



## Office of Educator Excellence

### DARTEP Update

February 7, 2020

### Eastern Michigan University

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#### ***SECTION I: Legislative Updates***

Below is a selection of education-related bills currently before the Michigan Senate and House of Representatives. Details about the status of each bill, including full text and analysis (where available) may be found at <http://legislature.mi.gov>. At that page, you can also sign up for bill and committee meeting notifications.

- SB 41 – Mental health training and teacher professional development
- HJR J – Constitutional amendment to provide a right to literacy
- HB 4054 – Minimum number of Counselors employed by district
- HB 4207 – Prohibits limits number of teachers rated highly effective
- **Updated!** HB 4208 – Evaluation – provides for conflict of interest provisions  
**1/8/2020 Passed the House and reported to Senate Committee on Education and Career Readiness**
- HB 4216 – Bullying prevention for teaching certification
- HB 4221 – Teacher evaluations – reduce growth to 25%
- HB 4222 – Administrator evaluations – reduce growth to 25%
- HB 4342 – Substitute teaching – family member of student
- HB 4382 – Unprofessional conduct
- HB 4392 – Require library media specialist and instruction in literacy, information research, and technology standards
- HB 4393 – Every school must have a library

- HB 4394 – Public school libraries shall be staffed when the library is open
- HB 4546 – Dual Enrollment – allow for summer courses (H-2 adopted)
- HB 4547 – Dual Enrollment – allow for summer courses (H-2 adopted)
- HB 4671 – Provides for grant program to fund “Every Child Ready to Read” program
- **Updated!** HB 4856 – Certificate nullification **12/10/2019 Reported from Education Committee and referred to Ways and Means**
- HB 4904 – Performance Evaluations – teacher, 2 labels, 25% growth
- HB 4905 – Performance Evaluations – admin, 2 labels, 25% growth
- HB 4906 – Personnel decisions
- HB 4583 – Amends third grade reading law
- HB 4669 – Expands implementation of reading improvement plan under certain circumstances
- HB 5133 – Establish School Counselor Corps
- HB 5165 – Making a Difference Teacher Grants
- HB 5166 – Making a Difference Teacher Income Tax Check off
- SB 614 – PD in signs of suicide and depression
- HB 5223 – Promote Troops to Teachers for veterans and military spouses
- HB 5236 – Waive cert fees for veterans and military spouses
- SB 657 – Remove prohibition of special education for alternative routes to teaching
- HB 5258 – Cap administrator salary
- **LOTS happening around the Michigan Merit Curriculum (SB 600/601)**
- SB 633 – Removes retention requirement from Read By Grade Three

## ***SECTION II: Michigan Department of Education Updates***

Below is a selection of memoranda, news items, and other announcements released by the Michigan Department of Education since the December 6, 2019 DARTEP meeting that the OEE believes have special relevance for educator preparation concerning issues about which multiple EPI representatives have enquired. Several of these have been previously shared via the DARTEP listserv and are aggregated here for your convenience. To sign up for MDE emails, please use the following link:

<https://public.govdelivery.com/accounts/MIMDE/subscriber/new>

### **Your voice is needed! MEMO #001-20: Top 10 in 10 years strategic plan review – Survey Available (1/9/2020)**

During the September 2019 State Board of Education meeting, Dr. Rice highlighted the need for the department to facilitate a process to review and update Michigan’s Top 10 in 10 strategic education plan. The Top 10 in 10 plan is the state’s plan to drive improvement for Michigan’s children. The current plan has been in place since February 2016 and has been the guiding document for Michigan’s education efforts.

[http://www.michigan.gov/documents/mde/Top\\_10\\_survey\\_676248\\_7.pdf](http://www.michigan.gov/documents/mde/Top_10_survey_676248_7.pdf)

### **MEMO #005-20: Code of Educational Ethics Blog and Resources (1/9/2020)**



The Office of Educator Excellence is pleased to share available resources to support the Michigan Code of Educational Ethics.

[http://www.michigan.gov/documents/mde/Code\\_of\\_Ethics\\_Resources\\_676254\\_7.pdf](http://www.michigan.gov/documents/mde/Code_of_Ethics_Resources_676254_7.pdf)

**MEMO #008-20: New District-Provided Professional Development Reporting Requirements (1/16/2020)**

To reduce reporting of inaccurate information and to streamline the educator certificate renewal process, the Michigan Department of Education (MDE) is implementing a shift in the process for reporting District-Provided Professional Development (DPPD) for educator recertification.

[http://www.michigan.gov/documents/mde/DPPD-SCECH\\_678614\\_7.pdf](http://www.michigan.gov/documents/mde/DPPD-SCECH_678614_7.pdf)

**Information Available for Advanced College Credit (1/14/2020)**

In collaboration with the College Board and the Michigan College Access Network (MCAN), the Michigan Department of Education collected all of the college credit policies for Advanced Placement (AP) and College-Level Examination Program (CLEP) in one easy-to-understand document for parents and students. MDE has now posted the AP and CLEP credit policy documents that we developed here:

[https://www.michigan.gov/mde/0,4615,7-140-81351\\_40022---,00.html](https://www.michigan.gov/mde/0,4615,7-140-81351_40022---,00.html). Now, parents and students can search for credit information in one place.

