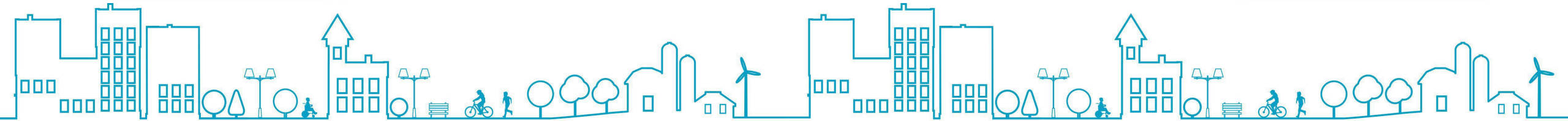


Progress Toward Goal 7 of Michigan's Top 10 Strategic Education Plan

**State Board of Education Meeting
February 13, 2024**



Delsa Chapman, Ed.D., deputy superintendent
Sarah-Kate LaVan, Ph.D., director
Kate Boswell Gallagher, manager
Dante Watson, manager



Goals

1. Expand early childhood learning opportunities
2. Improve early literacy achievement
3. Improve the health, safety, and wellness of all learners
4. Expand secondary learning opportunities for all students
5. Increase the percentage of all students who graduate from high school
6. Increase the percentage of adults with a post-secondary credential
- 7. Increase the numbers of certified teachers in areas of shortage**
8. Provide adequate and equitable school funding

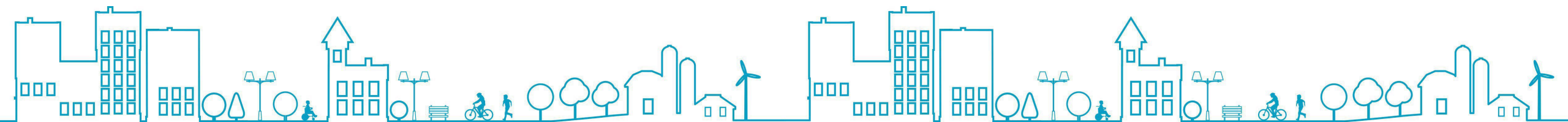




Overview

- Data Trends
- State Budget Investments
- State and Local Efforts
- Summary

Goal 7: Metric Focus



Goal 7: Success Measures

Teacher
Preparation
Enrollment

Overview of
Positions
Reported

Teacher & Student
Comparison

Teachers by
Ethnicity



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Teacher Preparation Enrollment

Year	Enrollees	Completers	Total
2011-12	18,483	4,720	23,203
2012-13	14,372	4,450	18,822
2013-14	11,287	3,951	15,238
2014-15	11,099	3,650	14,749
2015-16	7,868	3,120	10,988
2016-17	6,859	2,653	9,512
2017-18	7,183	2,511	9,694
2018-19	7,764	2,404	10,168
2019-20	9,760	2,258	12,018
2020-21	10,536	2,635	13,171
2021-22	12,048	2,781	14,829

