Teacher Recruitment and Retention to Address Teacher Shortage

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State Board of Education

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Michigan's Top 10 Strategic Education Plan

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

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Why is there an educator shortage?

- There is a teacher shortage in many states across the country. What factors have exacerbated the shortage in Michigan?

- Michigan ranked 50th of 50 states in total education revenue growth, inflation-adjusted, from 1995 to 2015 according to a Michigan State University study.

Source: Michigan School Finance at the Crossroads: A Quarter Century of State Control (Michigan State University, 2019)

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Why is there an educator shortage (continued)?

- In 2011, the legislature decreased funding by $470 per student. The result: teacher and other staff pay freezes and reductions, teacher and other staff layoffs, higher class sizes, and fewer support staff.
- Educators were mandated to pay a greater share of health insurance and retirement costs.
- The state mandate for annual evaluations of all educators was established in legislation that passed in 2009 and was updated with further legislation in June 2011. The requirement for use of student growth data, including state tests, in teacher ratings and the imposition of consequences for ineffective evaluations took effect a few years later.

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Recapping MDE Initiatives

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Welcome Back Proud MI Educator Campaign

Phase 1: Spring 2021, mailed postcards to tens of thousands of formerly certified teachers

Phase 2: October 2021, mailed letters to 35,454 letters to currently certified teachers not teaching in Michigan public schools

IMPACT

373 districts have participated in the campaign

2,465 educators have shared information to be contacted by districts about potential employment

Thus far, 210 educators have been re-certified or granted permits allowing placement in the classroom while the individual completes requirements.

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RECRUITMENT

Future Proud Michigan Educator

Grow Your Own Programs:

Middle & High School Students (Explore)

- $1.1 million in grants to plan programs for 6-12 students to explore teaching as a profession
- 44 districts; 80 buildings:
  - 28 districts piloted programs during the 2021-22 academic year
  - Remainder will begin 2022-23 academic year

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RECRUITMENT

Alternative Route Preparation Providers

Two new alternative route providers approved to start in 2021-22

Detroit Public Schools Community District (DPSCD) On the Rise Academy program

- 55 teacher candidates in first cohort

New Paradigm for Education's program

- 13 teacher candidates in first cohort

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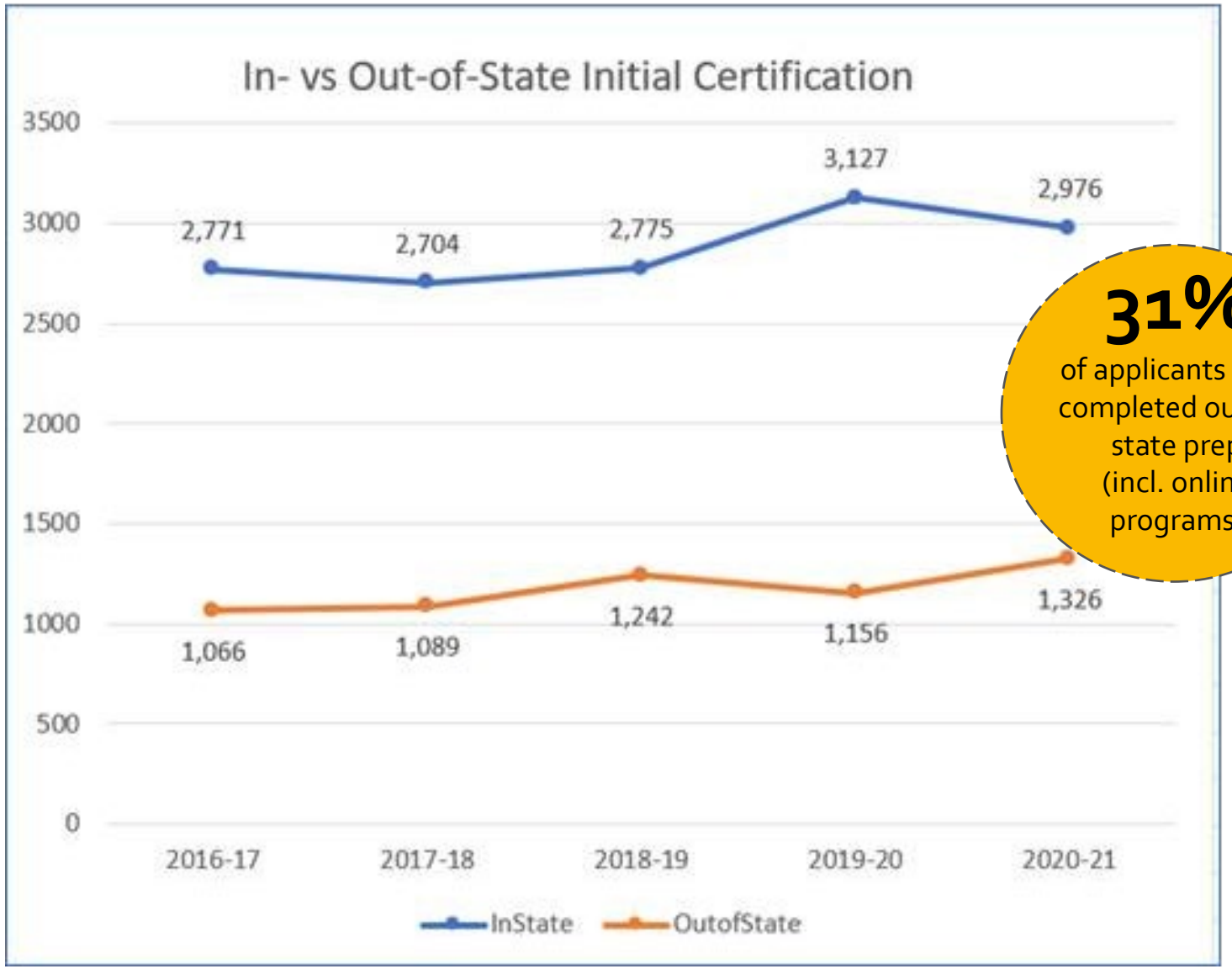
RECRUITMENT