**Essential Practices for Disciplinary Literacy Instruction in the Secondary Classroom (1/30/2020)**

Secondary Educators, you are invited to attend a regional one-day institute on **Thursday, February 13, 2020**, featuring Dr. Elizabeth Moje and Dr. Darin Stockdill from the University of Michigan. This one-day regional institute is open to intermediate school district (ISD) consultants and administrators, institutions of higher education, and professional organizations that support mathematics, science, social studies, and English language arts instruction across Michigan. Learning will be facilitated by lead researchers Dr. Elizabeth Moje and Dr. Darin Stockdill, along with Disciplinary Literacy Task Force members, to strengthen and bring coherence to the work occurring around literacy in secondary classrooms. Participants are encouraged to attend the institute at any of the locations listed in the link below. Remote sites will be hosted at ISDs across the state to connect with the learning virtually and will be facilitated by Disciplinary Literacy Task Force members. Wayne RESA is honored to host the presenters in-person, allowing a uniquely interactive learning opportunity for all that attend. For more information, as well as a link to register, click here: <https://www.smore.com/1uahn-essential-practices>. Please contact Jenelle Williams at [jenelle.williams@oakland.k12.mi.us](mailto:jenelle.williams@oakland.k12.mi.us) or Dave Krebs at [davekrebs18@gmail.com](mailto:davekrebs18@gmail.com) with any questions you may have.

**SECTION III: Office of Educator Excellence Updates**

**FEEDBACK NEEDED!!! Appropriate Placement Proposal**

The Office of Educator Excellence will be collecting statewide feedback on proposed Appropriate Placement requirements under the revised staffing system. Please see the [link](#) for more information about the proposal. A video describing the requirements will accompany the survey. This set of requirements is specifically for those individuals who are newly certified under the revised certification structure (B-K, PK-3, 3-6, 5-9, 7-12, PK-12) and will not impact those who currently hold a certificate. The survey is anticipated to be released February 13, 2020.

[https://www.michigan.gov/documents/mde/StaffingSystem-AppropriatePlacement\\_679374\\_7.pdf](https://www.michigan.gov/documents/mde/StaffingSystem-AppropriatePlacement_679374_7.pdf)

### **1. Approvals, Permits, and Certification Webinar**

Last October, Krista Ried from the OEE and Dana Billings from the Office of Special Education co-hosted a presentation on special education personnel approvals. A recording of the presentation is available online at [https://zoom.us/rec/play/78B\\_IrusrGk3E9Kc5gSDV\\_coW424eqqs1HQX-KcNz0mwUyQLZwXyYrIXa-RKRaO2\\_1kWTixkDtccBigF?continueMode=true](https://zoom.us/rec/play/78B_IrusrGk3E9Kc5gSDV_coW424eqqs1HQX-KcNz0mwUyQLZwXyYrIXa-RKRaO2_1kWTixkDtccBigF?continueMode=true).

### **2. CAEP Accreditation Updates**

Four EPPs will host CAEP site visits this spring: Baker College, Oakland University, Cornerstone University, and Spring Arbor University.

New Handbook: CAEP is processing the feedback received for the combined accreditation handbook. You should continue to use the current separate handbooks for Initial and Advanced Accreditation until CAEP releases the final version of the combined.

Phase-in Plan reminder: Clear and detailed plans are still acceptable for CAEP accreditation but are on a schedule to be phased out soon. Initial preparation programs can submit a plan and one cycle of data for certain components through spring 2020. As of Fall 2021, plans are not allowed for Initial programs. Advanced programs may submit plans and progress steps through spring 2023 but must have data by Fall 2023.

### **3. CEEDAR Lunch and Learn: A Practical Demonstration of CEEDAR's Culturally Relevant Education Course Enhancement Module**

Join CEEDAR Center Co-Director Dr. Erica McCray on Feb. 19, 2020, 1:00-1:30 PM, as she demonstrates one of CEEDAR's newest products: the Culturally Relevant Education Course Enhancement Module. This 30-minute demonstration will give professional development providers and course instructors a practical overview of this useful tool. Register online at [https://ufl.zoom.us/webinar/register/WN\\_wYvr49tUTlevBQuvFsF\\_rw](https://ufl.zoom.us/webinar/register/WN_wYvr49tUTlevBQuvFsF_rw).

### **4. Core Teaching Practices Support & Survey**

The February DARTEP meeting marks the third time that a portion of the meeting has been dedicated to professional learning opportunities about Core Teaching Practices

(CTPs). OEE hopes that DARTEP members are finding these sessions helpful. To build on this professional learning, OEE is planning to implement coordinated support efforts regarding the integration of the CTPs in Michigan educator preparation programs in 2020. This support is slated to include development of communication tools, face-to-face and online professional learning, incremental levels of professional learning, and face to face technical assistance planning sessions. The roll-out support will be ongoing through 2022-2023. As part of the planning process the OEE will be surveying DARTEP members about what kinds of learning and resources would be helpful in order to support EPPs in growing capacity around the CTPs. This survey will be sent to DARTEP members following the February meeting in order to obtain information and make available professional learning that aligns with stakeholder needs. Please watch for this survey and for dates and locations for 2020 introductory workshops will be announced soon!

## **5. Education Value-Added Assessment System (EVAAS)**

SAS has developed and is developing value added model [EVAAS web-based reports](#) that currently provide school level and district level student academic growth data. EVAAS is considered by MDE to be an alternative to [the use of SGPs](#) to determine state assessment student growth within educator evaluations. All participating districts currently receive District and School Value-Added reports and Student Projection reports. Teacher Value-Added reports are also available if student-teacher linkages are reported through the Michigan Data Hub (MiDataHub). As of January 2020, there have been 182 districts opted-in thus far with data that was used to determine teacher-level reports. To learn more about participating districts, contact Brian Lloyd at [LloydB@michigan.gov](mailto:LloydB@michigan.gov). The MDE does not have access to district teacher level reporting, and it is recommended that EPPs interested in obtaining teacher value-added reports for their graduates partner with participating districts.