-59%

56%

Goal 7: Success Measures

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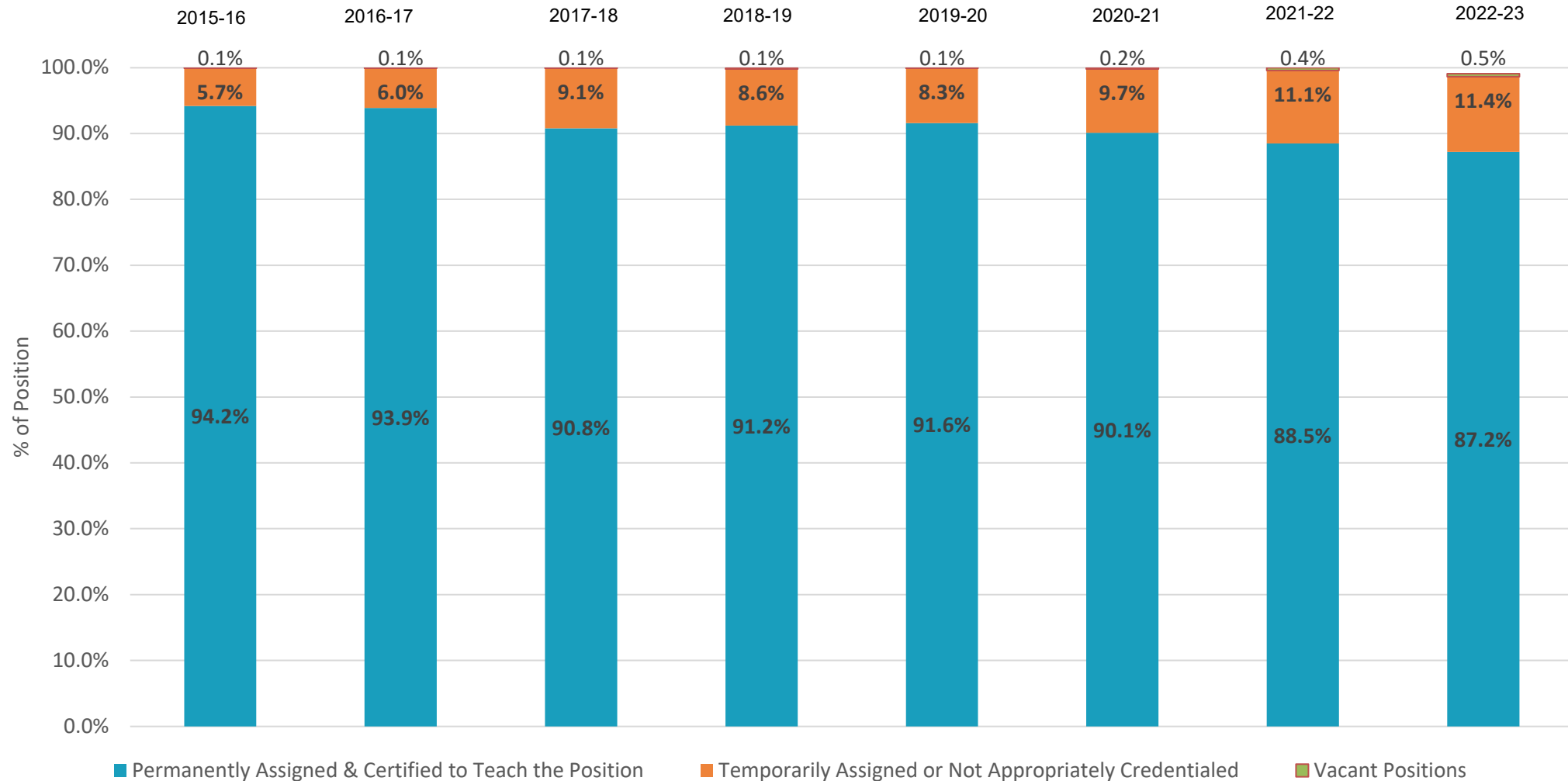
Overview of Positions Reported

Overview of Positions Reported									
Position Status	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23	7-year difference & percentage point (p.p.) change
Permanently Assigned & Certified to Teach the Position	84,081	83,194	83,703	85,699	88,123	87,977	92,897	90,185	6,104
	94.2%	93.9%	90.8%	91.2%	91.6%	90.1%	88.5%	87.2%	-7.0 p.p.
Temporarily Assigned (Teaching on a Permit Only) or Not Appropriately Credentialed	5,079	5,276	8,386	8,107	7,998	9,500	11,602	11,641	6,562
	5.7%	6.0%	9.1%	8.6%	8.3%	9.7%	11.1%	12.3%	6.6 p.p.
Vacant Positions	117	107	80	127	135	198	456	496	379
	0.1%	0.1%	0.1%	0.1%	0.1%	0.2%	0.4%	0.5%	0.4 p.p.
Total Positions	89,277	88,577	92,169	93,933	96,256	97,675	104,955	102,322	13,045

Data Source: Teacher: Registry of Educational Personnel

Student: Michigan Student Data System

Overview of Positions Reported



Data Source: Registry of Educational Personnel & Michigan Online Educator Certificate System

Goal 7: Success Measures

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Teacher Diversity: Making Progress

Over the last seven years, there has been an increase in the number of Black or African American and Hispanic or Latino teachers added to the workforce.

- An additional **1,317 FTEs** of Black or African American teachers
- An additional **216 FTEs** of Hispanic or Latino teachers



Teachers by Ethnicity Over Time

- FTE Count -

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Total FTEs	80,790	80,144	81,217	81,620	81,322	80,657	82,688	82,153
Asian	608	556	573	612	614	629	681	725
Black or African American	4,620	4,487	4,865	5,009	5,235	5,286	5,787	5,937
Hispanic or Latino	917	924	935	931	950	976	1,086	1,133
Native American or Alaska Native	174	183	205	214	203	203	195	200
Native Hawaiian or Other Pacific Islander	88	78	91	89	84	105	114	105
Two or More Races	205	217	228	235	231	243	260	268
White	74,178	73,699	74,320	74,530	74,005	73,215	74,565	73,786

Data Source: Registry of Educational Personnel

Goal 7: Success Measures

Teacher
Preparation
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Ethnicity



