



# DARTEP

APRIL 2020

Office of Educator Excellence

4/17/2020

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## COVID-19

- **Guidance memos:**  
[https://www.michigan.gov/mde/0,4615,7-140-37818\\_53456\\_98453-523558--,00.html](https://www.michigan.gov/mde/0,4615,7-140-37818_53456_98453-523558--,00.html)
- **Information and resources, including social emotional and mental health supports for students and adults:**  
[https://www.michigan.gov/mde/0,4615,7-140-37818\\_53456---,00.html](https://www.michigan.gov/mde/0,4615,7-140-37818_53456---,00.html)



## DID YOU KNOW...

OEE has released the 2018-2019 Educator Workforce Annual Report, chock-full of commonly requested data about the educator ecosystem.

Follow OEE  
on Social  
Media!



@MIEducator

#proudMIEducator / #PME

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1. Be sure to follow the Office of Educator Excellence on social media
2. And post about the great work happening in your school community using the hashtags



- See written update for active education-related bills
- Recent bills to note:
  - SB 657 – Remove prohibition of special education for alternative routes
  - SB 600 & 601 – Michigan Merit Curriculum
  - HB 5258 – Cap administrator salary

## Impact Academy by Deans for Impact

### Year-long fellowship to

- **Connect** with other leaders in educator preparation who are committed to consistently preparing effective beginning teachers
- **Learn** to be more effective in catalyzing improvement in your teacher preparation programs
- **Lead** collective improvement work in their own institutions



Connect. Learn. Lead.



DEANS FOR IMPACT



Connect with other leaders in educator preparation who have an expressed learning orientation and are committed to consistently preparing effective beginning teachers  
Learn to be more effective in catalyzing improvement in their teacher preparation programs  
Lead collective improvement work in their own institutions

Who is the ideal fellow?:

An expressed learning  
orientation  
Awareness of/Interest

in teacher prep

Experience:

Has completed at least one year as dean, or  
Is a veteran dean who is still interested in leading large scale improvement.

Willingness to contribute to the fellowship

## The 2019-2020 Impact Academy Cohort



### Institutional Characteristics

- 32% private, 68% public
- 21% Minority Serving Institutions
- 32% doctoral, 47% masters, 21% baccalaureate/alternative
- 21% -- 500+ candidates, 42% -- 250-499 candidates, 37% -- <250 candidates





Service members and veterans bring a rich combination of skills and competencies which are a natural fit for the classroom

Financial assistance available in addition to GI Bill and other VA benefits

Contact Eddy Jones at  
JonesE9@Michigan.gov

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1. Troops to Teachers is a win-win program:
  - Helping to recruit highly qualified teachers for schools serving high-needs families and for Mathematics, Science, Bi-Lingual Education and Special Education content areas.
  - Assisting transitioning military personnel to second careers in K-12 public schools.
2. Contact Eddy Jones for more information

# Michigan's Staffing System

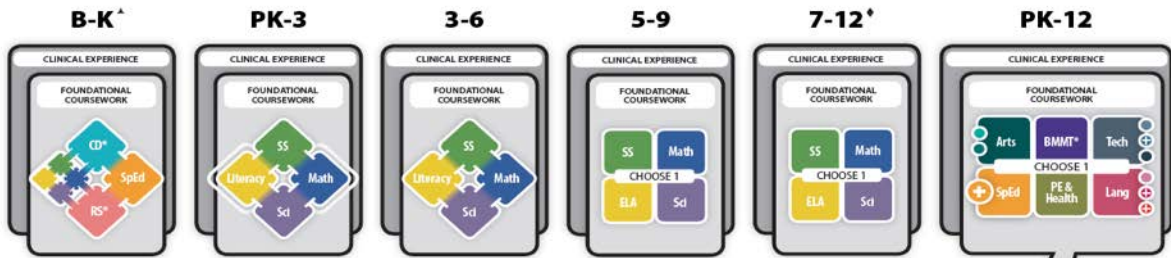


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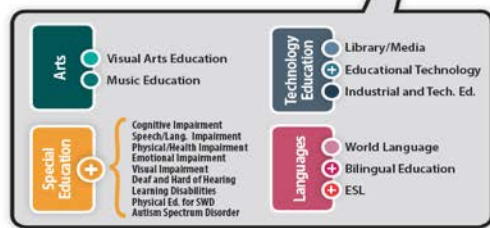
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# TEACHER CERTIFICATION STRUCTURE