The appropriated funding for EVAAS was recently vetoed, and the current EVAAS contract stipulates student growth reporting service through March of 2020. To find information about EVAAS or to contact us, go to <https://mi.sas.com/contact.html>.

## **6. EPI Performance Management System**

The proposal to revise Michigan's EPI Performance Score framework continues to be refined by the committee and then will be submitted to Dr. Rice for final approval of the new system. In the meantime, OEE is developing a process to provide EPPs the data necessary for internal and external (e.g. CAEP) reporting that would normally have been provided through the prior EPI Performance Score process.

If you have questions please contact both Kate Boswell Gallagher ([BoswellGallagherK@Michigan.gov](mailto:BoswellGallagherK@Michigan.gov)) and Sean Kottke ([KottkeS@Michigan.gov](mailto:KottkeS@Michigan.gov)) to ensure you receive responses in a timely manner.

## **7. MDE Educator Evaluation Student Growth Workshops**

The Office of Educator Excellence at MDE is offering a one-day workshop on measuring student growth within educator evaluations for district and public school academy administrators and those who support them. The workshop is planned for February 27, 2020 from 9am to 4pm at the MELG Building in Lansing Michigan. The

one-day workshop is designed to provide with guidance and supports intended to help districts not yet implementing student growth best practices to implement practices compliant with legislative requires described within [MCL 380.1249](#) and [MCL 380.1249b](#). You may visit this website to register for the workshop: [https://masaonline.gomasa.org/Masaonline/Events/Event\\_Display.aspx?EventKey=20\\_SGW&WebsiteKey=c7d8ceb2-3e66-4c2f-86c5-daf6cac1b0c7](https://masaonline.gomasa.org/Masaonline/Events/Event_Display.aspx?EventKey=20_SGW&WebsiteKey=c7d8ceb2-3e66-4c2f-86c5-daf6cac1b0c7). A workshop series focused on educator evaluation practices that are evidenced to improve student achievement and teacher retention is tentatively being planned for July of 2020.

## **8. Michigan Education Corps**

Hope Network's Michigan Education Corps' (MEC) mission is to empower Michigan kids to reach their highest level of academic achievement in reading and math. To achieve this, MEC utilizes the evidence-based Minnesota Reading and Math Corps models. Grounded in a Multi-Tiered Systems of Support (MTSS) framework, Reading Corps and MEC Math Corps utilize AmeriCorps members as interventionists to deliver research-based interventions to students age 3 to grade 8. Through the MEC experience, all interventionists are highly trained, receive on-going instructional coaching, are paid, and can access the Segal Education Award and other benefits. Serving as an Interventionist with MEC aligns with the Clinical Apprenticeship requirements of the new teacher education requirements. Recognizing the robust training and experience interventionists receive, with encouragement and support from the MDE Office of Educator Excellence, MEC is inviting post-secondary training institutions in creating a partnership model, i.e., "tutor-to-teacher" pipeline. This pipeline allows current students to serve as MEC Interventionists and earn credit or a credential from that institution, much like a paid internship or clinical experience. MEC has launched partnerships to date with Cornerstone and Davenport University each adapted to the unique requirements of their education programs where current students serve as MEC interventionists provide direct instruction to students in schools and earn credit towards their degree. These skills are directly transferable to future teaching in preK-12 settings. Please visit [https://drive.google.com/file/d/1JRj\\_6uOUxya80Het8jZiBC9iodf1hvRm/view?usp=sharing](https://drive.google.com/file/d/1JRj_6uOUxya80Het8jZiBC9iodf1hvRm/view?usp=sharing) to learn more.

## **9. Michigan Teacher of the Year**

Part B Applications for finalists in the Michigan Teacher of the Year (MTOY) program are due February 17 and will be reviewed in March, with the 2020-2021 Regional Teacher of the Year honorees to be announced later this spring, including Michigan's Teacher of the Year. If you are interested in serving as a reviewer for the MTOY program, please contact program coordinator Josh Roesner at [RoesnerJ1@Michigan.gov](mailto:RoesnerJ1@Michigan.gov). More details about the program, can be found at [www.michigan.gov/mtoy](http://www.michigan.gov/mtoy). For more information about 2019-2020 Michigan Teacher of the Year Cara Lougheed and the nine other 2019-2020 Regional Teachers of the Year, please visit [https://www.michigan.gov/mde/0,4615,7-140-5683\\_13651\\_81246-493492--,00.html](https://www.michigan.gov/mde/0,4615,7-140-5683_13651_81246-493492--,00.html).



## **10. MTTC: Health and Physical Education**

A Standard Setting panel convened for the new Health and Physical Education (MC) MTTC tests in January. The panel made a recommendation for a minimum passing (“cut”) score to MDE. Candidates who have taken either subtest will receive their results in the coming weeks. EPIs should be prepared for the new field codes for these tests, which will be in the next round of score reports and verification rosters. Thank you to all EPIs who provided input on the Health and Physical Education test development! For any questions on the MTTC, please contact Bridgett McDowell ([McDowellB@Michigan.gov](mailto:McDowellB@Michigan.gov)). After the fall 2023 semester, no new MA or MB endorsements will be issued.

## **11. MTTC Field Testing: Emotional Impairment**

Field testing is underway for Emotional Impairment. Registration is now open, and testing is available across the state from February 5 through March 3. Participants can be:

- juniors or seniors enrolled in an EI program;
- recently endorsed in EI; or
- registered for an upcoming EI MTTC.

Participants take a full-length test, then answer a survey about the test. This is a chance for candidates to tell MDE and Evaluation Systems if the items are too easy, too confusing, or just right. Field testing is an important part of the test development cycle, and we rely on EPIs to help recruit participants. Participants can choose either a voucher for a future MTTC or a Barnes & Noble gift card. Volunteers can register here: <https://home.pearsonvue.com/espilot/mttc>.