Teachers & Students by School Year & Ethnicity - FTE Comparison

Teacher FTE Counts

	2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
Total FTEs	80,790		80,144		81,217		81,620		81,322		80,657		82,688		82,153	
White	74,178	91.8%	73,699	92.0%	74,320	91.5%	74,530	91.3%	74,005	91.0%	73,215	90.8%	74,565	90.2%	73,786	89.8%
Other Ethnicities	6,612	8.2%	6,445	8.0%	6,897	8.5%	7,090	8.7%	7,317	9.0%	7,442	9.2%	8,123	9.8%	8,368	10.2%

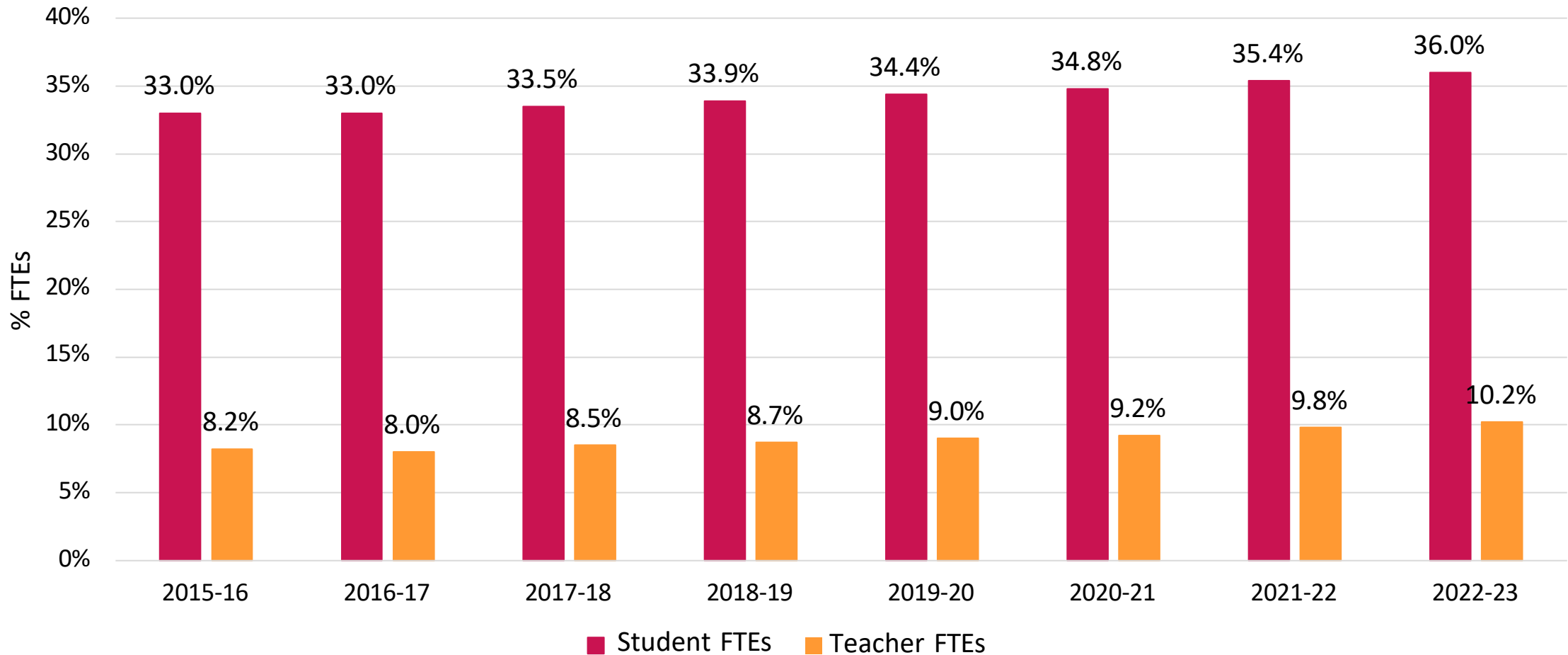
Students FTE Counts

	2015-16		2016-17		2017-18		2018-19		2019-20		2020-21		2021-22		2022-23	
Total FTEs	1,482,01		1,475,949		1,467,122		1,451,406		1,441,406		1,389,522		1,386,670		1,379,009	
White	999,872	67.0%	988,324	67.0%	975,909	66.5%	959,278	66.1%	946,280	65.6%	906,538	65.2%	896,012	64.6%	882,940	64.0%
Other Ethnicities	482,147	33.0%	487,625	33.0%	491,213	33.5%	492,128	33.9%	495,620	34.4%	482,984	34.8%	490,658	35.4%	496,070	36.0%

Data Source: Teacher: Registry of Educational Personnel

Student: Michigan Student Data System

Percentages of Students of Color v. Teachers of Color, By Year



Data Source: Teacher: Registry of Educational Personnel
Student: Michigan Student Data System

Funding to Address the Teacher Shortage



State Budget To Address the Teacher Shortage



Goal 7: Increase the numbers of certified teachers in areas of shortage

- **FY20 and earlier** - \$0 in the state school aid act to address teacher shortage
- **FY21** - \$5 million for early career retention bonuses
- **FY22** - Less than \$2 million for Grow Your Own programs
- **FY23** - \$575 million for a range of efforts to address the teacher shortage, many of these initially recommended by MDE.
- **FY24** - **Over \$448 million for a range of efforts to address teacher shortage.**

Many of these efforts initially recommended by MDE.

