



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING


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GOVERNOR

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STATE SUPERINTENDENT

MEMORANDUM

DATE: April 19, 2018

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

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

SUBJECT: Supporting a Local Professional Pipeline

The Michigan Department of Education (MDE) is releasing guidance to assist districts with finding staff who are currently a part of the district or local community. This guidance will begin to support districts as they work to build, and enhance, their local professional pipeline in light of state recognized vacancies and shortages.

The MDE believes that to instruct students effectively teachers should exhibit competency in three areas of the profession:

- Content Knowledge for Teaching
- Pedagogical Practices
- Professional Behaviors

Traditionally, these competencies are demonstrated by educator candidates through the following components:

- Program Completion
- Clinical Experiences
- Licensure Assessment

The department recommends that local districts consider specific categories of candidates (current staff, paraprofessionals, community members, etc.) for addressing vacant teacher positions that may already illustrate some of these competencies. Along with proper supports and partnerships with educator preparation providers (EPPs), these candidates have the potential to meet both short-term and long-term vacancy needs.

The [Grow Your Own: Addressing Vacancies and Shortages](#) guidance focuses on the existing pool of potential candidates available for addressing current school vacancies and staffing needs. Districts are encouraged to review this guidance and work to outline how this can support their local professional pipeline.

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In addition to this guidance, the Office of Educator Excellence with the MDE will be hosting a webinar series titled [Webinar Series: Staffing and Local Professional Pipeline](#). This series will assist districts with finding possible staff from their current pool of candidates. Also, we will begin to investigate how some creative courses can be staffed and meet the needs of local districts. There is no need to register for these meetings and they will be recorded for future viewing. The first session is scheduled for Wednesday, April 25, 2018 from 9:00 a.m. until 10:00 a.m.

If districts have additional questions, please contact the Office of Educator Excellence with the Michigan Department of Education at MOECSSupport@michigan.gov.

cc: Michigan Education Alliance