## **12. MTTC Volunteers Needed**

Many MTTC fields are currently undergoing updates:

- Emotional Impairment: [Field Testing NOW!](#)
- Industrial Technology: Framework Review Conference February 2020
- Cognitive Impairment: Field Testing 2020
- ESL and Bilingual Education: Item Review 2020
- Birth-Kindergarten: Framework Review 2020

Each of these updates and activities rely on input from higher education, early career educators, and experienced educators who have supervised and evaluated candidates. Evaluation Systems is actively accepting applications and nominations. Apply or nominate here: <http://www.mirecruit.nesinc.com/>

## **13. Presidential Awards for Excellence in Mathematics and Science Teaching (PAEMST)**

Michigan’s PAEMST program is looking for individuals with deep content and pedagogical knowledge of STEM content for grades K-6 to serve as program mentors and reviewers. Stipends are available for mentors and reviewers and are calculated based on time spent assisting in each role. For more information about specific duties of each role and timeline, please contact program coordinator Josh Roesner at [RoesnerJ1@Michigan.gov](mailto:RoesnerJ1@Michigan.gov).

**14. Program Review: Lower Elementary (PK-3) and Upper Elementary (3-6) Program Application Review Guide coming soon**

The Educator Preparation Unit has been working diligently to develop a Program Application Review Guide for the elementary grade band programs. We plan to unveil this guide at the Hope Continuous Improvement Conference to support your planning and program development. If you've had a World Language, Bilingual Education, English as a Second Language, or Health/Physical Education program application reviewed and approved over the past couple of years, you will have an idea of what this guide will look like.

**15. #ProudMIEducator Video Underscores Critical Impact of Black Male Educators**

Only 2% of MI [#educators](#) are black males. OEE's latest [#proudMIEducator](#) videos was released on January 17 and takes an in-depth look at why black men are in demand and the critical perspective they bring to our education fiber. Watch: [https://youtu.be/N-ec\\_mWQrsw](https://youtu.be/N-ec_mWQrsw) / Read: [bit.ly/2NBH9ej](http://bit.ly/2NBH9ej).

**16. #PMEchat – The Knowledge Network of Proud Michigan Educators**

In an effort to engage and connect both veteran and new educators, the OEE has launched #PMEchat – a tweetchat held the second Tuesday of each month from 7 to 8 p.m. The chat focuses on topics relevant to educators at all levels with questions written and hosted by 2019-20 Regional Teachers of the Year. Upcoming chats include:

- 2/11 – Student Engagement and Empowerment
- 3/10 – Incorporating Literacy Across the Curriculum
- 4/14 – Making the Most of Student Data
- 5/12 – Best Utilizing Available Resources
- 6/9 – Owning Your Evaluation and Professional Growth

Please encourage educators in your learning community to participate in the chats and feel free to promote them through your social media networks.

**17. Standards: Birth-Kindergarten (Early Childhood Education – General and Special Education)**

The Michigan State Board of Education (SBE) **approved** the Standards for the Preparation of Early Childhood Teachers General and Special Education (Birth-Kindergarten) at the January 14, 2020 board meeting. Gina and her early childhood MDE colleagues have been making the conference rounds providing updates and information. Program applications will be available by the Hope Conference and will be accepted in November 2020, April 2021, and November 2021. Approved programs will begin enrolling candidates as early as Fall 2021, and programs should cease enrolling candidates in ZS programs no later than Spring 2023. The approved standards are currently stored on the SBE website at

[https://www.michigan.gov/documents/mde/EC\\_Prep\\_Standards\\_668091\\_7.pdf](https://www.michigan.gov/documents/mde/EC_Prep_Standards_668091_7.pdf). They will be updated with resources and moved to the Preparation Standards page in the coming months.

[https://www.michigan.gov/mde/0,4615,7-140-5683\\_14795\\_83465-456819--,00.html](https://www.michigan.gov/mde/0,4615,7-140-5683_14795_83465-456819--,00.html)



### **18. Standards: Building/Central Office Administrator**

A stakeholder committee has begun work reviewing and updating the Michigan Administrator Preparation Standards. This work will continue through 2020. Questions or comments regarding administrator preparation standards can be sent to Dr. Gina Garner ([GarnerG1@Michigan.gov](mailto:GarnerG1@Michigan.gov)).

### **19. Standards: Middle Level (5-9) and High School (7-12) English Language Arts, Mathematics, and Professional**

These standards will be presented to the State Board of Education on February 11, with statewide public comment to follow. **Watch for your opportunity to provide comment.** If you have any questions about these standards, please contact Gina Garner (Professional, [GarnerG1@Michigan.gov](mailto:GarnerG1@Michigan.gov)), Sean Kottke or Leah van Belle (English Language Arts, [KottkeS@Michigan.gov](mailto:KottkeS@Michigan.gov), [vanBelleL@Michigan.gov](mailto:vanBelleL@Michigan.gov)), or Darcy McMahon (Mathematics, [McMahonD2@Michigan.gov](mailto:McMahonD2@Michigan.gov)).

### **20. Standards: Middle Level (5-9) and High School (7-12) Science**

Stakeholders have convened and begun work to revise the Middle Level (5-9) and High School (7-12) science standards for teacher preparation. One opportunity coming up will be to share your ideas and opinions about the configuration of science endorsements. A survey was recently sent to DARTEP members to solicit your feedback on this important topic and will remain open until February 28. If you have questions about this survey, please contact Darcy McMahon ([McMahonD2@Michigan.gov](mailto:McMahonD2@Michigan.gov)).