A decorative horizontal line at the bottom of the slide, composed of a series of small, colored dashes in blue, green, yellow, and red.

Programming that Supports Goal 7



MI Future Educator: Fellowship (27a)



- **\$305 million** allocated in FY 23, **plus \$25 million** allocated in FY 24
- Offers \$10,000 scholarship to up to 2,500 future educators every year
- Eligibility requirements, such as:
 - Admitted into eligible approved Michigan preparation program
 - Working on initial teacher certification
 - Are full time student (or equivalent for alternative route program)
 - Have a cumulative GPA of at least 3.0
 - Completed paperwork

MI Future Educator: Fellowship (27a)

MI Fellowship <i>as of 02/05/24</i>	Total Students Paid	Total Amount Paid
2022-23	750	Approx. \$6.1 million
2023-24	1,931	Approx. \$15.1 million

Additional fellowships to be paid in the pipeline



MI Future Educator: Student Teacher Stipend (27c)

- **\$50 million** allocated each year in FY 23 and FY 24
- Offers \$9,600 stipend to support candidates participating in student teaching
- Eligibility requirements, such as:
 - Admitted into eligible approved Michigan preparation program
 - Working toward teacher certification
 - Full time enrollment in student teaching coursework
 - Not employed as “teacher of record”
 - Maintain satisfactory academic progress

MI Future Educator: Student Teacher Stipend (27c)

MI Stipend <i>as of 02/05/24</i>	Total Students Paid	Total Amount Paid
2022-23	2,342	Approx. \$25.2 million
2023-24	2,177	Approx. \$23.2 million

Additional stipends to be paid in the pipeline



Mentoring and Induction (27h)

- **\$50 million** over five years for grants for mentoring and induction
- Three underlying grants
 1. \$500,000 to entity to assist MDE in developing curricula, resources, and professional learning for mentors
 2. \$500,000 to entity to evaluate effectiveness of mentoring programming
 3. \$49 million to districts (no more than \$10 million a year) to provide stipends, professional learning, books, materials, staffing costs to cover time for mentors and new teachers to meet, and contracting with professional organizations to provide mentoring services.

Student Loan Repayment (27k)

- **\$225 million** allocated to provide financial support for educators' loans
 - \$200/month; \$400/month if in band 6 of 31a
- Eligibility:
 - Enrolled in federal public service loan forgiveness program
 - Making payments toward loans
 - Employed in district or ISD in role working directly with pre-K-12 students (e.g., teacher, school social worker, reading specialist)
- Application being released shortly

National Board Certification (27m)

Recognized National Board Achievement

- **\$4 million**
- Teachers receive \$4,000 or \$10,000 if teaching in Title I building
- **Eligibility requirements include:**
 - National Board Certification prior to January 1, 2024
 - Michigan teaching certificate
 - Employed by district/ISD and teaching at least 50% of time

First Time National Board Candidates

- **\$1 million**
- Teachers receive up to \$2,125
- **Eligibility requirements include:**
 - Employed in Title I building, designated role
 - Michigan teaching certificate
 - Completing the certification components within specified timeframe

Rural Educator Credentialing Hub (27i)



- **\$15 million**
- Grant to one educator preparation institution (EPI) to lead a pilot consortium of EPIs and rural school districts to assist rural educators with “crossing the finish line” to certification
- Hub will:
 - Utilize assessments of nontraditional and experiential learning to accelerate certification experiences for new educators
 - Provide programming and supports for educators to complete requirements for initial or additional credential at no cost to the educator



Other Recruitment and Retention Efforts

Non-Recurring

- **\$63.8 million** for equal per pupil payments to districts to increase educator compensation (sec. 27l)
- **\$10 million** to support the infrastructure of Talent Together (sec. 27g, FY 23 Supplemental)
- **\$66.3 million** for Talent Together – Grow Your Own to use in paying for tuition, fees, and associated costs to ensure a no-cost pathway to certification (sec. 27p, FY 23 Supplemental)



GYO EXPLORE: 6-12th Grade Future Educator Program

- Broad introduction to educational strategies, systems, and professions
- Flexible implementation models with free curriculum
- Flexible staffing guidance and free professional learning
- Startup (mini) grants to build programs and recruit students



