



Accreditation Conference Hope College

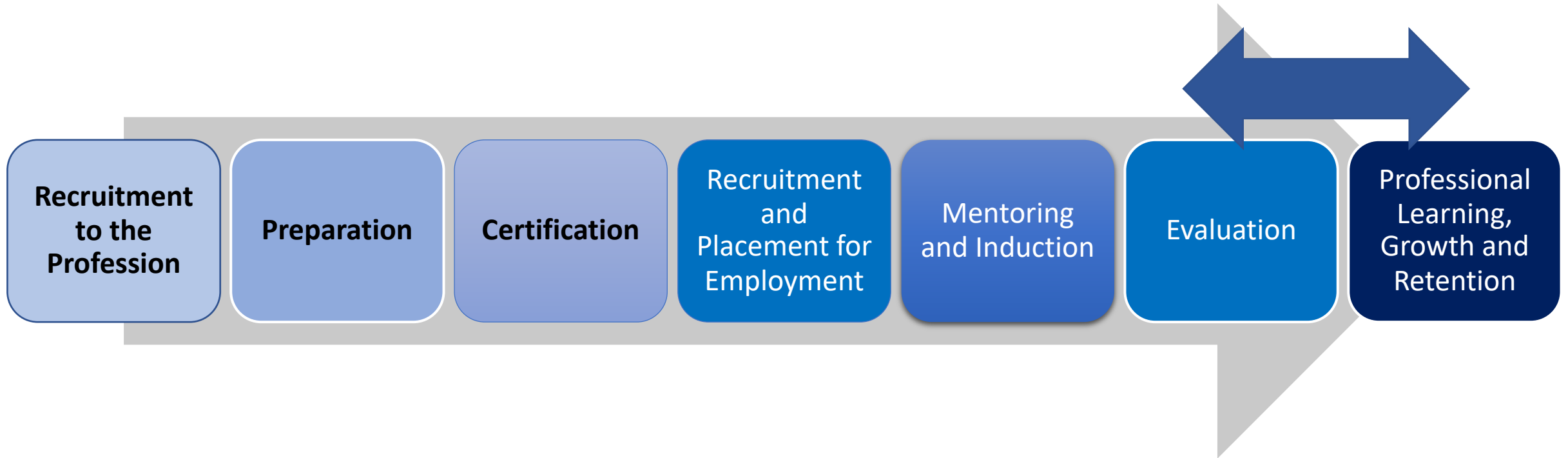
April 11, 2019

Office of Educator Excellence

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Educator Pipeline





Balanced, Systemic Approach



Everyone focused on the same goals



Goals are limited



Depth of implementation vs breadth



Initiatives are balanced across the pipeline

Current Recruitment

Positive language about profession

MANY pathways into the profession

Year-round marketing plans

P-20 & EPP partnerships

Reciprocity other states and countries

MDE hosted job fairs

Recruitment Future?

Job bank

Cadet teacher programs

Statewide shared marketing

Focus strategies on regions, content areas and diversity

Signing Day

Preparation



Clinical experiences



Certification structure change



Partnerships with K-12



Shortage areas and regions



Diversity

Certification



School counselor
professional learning



Professional learning
continuum concept



Career pathway
opportunities



Reciprocity

Hiring and Placemen t

Job fairs

Year-round marketing

Robust permit system

Potential of additional flexibility
for placement

Retention

- Culture/climate
- Leadership
- Financial incentivization
- Educator evaluation linked to professional growth plans
- Career pathways
- Tiered certification
- Recognition programs



Recognition



MTOY/RTOY

MTLAC

Specialized
programs

#proudMled
ucator

National
board

other

Systems/ Partners

Data

Research

Alignment

Investment

Positive language

Balanced approach

Systems/ Partners

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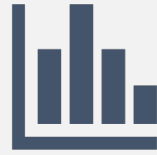
Positive language

Balanced approach

What workforce DATA do we have?

- EPI Performance
- Turnover
- Regional Staffing
- Content Area Staffing
- Diversity
- Educator Evaluation
- Perception Survey
- Location
- Age
- Years of Experience
- Proximity to Program
- Credential Type
- Permits

Shout-out for the Annual Report



Publicly available
actionable data –
[Annual Report](#)



Aligned to identified
areas of educator
pipeline



Who is
receiving data?

- Legislature
- Community Members
- Educator Preparation Institutions
- P-20 Schools
- Researchers
- National Partners

The background of the slide features several thin, curved lines in a light gray color, some solid and some dashed, creating a sense of motion or data flow. On the left side, there is a blue speech bubble graphic with a tail pointing towards the bottom left.

How are data
being used?

- Guide decision-making
- Marketing
- Compare to the national lens
- Support district staffing
- Determine which strategies have effect
- Media

Systems/ Partners

Data

Research

Alignment

Investment

Positive language

Balanced approach

Research

- OEE authored [white papers](#)
 - Topics include [certification trends](#), [stability, mobility and attrition rates](#), [racial characteristics of teacher workforce](#), and [teacher mobility by geographic location and type](#)
- EPIC
- Michigan Alliance Improving Teacher Preparation
- Data Sharing agreements
- Partnership districts
- Equity

Systems/ Partners

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Positive language

Balanced approach

Alignment

Positive messaging

High Expectations and shared accountability

Quality professional learning

Manageable number of shared initiatives

Data as part of the solution

Systems/ Partners

Data

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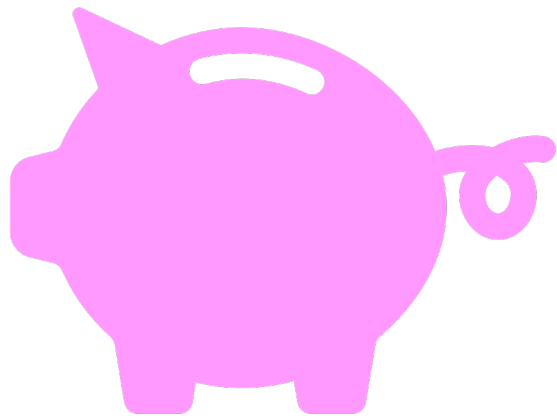
Balanced approach



Legislative Investment

- Mentoring and induction
- Residencies
- Universal preschool
- Job bank
- Cadet Teaching
- Infrastructure changes for restructured school year (air conditioning)

MDE Investment



- Innovations in preparation
- Job bank
- Cadet teaching
- Professional learning quality measures
- Data and marketing personnel
- Job fairs

Systems/ Partners

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Educator Pipeline