### **21. Standards: School Social Worker**

The Standards for the Preparation and Practice of School Social Workers (SSWs) were approved by the Board during its October meeting. The approved standards have been shared with the programs. Gina and Sungti are working with programs to provide technical assistance for realigning courses with the new standards and submitting applications for approval. There are currently [nine approved programs](#) for SSW preparation. With the proposed program and credential changes, program completion certification recommendations should be routed through the certification office at each EPI as with other educator certification and endorsement recommendations. Programs are checking with Council on Social Work Education (CSWE) to determine whether the scope of their CSWE accreditation includes school social worker preparation. If CSWE accreditation does not include these programs, school social worker preparation programs will need to be included among the programs covered by CAEP Advanced Program accreditation. Staff from the OEE and the Office of Special Education are collaborating on rules changes with the MDE's legal office, aiming for a late spring release of school social worker administrative rule changes for public comment. For more information, please contact Sungti Hsu ([HsuS@Michigan.gov](mailto:HsuS@Michigan.gov)).

### **22. Standards: Special Education Supervisor and Director**

The Standards for the Preparation and Practice of Special Education Administrators were presented to the Board during its August meeting. Following the Board presentation, a survey of public comment was sent out to the field. The comment

period ended on September 30, 2019. After addressing concerns raised in the public comment, a second round of public comment took place between December 5, 2019 and January 17, 2020 to garner additional feedback. These standards are scheduled to be presented to the State Board of Education at its March 2020 meeting. For more information on this process, please contact Sungti Hsu ([HsuS@Michigan.gov](mailto:HsuS@Michigan.gov)).

### **23. Surveys: 2019-2020 Survey Collection**

The Fall/Winter 2019 collection window for the surveys (teacher candidates, candidate supervisors, and K-12 cooperating teachers) will end on February 23. EPPs can expect to receive their data the week of March 16<sup>th</sup>.

MDE window for collecting rosters for the Spring/Summer 2020 collection will run from March 16, 2020 – April 3, 2020. An email announcing the request of rosters will be sent out by Dana Utterback on March 16<sup>th</sup>.

Please contact Dana ([UtterbackD@Michigan.gov](mailto:UtterbackD@Michigan.gov)) if you have questions regarding these processes.

### **24. Survey Redesign**

Through the work of the EPI Performance Score committee, a redesign of our current surveys as well as the addition of a principal survey has been proposed. The committee responsible for this work is currently redesigning the “Year Out” Survey (given to those who received their initial certification in the previous year) in preparation for Spring/Summer 2020 distribution and has begun work on the development of a principal survey later this month for distribution in the 2020-2021 school year. This survey is intended to reach the employing principals of first year teachers. If you have questions about this work, or are interested in assisting us, please contact **both** Kate Boswell Gallagher ([BoswellGallagherK@Michigan.gov](mailto:BoswellGallagherK@Michigan.gov)) and Dana Utterback ([UtterbackD@Michigan.gov](mailto:UtterbackD@Michigan.gov)).

### **25. Title II Reporting**

The reporting system for institutions opens this month. By now, all EPPs should have worked with Pearson for their MTTC score submission (the data submissions were due today). As you work through your report, if you have any questions please contact Kate Boswell Gallagher ([BoswellGallagherK@Michigan.gov](mailto:BoswellGallagherK@Michigan.gov)).

## ***SECTION IV: Office of Educator Excellence Reminders***

### **1. AACTE Diversity, Equity, and Inclusion Video Series (from December 2019 OEE Updates)**

From EdPrepMatters: “AACTE is excited to announce the release of its new video series on Diversity, Equity and Inclusion in educator preparation. The videos address a wide variety of topics ranging from promising practices for recruiting and retaining teachers of color, to the importance of culturally relevant teaching for growing the special education teacher pipeline, and also promoting equal access to quality teachers, just to name a few.” The first video in the series is titled “Identifying Barriers to Workforce Diversity in Education.” To read more and access the video

series, please visit <https://edprepmatters.net/2019/11/new-aacte-diversity-equity-and-inclusion-video-series-now-available/>.

## **2. Administrative Experience in Lieu of Internship**

Michigan administrator preparation programs must assure all candidates meet the Michigan Standards for the Preparation of School Principals or Central Office Administrators prior to recommendation for certification. Programs may use an experience-based competency review to determine candidate mastery of standards and program requirements including the internship. The standards require candidates for administrative certification to complete authentic school-based field experiences and a six-month internship. An experience-based review may be conducted to determine whether a candidate's current work experience may be considered as satisfying these requirements. For further details, please consult the following guidance document:

[https://www.michigan.gov/documents/mde/Administrative\\_Experience\\_In\\_Lieu\\_of\\_Internship-QS-Final\\_658271\\_7.pdf](https://www.michigan.gov/documents/mde/Administrative_Experience_In_Lieu_of_Internship-QS-Final_658271_7.pdf)

## **3. Essential Instructional Practices in Early Mathematics: Prekindergarten to Grade Three (from December 2019 OEE Updates)**

This resource has been added to our Resources for PK-3 Standards for Teacher Preparation ([https://www.gomaisa.org/downloads/gelndocs/early\\_math-prek-3\\_102219.pdf](https://www.gomaisa.org/downloads/gelndocs/early_math-prek-3_102219.pdf)). The document was developed by the MAISA General Education Leadership Network Early Mathematics Task Force and is intended as guidance for professional learning and interactions to enhance the capacities of our systems to support equitable and just learning outcomes for each of our children. The resource includes slides and videos to support

([https://docs.google.com/presentation/d/1gVNFBI MinaOGSJ3wA4phd5pfXrdziP9YomXy7nD5a88/preview?slide=id.g52af06c75d\\_0\\_60](https://docs.google.com/presentation/d/1gVNFBI MinaOGSJ3wA4phd5pfXrdziP9YomXy7nD5a88/preview?slide=id.g52af06c75d_0_60)).