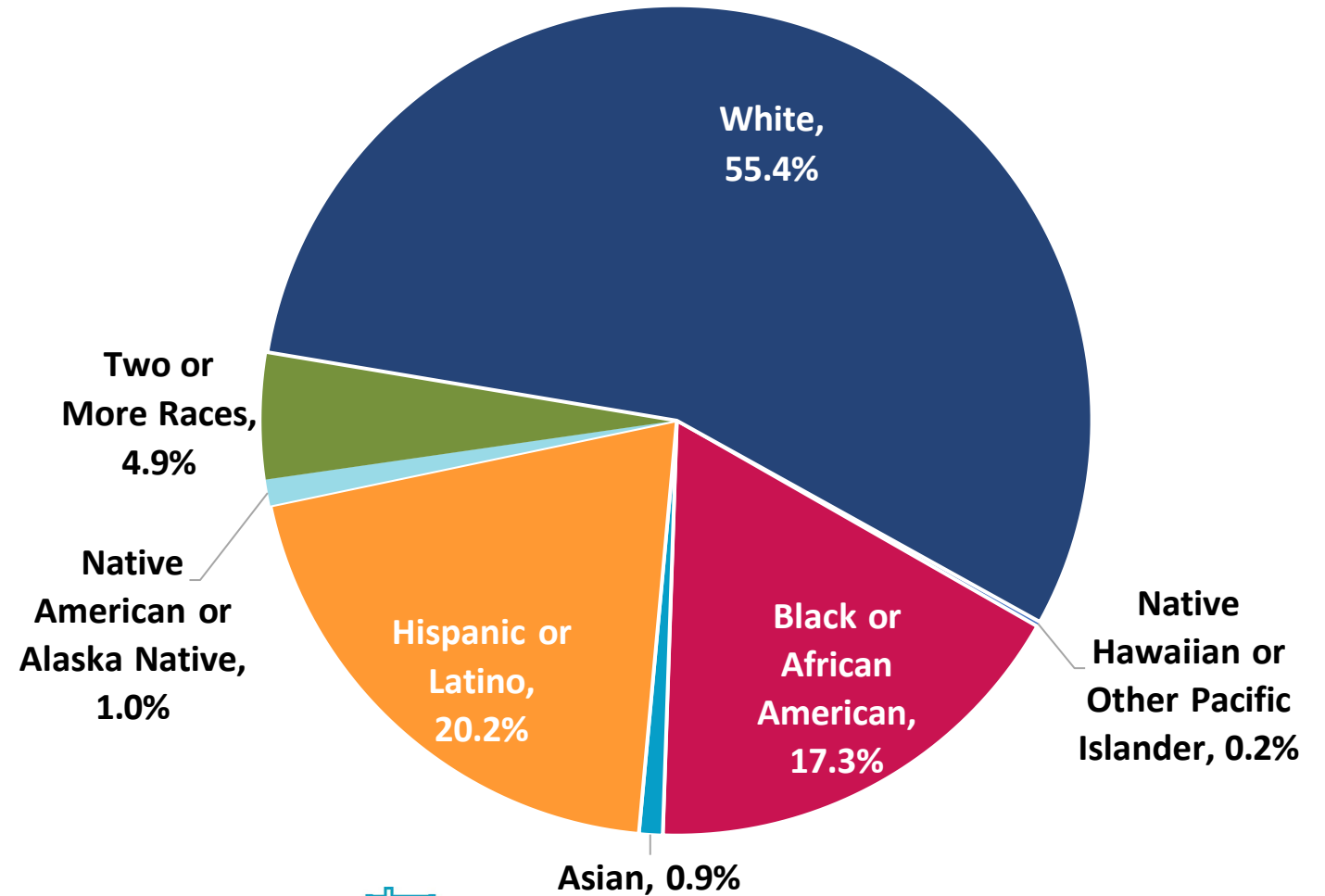
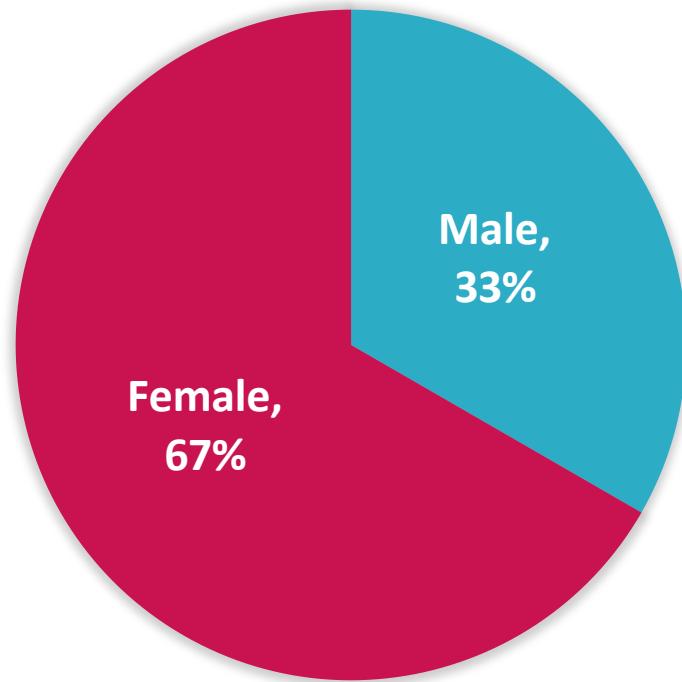
GYO EXPLORE Grants



