



# APPROPRIATE PLACEMENT

USING MICHIGAN'S RE-ENVISIONED STAFFING SYSTEM

In an effort to improve the quality of our educational system, Michigan has changed the way it prepares and certifies educators. Through deeper and more focused preparation, new teachers will be equipped to meet the unique learning needs of the whole child at each grade level.

At the same time, Michigan is experiencing a critical, wide-spread educator workforce shortage. The revised preparation and certification structure comprises only part of a comprehensive staffing system. With the addition of flexible and innovative options for placement and growth, Michigan can address both quality and quantity.



## PK-12 APPROPRIATE PLACEMENT GUIDELINES

A certified teacher may always teach in the grade range and content area listed on their valid Michigan certificate. Endorsements on existing teaching certificates will not change. Teachers will retain those endorsements and schools will still be able to place them appropriately in the same manner as they have. More information can be found at: [Placement Guidance](#) and [Courses That Can Be Taught](#).

B-K	PK-3	3-6	5-9	7-12	PK-12
Early childhood & Kindergarten	All subjects self-contained* and/or Departmentalized (ELA, math, science, & social studies)	All subjects self-contained* and/or Departmentalized (ELA, math, science, & social studies)	Endorsed content area(s) (ELA, math, etc.)	Endorsed content area(s) (ELA, math, etc.)	Endorsed content area(s) (music, arts, PE, etc.)

Currently, due to the staffing shortage, teachers with these new endorsements may also teach outside the grade range and content area listed on their certificate, without a permit, as depicted in the chart below. MDE will periodically review and modify this flexible placement policy to address state workforce and student needs.

B-K	PK-3	3-6	5-9	7-12	PK-12
N/A	May also teach grades 3-6	May also teach grades K-3 (not Early Childhood)	All subjects self-contained*	All subjects self-contained* and/or Grade 6 endorsed content area(s)	N/A

\*One teacher provides the majority of instruction to the same group of students within the grade range specified on their certificate.

## FLEXIBILITY AND INNOVATION

Districts may also use permits, authorizations and approvals to support innovative recruitment, retention and professional growth efforts. These tools assist districts with both short-term fixes and long-term solutions to staffing challenges, while providing valuable data to inform our system and keep students safe. More information can be found at: [Permits and Placement Guidance](#).

Every Michigan educator must hold a valid Michigan certificate or permit BEFORE their first day of employment.

Certificates are valid for 5 years. Permits are valid for only 1 year.

MDE offers a multitude of permits and authorizations to expand flexibility and assist districts in covering needs, including daily, expert and other full-year options.



**QUESTIONS?**  
**CONTACT THE OFFICE OF EDUCATOR EXCELLENCE**  
 517-241-5000 or MDE-EducatorHelp@Michigan.gov