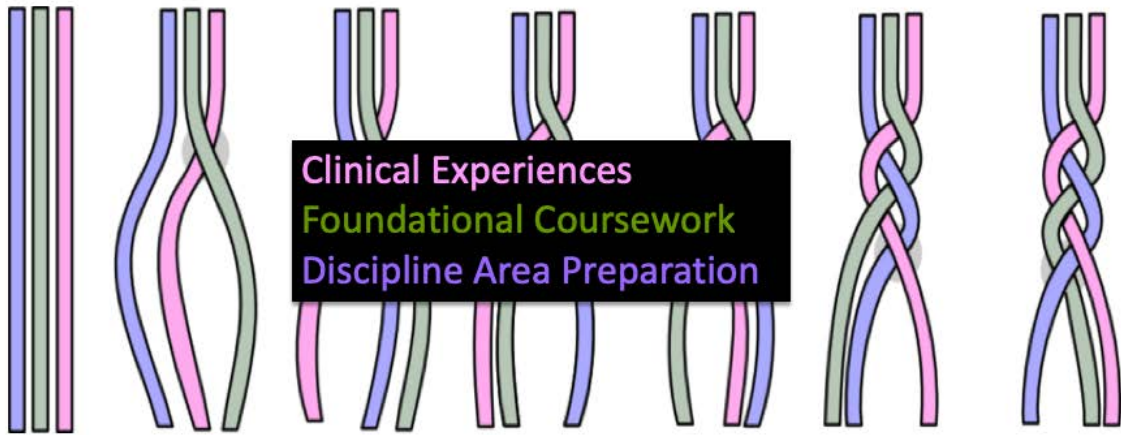
## PROGRAM COMPONENTS

- Social-Emotional Competence
- Learner-Centered Supports
- Early and Ongoing Clinical Experiences
- Educational Technology
- Assessment Literacy
- Family and Community
- Needs of Diverse Learners and Cultural Competence
- Emphasis on Content-Specific Pedagogy
- Interaction with Special Populations of Students



▲ Foundation coursework requirements apply to both General and Special Education  
 ◆ CD: Child Development | RS: Relationships | BMMT: Business, Management, Marketing, and Technology  
 ◆ Career and Technical Education (CTE) endorsements will remain valid for grades 9-12 and Classification of Instructional Programs (CIP) codes will not change.  
 ⊕ Indicates a preparation program that must be paired with core content area

Point out BK -



## MDE's Vision: Cohesive, Connected Preparation

	B-K	PK-3	3-6	5-9	7-12	PK-12
<b>Ideal Placement</b>	Early childhood & Kindergarten	All subjects self-contained*	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.)
<b>Also Appropriate Placement</b>	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.*

## Appropriate Placement Proposal - Public Comment is being summarized.

No  
permit  
needed!

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## Birth-Kindergarten Standards Approval Timeline



4/17/2020



SBE Approval – January 14, 2020



Technical assistance for new program development and review - Ongoing



Application available: May 2020



Application windows – November 2020, April 2021, November 2021

## Birth-Kindergarten Standards Approval Timeline



4/17/2020



Approved programs begin Fall 2021



MTTC development 2020

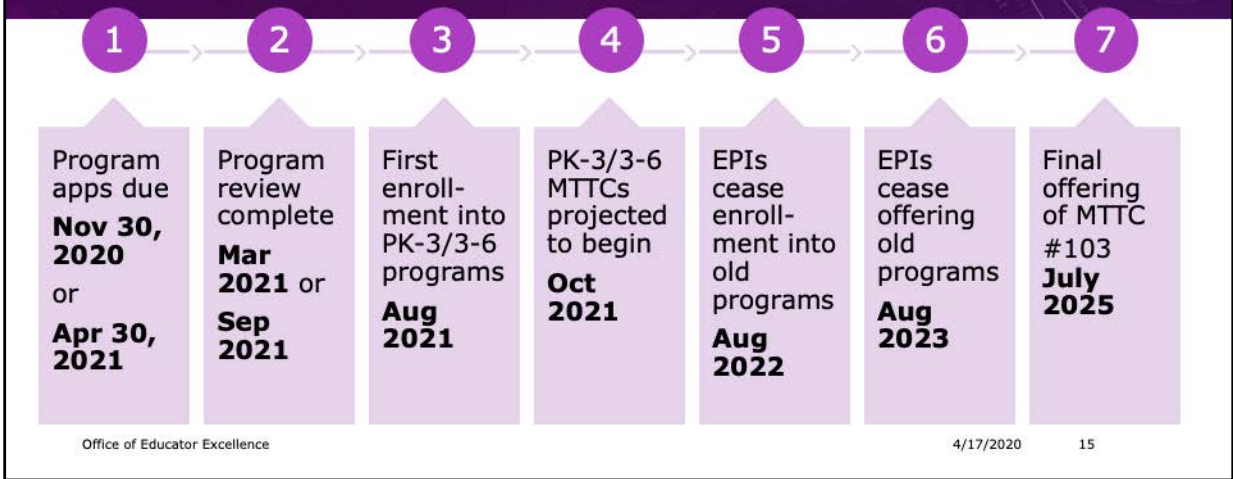


Cease enrollment in ZS Fall 2023



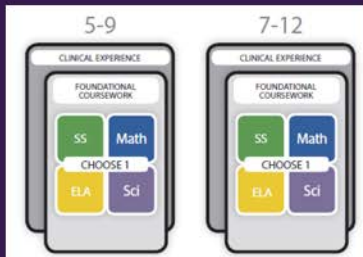
Cease offering ZS MTTC 2025

# PK-3/3-6 IMPLEMENTATION TIMELINE





5-9/7-12  
Professional, English  
Language Arts &  
Mathematics  
Standards Timeline



4/17/2020



SBE presentation - February 11, 2020



Public comment – February & March,  
2020



SBE approval – June 9, 2020



Technical assistance for new program  
development & review – Immediate

The background of the slide is a circular image showing several red and white striped popcorn buckets filled with popcorn. The words "POP CORN" are printed in red on the buckets. The text and bullet point are overlaid on this image.