- **\$1.7 million** in grants across three fiscal years (FY 21, FY 22, FY 23)
- Reached:
 - 75 local and intermediate school districts
 - Over 1,000 students, grades 6-12, across the state



GYO EXPLORE: Student Demographics



GYO EXPLORE Impact: Benefits of Programming



- Decide if teaching is for students before students invest their money
- Visit colleges and interact with teacher candidates and faculty
- Young learners have more support, an extra caring person, and a college bound adolescent to look up to
- Teachers are reinvigorated as they mentor and share wisdom

GYO EXPLORE Impact:

Understanding a Career Path & Promoting the Profession

“Being in this program made me realize what teachers go through and appreciate the profession.”



“It’s a lot harder than I thought but it’s also a lot more enjoyable... I get more out of it than I thought I would.”



“At first, I didn’t really know if teaching was something I wanted to do... I wanted to see how teachers do it. They’re magic.”



GYO School Staff Programs

- Grants across three fiscal years (FY 21, FY 22, FY 23)
 - **FY 23 investment of \$175M**
- Reduce barriers and increase opportunities for individuals to obtain certification
 - Individuals **work** while completing preparation programs
 - Partnerships between PK-12 schools and educator preparation, providing **wrap-around supports** for candidates and emerging teachers



GYO School Staff: Grant Progress



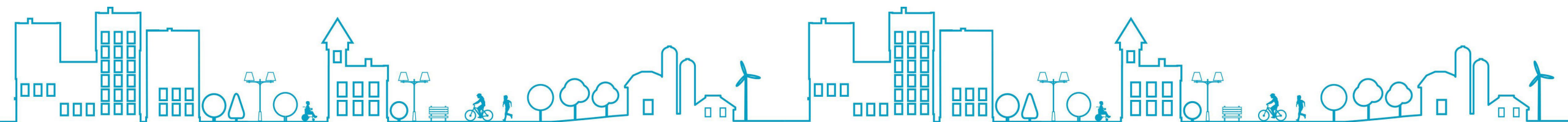
188 awards across **151** districts (local and intermediate school districts), reaching over **1,300** teachers.



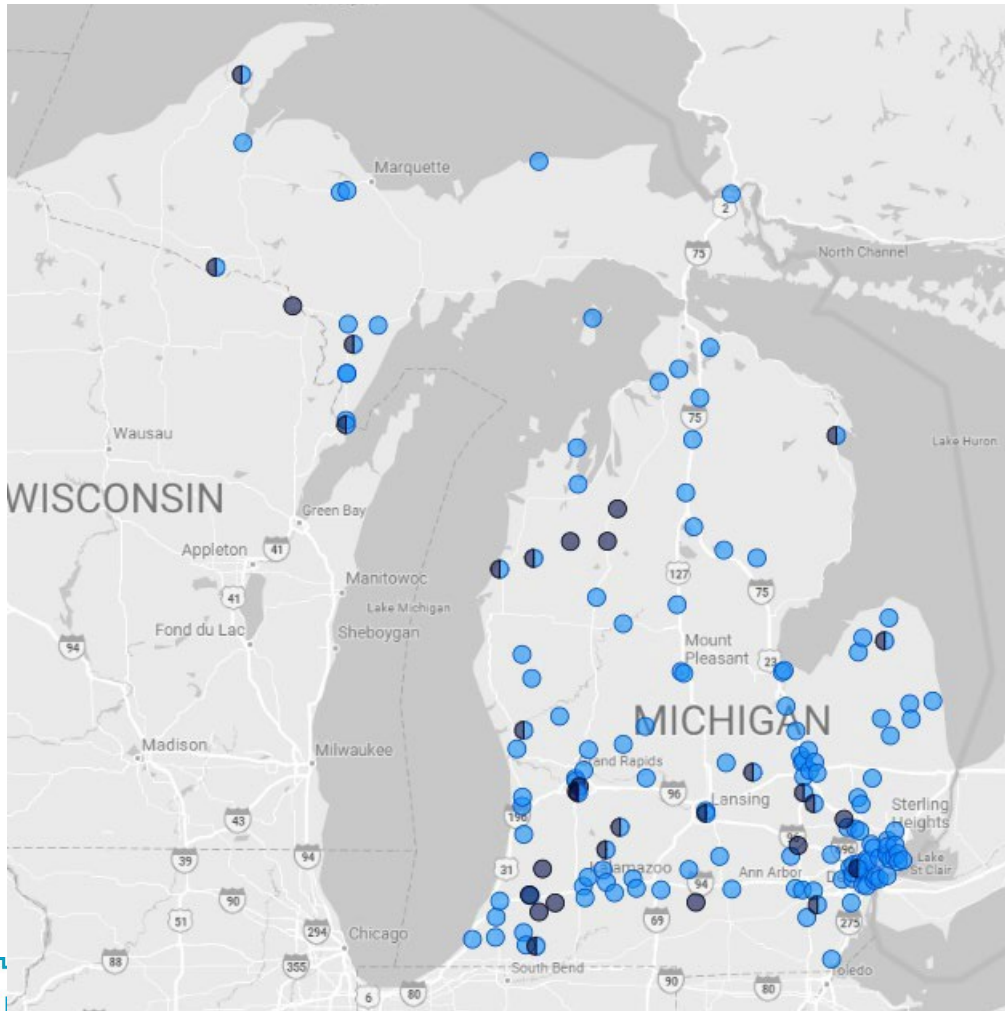
28 teacher preparation programs (and counting) have partnered with districts to offer coursework.



