator evaluation requirements for some educators during academic year 2019-20](#).
- F. Provided guidance to alternative route programs regarding a request for an executive order to issue a one-year temporary teaching certificate for individuals enrolled in an alternative route program who have not successfully completed testing.

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- G. Submitted an "on-hold" message outlining information about becoming a teacher to be used in the State of Michigan telephone system.
- H. Supported development and distribution of an [Expedited Teacher Preparation Programs](#) quick reference guide.
- I. Significantly increased direct communications (with districts, educators, and educational organizations) to provide information regarding:
 - 1. working as a retiree,
 - 2. recruiting staff remotely,
 - 3. implementing flexible staffing options,
 - 4. obtaining temporary certificates and permits, and
 - 5. outlining online professional learning opportunities.
- J. Approved first round applications for two new alternative route programs in hard-to-staff regions.
- K. Deployed an MDE-developed online course for five continuing education clock hours of "military" content to fulfill the statutory requirements for school counselor credential renewal in a free, accessible manner.
- L. Emailed individuals who have an expired Michigan teaching certificate to assist with renewal and job seeking.
- M. Recommunicated to districts and educator preparation programs that student teachers may be employed as teachers of record and placement and permit flexibilities [Supporting Hard-to-Fill Positions with Teaching Candidates](#).

For more information about strategies for addressing vacancies and shortages, contact MDE-EducatorHelp@Michigan.gov.

cc: Michigan Education Alliance
Confederation of Michigan Tribal Education Directors