## **4. Impact Academy: A Leadership Fellowship for Deans (from December 2019 OEE Updates)**

Impact Academy is a year-long fellowship for leaders of teacher educator-preparation programs. Impact Academy goes beyond the brass tacks of budgeting and accreditation to provide skills, knowledge, and strategies to help solve the complicated problems deans face. It combines three intensive in-person experiences with ongoing support and coaching to empower a new generation of transformative leaders. Hear from former fellows and coaches about how Impact Academy transformed their work as deans and their abilities as a leader [here](#). *Applications open in winter 2020!* The fellowship is led by Deans for Impact, a national nonprofit committed to ensuring that every beginning teacher is good on day one, and on the path to become great over time. To learn more about the competitive application process, please contact John Roberts at [jroberts@deansforimpact.org](mailto:jroberts@deansforimpact.org).

## **5. MDE Organizational Directory**

An MDE Organizational Directory has been developed to reflect the re-organization of MDE to better align with the focus of the Top 10 in 10 goals and strategies. It is arranged by Deputy and Office, with a brief description of the work and programs in

each office. It is an easy-to-read, and handy, reference for school districts. It is available at [https://www.michigan.gov/documents/mde/MDE\\_Directory\\_630241\\_7.pdf](https://www.michigan.gov/documents/mde/MDE_Directory_630241_7.pdf) and also may be located on our website under "Contact MDE" at: <https://www.michigan.gov/mde/0,4615,7-140-83834---,00.html>.

## **6. MTTC Registration**

When candidates register for the MTTC, they are asked whether they are completing an alternative route to teacher certification. It has been discovered some candidates completing a traditional route are incorrectly answering "Yes" to this question, as some interpret being in a post-bachelor's or graduate level initial teacher certification program as "alternative." This is not the case. Only candidates seeking certification through an [approved alternative route program](#) should answer "Yes." Please advise all other candidates to select "No" to this question.

## **7. National Center on Teacher Residencies Black Educators Initiative—Funding Opportunity (from December 2019 OEE Updates)**

NCTR "launched the initiative in September 2019 after receiving a five-year, \$20-million grant to recruit, develop, and retain 750 new Black teachers through our national Network of teacher residency partners. This funding allows NCTR to invest in residency programs that are improving diversity through new and innovative strategies... Grantee partner residencies will develop a suite of support services for Black teacher candidates, such as scholarships, living stipends, affinity groups, and emergency funds. They will also strengthen the preparation candidates will receive throughout their residency year by examining the design of their programs. Grantees will share insights and knowledge with each other through a professional learning community. This collective learning will inform new research and support all of our Network partners, and it will help the teacher preparation field better understand how to diversify the teaching profession." Another round of funding will be forthcoming in 2020. For updates, please see <https://nctresidencies.org/bei/>.

## **8. OEE Annual Report**

The Office of Educator Excellence has released the 2018-2019 Educator Workforce Annual Report. This report includes commonly requested data about the educator pipeline. This report will be updated and expanded annually to increase transparency and provide accessible information for interested parties about the education preparation and staffing system. The 2018-2019 Annual Report is available by scanning the included QR code or by visiting: <http://bit.ly/EducatorWorkforceReport2018-19>



## **9. PK-3/3-6 Implementation Timeline**

At the April 2019 Hope Conference and DARTEP meeting, representatives from multiple educator preparation institutions (EPIs) expressed concerns about the implementation timeline for the PK-3 and 3-6 grade bands. Specifically, one-year extensions were requested for the dates by which EPIs must cease offering current K-

5 All Subjects (K-8 Self-Contained) Elementary Education teacher preparation programs and by which Evaluation Systems of Pearson would cease offering the current Elementary Education Michigan Test for Teacher Certification (MTTC #103).

In order to provide additional flexibility for EPIs to support candidates' completion of current programs and to transition candidates to the new certificate structure, the date by which EPIs must cease offering current elementary programs will be extended by one year to Fall 2023, and the cut-off date for MTTC #103 will also be extended by one year to Summer 2025. We also desire EPIs to be thoughtful in planning for program overlap between PK-3 and 3-6 programs and programs for the Birth-Kindergarten and 5-9 grade bands, the standards for which are not yet available. This extra year will allow more flexibility for intentionally building this overlap. **Program applications will still be submitted in two windows of time. First reviews are due by November 30, 2020. Second reviews are due April 30, 2021.**

The revised – and final – timeline for implementation of the PK-3 and 3-6 grade bands is as follows:

- Program applications due: November 30, 2020 or April 30, 2021
- Program review: November 2020 – March 2021, May 2021 – September 2021
- First enrollment into PK-3/3-6 programs: August 2021
- PK-3/3-6 MTTCs projected to become operational: October 2021
- EPIs cease enrollment into old Elementary Education programs: August 2022
- EPIs cease offering old Elementary Education programs: August 2023
- Final offering of MTTC #103: July 2025

#### **10. Professional Development for School Counselors**

Beginning February 6, 2020, all school counselors must complete 50 hours of professional learning related to career and college counseling in order to renew a school counselor license or endorsement on a teaching certificate. This professional learning must include a minimum of 25 clock hours related to college preparation and selection and 25 clock hours related to career consultation, 5 of which must include training in the exploration of military career options. ***You don't have to have a School Counselor preparation program to provide this professional learning.*** Colleges and universities are encouraged to partner with State Continuing Education Clock Hour (SCECH) sponsors to develop programming to meet this requirement. For more on how to become an approved provider for this, please contact Professional Learning Consultant Marty Snitgen ([SnitgenM1@Michigan.gov](mailto:SnitgenM1@Michigan.gov)).