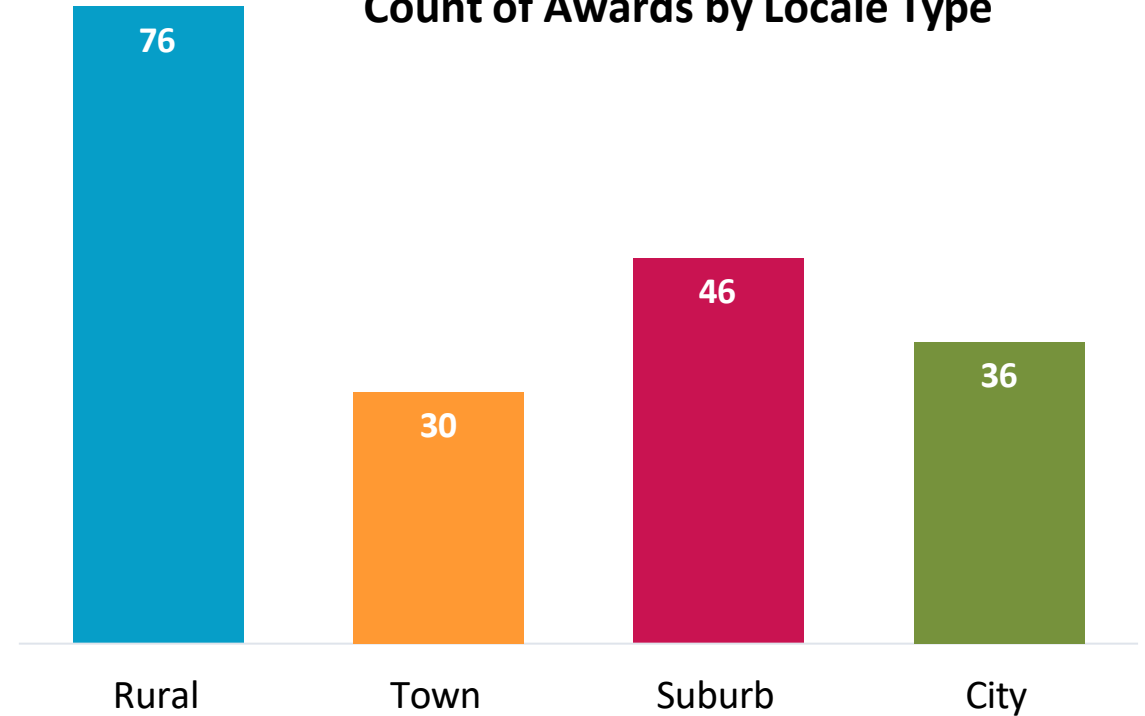
\$127.5 million in grant funding has been awarded to districts to support their GYO programs with more awards in future.



