



STATE OF MICHIGAN  
STATE BOARD OF EDUCATION  
LANSING

GRETCHEN WHITMER  
GOVERNOR

MICHAEL F. RICE, Ph.D.  
STATE SUPERINTENDENT

**State of Michigan  
State Board of Education**

**Resolution on Michigan's Teacher Shortage**

**WHEREAS**, the teacher shortage is a major issue facing Michigan schools and school children and, in many cases, schools and school children across the country;

**WHEREAS**, the teacher shortage has been exacerbated by certain state legislative actions over many years, including but not limited to: last-in-the-nation inflation-adjusted total revenue growth between 1995 and 2015, which resulted in inadequate staff compensation and insufficient numbers of staff members; the mandating that educators pay a greater share of their health insurance and retirement costs; and the mandating of annual evaluations requiring the use of student growth data, including standardized state tests, in evaluations;

**WHEREAS**, the state legislature now has the opportunity and responsibility to help rebuild the teaching profession by enacting laws and appropriating funds associated therewith;

**WHEREAS**, the Michigan Department of Education (MDE) has provided the legislature with a menu of strategic investment options to respond to the teacher shortage that include: Grow Your Own programs for students and support staff to become teachers; scholarships for high school seniors who aspire to and commit to careers in teaching; tuition reimbursement and a teacher internship stipend for current college students who make a commitment to pursue teaching; loan repayment for recently certified college graduates who commit to careers in education and for current teachers who are working to pay off college loans; work with stakeholders to develop programs that will help strengthen the teacher preparation pipeline in the Upper Peninsula and northern Lower Peninsula, which face particular geographic challenges in the preparation of teacher candidates; support for improved mentoring of new teachers to help retain quality teachers in Michigan; and the easing of restrictions on accepting teacher licenses from other states to help recruit quality teachers to Michigan;

**WHEREAS**, an investment of \$300 million to \$500 million over five years is necessary to increase the recruitment and retention of high-quality educators from diverse backgrounds; revitalize the profession through support for thousands of teachers and teacher candidates; and provide a sustained investment in these initiatives to ensure that the demand for high quality educators to serve all of Michigan's children would be met more enduringly;

**NOW THEREFORE BE IT RESOLVED** that the State Board of Education strongly supports the recruitment and retention recommendations that MDE has put forth to the state legislatures to help strengthen Michigan's teaching profession.

Adopted January 11, 2022

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