#### **11. Program Review: CTE**

EPIs with currently approved CTE teacher preparation programs are required to complete a program review application to demonstrate alignment to these competencies, and the application has been shared with these EPIs. For EPIs interested in starting new CTE teacher preparation programs, please contact Dan Membiela ([MembielaD@Michigan.gov](mailto:MembielaD@Michigan.gov)) to obtain an application. Applications for existing and new CTE teacher preparation programs were accepted during the the November 1-30, 2019 application submission window and will also be accepted during the April 1-30, 2020 window. A technical assistance video was hosted and can be



accessed at: [https://youtu.be/vXq\\_WEZYtJA](https://youtu.be/vXq_WEZYtJA). If you have any questions, please contact Darcy McMahon ([McMahonD2@Michigan.gov](mailto:McMahonD2@Michigan.gov)).

## **12. Teacher Leader Programs & Advanced Professional Certificate (APC) Eligibility**

The OEE is receiving a good number of calls from individuals asking if their master's degree was a teacher leader program. If the program is not on the current list or was completed 10+ years ago, OEE staff are referring these individuals back to the EPP where the program was completed. Questions about the application and eligibility for the APC can be directed to the main OEE support number at 517-421-5000. Questions about the approval of teacher leader programs can be directed to Gina Garner ([GarnerG1@Michigan.gov](mailto:GarnerG1@Michigan.gov)).

## **13. Training for Available Educator Evaluation Resources (from December 2019 OEE Updates)**

The OEE has developed a wide variety of resources to support implementation of the Michigan educator evaluation legislation, and we have people on staff to help districts and teacher preparation programs provide training and professional learning for using these resources. We encourage teacher preparation program trainers to learn more about the tools that MDE has developed to help educators use data to improve their practice. Teacher candidates will be better prepared if they have working knowledge of these resources before entering the workforce. Please visit <http://michigan.gov/mde-edevals> to view educator evaluation resources, and visit [https://www.michigan.gov/mde/0,4615,7-140-5683\\_75438\\_78532---,00.html](https://www.michigan.gov/mde/0,4615,7-140-5683_75438_78532---,00.html) to view educator evaluation guidance in the form of online modules that may be taken for SCECH credit, recorded webinars, and information about attending student growth workshops. Please contact Brian Lloyd at [LloydB@Michigan.gov](mailto:LloydB@Michigan.gov) to learn more about these resources.

## **14. Upcoming CAEP Site Visits**

***The following EPPs will host CAEP site visit teams in spring 2020:***

February	Baker College
March	Oakland University
April	Cornerstone University
May	Spring Arbor University

## **15. Webinar Series: Preparing, Placing, Developing, and Retaining Educators**

The Michigan Department of Education (MDE), Office of Educator Excellence (OEE) is pleased to provide ongoing professional development webinar series to support the MDE's Top 10 in 10 Years strategic plan to develop, support, and sustain a high-quality, prepared, and collaborative education workforce. The OEE sponsors webinars on topics relevant to educators in Michigan on an ongoing basis. To view previously recorded sessions and updated lists of planned sessions, please visit: [https://www.michigan.gov/mde/0,4615,7-140-5683\\_75438\\_78532-447431--,00.html](https://www.michigan.gov/mde/0,4615,7-140-5683_75438_78532-447431--,00.html)



## **16. White Papers**

The Educator Workforce Research team within the OEE is responsible for creating long-term and short-term analyses pertinent to workforce issues. These white papers are intended to provide data to support EPPs and other stakeholders in making informed decisions regarding educator preparation, credentialing, hiring, professional development, and retention. All currently available white papers may be found at:

[https://www.michigan.gov/mde/0,4615,7-140-5683\\_82688---,00.html](https://www.michigan.gov/mde/0,4615,7-140-5683_82688---,00.html)

## **SECTION V: Office of Educator Excellence Contacts & Key Resources**

<b>How may we help you?</b>	<b>Contact</b>
Appropriate Placement	Krista Ried ( <a href="mailto:RiedK@Michigan.gov">RiedK@Michigan.gov</a> )
CAEP Accreditation	Gina Garner ( <a href="mailto:GarnerG2@Michigan.gov">GarnerG2@Michigan.gov</a> )
Certificate Corrections	Dana Utterback ( <a href="mailto:UtterbackD@Michigan.gov">UtterbackD@Michigan.gov</a> )
Certification Rules & Policy	Krista Ried ( <a href="mailto:RiedK@Michigan.gov">RiedK@Michigan.gov</a> )
Change EPI Contact/Staff Information	Dan Membiela ( <a href="mailto:MembielaD@Michigan.gov">MembielaD@Michigan.gov</a> )
CPR/First Aid	Beatrice Harrison ( <a href="mailto:HarrisonB@Michigan.gov">HarrisonB@Michigan.gov</a> )
Criminal Convictions Questions	Stephanie Whiteside ( <a href="mailto:WhitesideS@Michigan.gov">WhitesideS@Michigan.gov</a> )
DARTEP Listserv	DARTEP Website ( <a href="https://dartep.org/listserv/index.php">https://dartep.org/listserv/index.php</a> )
Data Requests	Ann Green ( <a href="mailto:GreenA18@Michigan.gov">GreenA18@Michigan.gov</a> )
Educator Evaluations	Rebekah Brewer (Emmerling) ( <a href="mailto:EmmerlingR@Michigan.gov">EmmerlingR@Michigan.gov</a> )
EPI Performance Score	Kate Boswell Gallagher ( <a href="mailto:BoswellGallagherK@Michigan.gov">BoswellGallagherK@Michigan.gov</a> )
MOECS – EPI Users	Dana Utterback ( <a href="mailto:UtterbackD@Michigan.gov">UtterbackD@Michigan.gov</a> )
MOECS – Applicants	MOECS Helpdesk ( <a href="mailto:MDE-EducatorHelp@Michigan.gov">MDE-EducatorHelp@Michigan.gov</a> ) & 517-241-5000
MTTC Information	Bridgett McDowell ( <a href="mailto:McDowellB@Michigan.gov">McDowellB@Michigan.gov</a> )
Obtain Program Applications & Forms	Dan Membiela ( <a href="mailto:MembielaD@Michigan.gov">MembielaD@Michigan.gov</a> )
Preparation Program Technical Assistance: Administrator, Alternative Routes (Administrator), Arts, Early Childhood, School Counselor, School Psychologist, School Social Worker, Special Education, Teacher Leader	Gina Garner ( <a href="mailto:GarnerG2@Michigan.gov">GarnerG2@Michigan.gov</a> )
Preparation Program Technical Assistance: ESL/Bilingual Education, Experimental Programs, Residencies, Social Studies, World Language	Sean Kottke ( <a href="mailto:KottkeS@Michigan.gov">KottkeS@Michigan.gov</a> )