GYO Support Staff Grant Awards



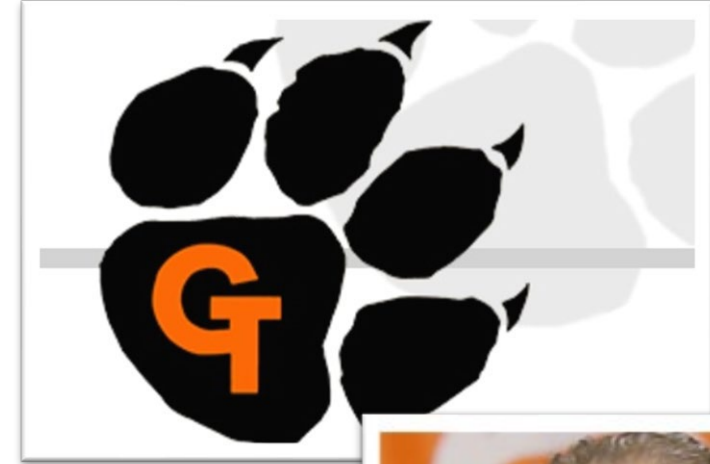
Count of Awards by Locale Type



Support Staff Program Impact: Grant Public Schools

Marcelo Santana, Spanish & ESL teacher

- Was a paraprofessional who provided support to English Language Learners
- Coached the varsity boy's soccer team
- Received a GYO grant award



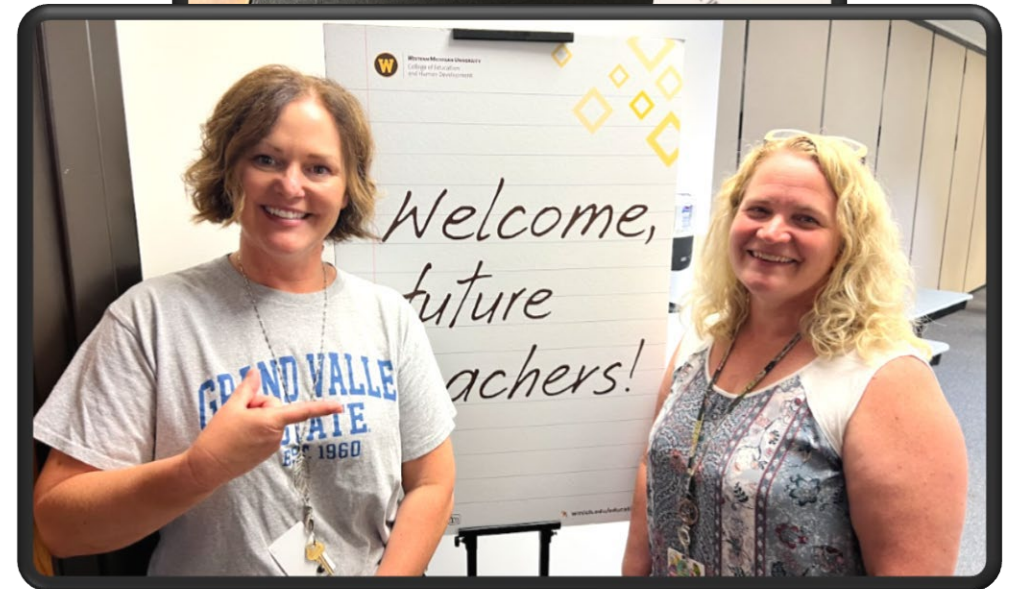
“[Because of the GYO grant] we can now offer Spanish as an elective in middle school, along with language intervention to our population of 22% Spanish speaking students.”

-Stephanie Dood, Grant Public Schools



Support Staff Program Impact: Van Buren ISD

- Working on behalf of its 53 constituent educational entities
- Two university partners:
 - Grand Valley State University
 - Western Michigan University
- Welcomed 130 school employees seeking certification at a kickoff event



Goal 7: Michigan's Progress

The U.S. Department of Education has reported that for the period of May 2019 to September 2023, **Michigan ranked second highest in the nation in education job recovery** -- among **only seven states to have increases in education staffing**. This shows that **Michigan is on the right path to addressing staffing shortages in public education**.

Source: U.S. Department of Education. (2023). Raise the Bar Policy Brief.



Goal 7: Increasing the numbers of certified teachers in areas of shortage – Summary

1. Teacher Preparation Enrollment
 - Decreased 59% from 2011-12 to 2016-17
 - Rebounded and has **increased 56% from 2016-17 to 2021-22**
2. Over the last seven years, net increases of **1,317 Black or African American teachers** and an additional **216 Hispanic or Latino teachers** have joined the teaching profession.
3. The state has dedicated significant funds in the last two years to address the teacher shortage, **from \$0 in FY 20 to \$575 million in FY 23 and over \$448 million in FY 24.**
4. New programs to improve the quantity, quality, and diversity within the profession are paying off.

Thank you!