Out-of-State Reciprocity



31% of applicants have completed out-of-state prep (incl. online programs)

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RECRUITMENT

Teacher Prep Enrollment

Year	Enrollees	Completers	Total
2013-14	18,483	4,720	23,203
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

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PLACEMENT

Certification Flexibilities

Special Education

- Late last school year, MDE created an opportunity for districts to increase the number of certified teachers in special education areas by providing flexibility regarding appropriately certified and endorsed special education teachers in specific special education programs through a waiver application.
- As of 12/20/2021, 20 districts have applied for waivers to allow flexible placements of 28 teachers.

School Social Workers

- Waiver of R 340.1012(1)(b-c) to allow individuals with a Master's in Social Work to serve as school social workers while completing coursework.
- As of 12/20/2021, 35 temporary approvals have been issued under this waiver. This is in addition to the approximately 200 temporary approvals that already occur annually.

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Recent Legislative Actions

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$1.6M FY2022 to MDE

- Grow Your Own grants to districts
- Certificate fee waiver for renewals

$10M FY 2022 for teacher recruitment efforts

- To address shortages

Educator Workforce Legislative Investment

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Public Act 149 of 2021

Through June 30, 2022, an individual may be employed as a substitute teacher, without a certificate or permit, if:

1. The individual has a high school diploma or high school equivalency certificate, AND
2. The individual is employed by or works at the school district or intermediate school district.

The district must:

1. At least match the individual's salary/hourly rate of pay.
2. Ensure criminal background information is received and enacted upon prior to placement.
3. Not retaliate for refusal to serve as a substitute teacher.

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Out-of-State Reciprocity

The Michigan Department of Education (MDE) is working with a sponsor from the Senate to put forward recommended changes.

The bill is in the drafting process and will be introduced soon.

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Proposed Legislation in 2021

- Educator Evaluation – 10 bills
- Substitute teaching – 7 bills, one law
- Teacher loan forgiveness – 2 bills
- Paraprofessional tuition – 2 bills

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There remains no significant funding for educator recruitment or retention to address Michigan's significant teacher shortage.

Spring is 68 days away.

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Call to Action:

$300 million to $500 million over the next five years to address the teacher shortage

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Spring 2022

Rapid-Action Proposals

- **Reciprocity statute change** and offset of costs for teachers relocating to Michigan.

- Grants to districts to provide **stipends for mentors** to support Grow Your Own programs and teachers in the first three years and a competitive grant to an Intermediate School District to partner with MDE to develop broad mentoring parameters, virtual training and provide regional training/support to ensure mentor quality.

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Spring 2022

Additional Rapid-Action Proposals

- **Tuition reimbursement** for current college students and support staff members who aspire to become teachers.

- **Student loan repayment** for recently certified college graduates who commit to careers in education and for current teachers who are working to pay off college.

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Spring 2022

Additional Rapid-Action Proposals

- Grants to districts for **Grow Your Own programs: support staff to teachers**.

- Grants to districts or directly to teacher candidates for **paid teacher internships** to offset potential loss in earnings by candidates and stipends to student teachers to relocate and pay for housing in high-needs school districts for up to one year.

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Spring 2022

Additional Rapid-Action Proposals

- Grants to educator preparation providers to **expand Welcome Back Proud Michigan Educator** campaign to Phase III. Grants would offset costs to review transcripts and provide a mechanism to complete updated requirements for individuals who completed a program, or almost completed a program, and need a boost to reach certification.

- **Reimbursement for teacher certificate transfer and testing fees** for educators relocating to Michigan, excludes online programs.

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Spring 2022

Sustained Proposals

- Grants to districts to support growth of **Explore programs for students in grades 6-12** to inspire interest in teaching and scholarships for high school seniors who aspire to and commit to a career in teaching.
- Revive and strengthen the **Teacher Preparation Pipeline in the Upper Peninsula and Northern Lower Peninsula**.
- Expand eligibility for **child-care reimbursement** to individuals enrolled in teacher preparation programs.

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Spring 2022

Additional Sustained Proposals

- **Grants** to educator preparation programs/districts **to help prepare teacher candidates** for Michigan Test for Teacher Certification (MTTC).

- Grants to districts to offer access to specified **mental health services for teachers**.

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Spring 2022

Additional Sustained Proposals

- Tuition **reimbursement for reading course requirement** of MCL 380.1531.

- **Program evaluation** to collect data and analyze effectiveness of programs.

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Thank You

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