Preparation Program Technical Assistance: Alternative Routes (Teacher), Career & Technical Education, Elementary Education, Health/PE, Math, Science	Darcy McMahon ( <a href="mailto:McMahonD2@Michigan.gov">McMahonD2@Michigan.gov</a> )
Preparation Program Technical Assistance: Alternative Routes (Teacher), Elementary Education, English Language Arts, Literacy, Reading Diagnostics, Reading Teacher/Specialist	Leah van Belle ( <a href="mailto:vanBelleL@Michigan.gov">vanBelleL@Michigan.gov</a> )
Professional Learning	Marty Snitgen ( <a href="mailto:SnitgenM1@Michigan.gov">SnitgenM1@Michigan.gov</a> )
Public Directory ( <a href="#">ProPrep</a> ) Corrections	Dana Utterback ( <a href="mailto:UtterbackD@Michigan.gov">UtterbackD@Michigan.gov</a> )
Recruitment & Recognition Programs	Jen Robel ( <a href="mailto:RobelJ@Michigan.gov">RobelJ@Michigan.gov</a> )
Surveys	Dana Utterback ( <a href="mailto:UtterbackD@Michigan.gov">UtterbackD@Michigan.gov</a> )
Title II Reporting	Kate Boswell Gallagher ( <a href="mailto:BoswellGallagherK@Michigan.gov">BoswellGallagherK@Michigan.gov</a> )

### **Key Resources**

- Certification Structure Quicksheet:  
[https://www.michigan.gov/documents/mde/Certificate\\_Structure\\_623452\\_7.pdf](https://www.michigan.gov/documents/mde/Certificate_Structure_623452_7.pdf)
- Clinical Experiences Requirements:  
[https://www.michigan.gov/documents/mde/Clinical\\_Experiences\\_Requirements\\_648342\\_7.pdf](https://www.michigan.gov/documents/mde/Clinical_Experiences_Requirements_648342_7.pdf)
- Core Teaching Practices:  
[https://www.michigan.gov/documents/mde/Core\\_Teaching\\_Practices\\_648488\\_7.pdf](https://www.michigan.gov/documents/mde/Core_Teaching_Practices_648488_7.pdf)
- Preparation Standards for all Endorsement Areas:  
[https://www.michigan.gov/mde/0,4615,7-140-5683\\_14795\\_83465-456819--,00.html](https://www.michigan.gov/mde/0,4615,7-140-5683_14795_83465-456819--,00.html)
- Teacher Certification Code:  
[https://www.michigan.gov/mde/0,4615,7-140-5683\\_14795\\_83466---,00.html](https://www.michigan.gov/mde/0,4615,7-140-5683_14795_83466---,00.html)
- Videos for the Implementation of the Standards for the Preparation of Teachers of Lower Elementary (PK-3) and Upper Elementary (3-6) Education:  
[https://www.michigan.gov/documents/mde/Elementary\\_Preparation\\_Standards\\_Webinars\\_651663\\_7.pdf](https://www.michigan.gov/documents/mde/Elementary_Preparation_Standards_Webinars_651663_7.pdf)

**PK-3/3-6 Teacher Preparation Standards  
Implementation Timeline**

v 8.28.19

January | February | March | April | May | June | July | August | September | October | November | December

**2019**

Webinars		SY 2019-2020 EPIs Build Programs/Intent to Offer
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January | February | March | April | May | June | July | August | September | October | November | December

**2020**

SY 2019-2020 EPIs Build Programs/Intent to Offer		Program Apps Due	Program Review
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January | February | March | April | May | June | July | August | September | October | November | December

**2021**

Program Review	Prog. Apps Due	Program Review	
			Fall 2021 Candidates enter new programs: Freshmen exit 2026, Junior exit 2024 MTTC Operational; Alternative Route

January | February | March | April | May | June | July | August | September | October | November | December

**2022**

	Fall 2022 No further enrollment of old Elementary Ed programs
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January | February | March | April | May | June | July | August | September | October | November | December

**2023**

MTTC Phase Out	
Spring: Rosters of old programs due	Fall 2023 No further offering of old Elementary Ed programs

January | February | March | April | May | June | July | August | September | October | November | December

**2024**

January | February | March | April | May | June | July | August | September | October | November | December

**2025**

Final Offering of MTTC #103
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