## COMING SOON!

- The Review Guide for Lower Elementary (PK-3) and Upper Elementary (3-6) Programs will be distributed via the DARTEP listserv the first week in May!



# PK-3/3-6 TECHNICAL ASSISTANCE VIDEOS

<https://bit.ly/2Ibt70Z>



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DID YOU KNOW...

New program applications and revisions are accepted in November and April of each year.



# DID YOU KNOW...

Stakeholders are currently meeting to review and revise the 5-9 and 7-12 science endorsement standards.

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## CORE TEACHING PRACTICES ROLL OUT AND SUPPORT

- Watch for several learning and support opportunities in 2020!
  - Targeted technical assistance sessions
  - Multiple introduction workshops offered throughout the year
  - MiTEN (MiPN) learning labs and workshops

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# MICHIGAN CODE OF Educational Ethics

New Code adopted in 2019

NEW: Includes appropriate use of technology with students

Support materials are **NOW AVAILABLE** on the Code of Educational Ethics Website

<http://bit.ly/MIEducationEthics>

## GET INVOLVED IN MTTC!



MDE relies on volunteers who are:

- Higher ed faculty
- Early career educators
- Experienced educators who supervise teacher candidates



Apply or nominate: <http://www.mirecruit.nesinc.com/>

Kelli



## DID YOU KNOW...

EPPs receive vouchers for free MTTC tests each fall.

Check your inbox for an email from ES with the subject line:

### **2019-2020 MTTC Fee Waiver Vouchers**

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Vouchers expire July 1, 2020

Candidates can register with a voucher through this date, and can select a test date up to 12 months out!

So, candidates can use a voucher on June 30, 2020 and register for a testing date through June 30, 2021!

## VOUCHER MATH



**Vouchers expire, but candidates have up to 12 months to choose a testing date!**

### **Example:**

July 1, 2020 – Expiration date on voucher

June 30, 2020 – Candidate uses voucher to register for MTTC

June 30, 2021 – Last available testing date for candidate

### **Note:**

Candidates can reschedule testing date up to 24 hours before appointment without penalty!



# PRACTICE TESTS

are  
downloadable &  
available for 90  
days!

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Candidates can  
save MTTC practice  
tests by  
downloading them!

Tests are available  
90 days after test  
date!

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## Permits, Authorizations & Approvals





Daily Substitute Permit

Full-year Basic Permit


Full-year Shortage Permit

Expert Permit

Annual Authorization

Special Education Approval

School Admin Permit

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As can see we have many – for the purposes of trying to cover as many staffing needs and scenarios as possible.

Thing to note is we are encouraging you to use these appropriately because we are collecting data on them and will analyze and adjust as needed

- A certified teacher can be placed outside their area of certification for 90-consecutive

calendar days  
WITHOUT a permit.

- The Daily permit provides legal placement coverage for 90-consecutive calendar days.
- Permits must be valid and fee paid prior to placement.
- Most recent change reduced the minimum requirement

specified in law (MCL 380.1233) from 90 semester credits to 60.

- This change also removed the temporary age restriction in place for part of the 2017-18 school year.
- Take note of renewal requirements in advance of next year's staffing decisions.
- There is no state-level

restriction on how a school pays permitted individuals.

- Out-of-state certificates are NOT valid in lieu of Michigan certification or a permit.
- Focus on district/school supports necessary to usher candidates through a transition from Daily to Full-year to obtaining certification (Grow-Your-Own).
- The NEW School

Administrator Permit is designed to support law (MCL 380.1246) and is only valid for the 6 months specified in law.

QR code will take you to the webpage with information





## DID YOU KNOW...

Please review the MDE ProPrep website to assure your institution's program and contact information is accurate. See something that needs adjusting? Contact Dana Utterback at [UtterbackD@michigan.gov](mailto:UtterbackD@michigan.gov).

Congratulations to Russ Clark, Rockford Public Schools bus driver, the 2019 Michigan Education Support Staff Professional of the Year!



## DID YOU KNOW ...

The MTOY program is Michigan's longest-running educator recognition programming, dating back to 1952.



## DID YOU KNOW ...

Each year, 10 outstanding educators, one from each of Michigan's 10 regions, are named as Regional Teachers of the Year. These educators comprise the MI Teacher Leadership Advisory Council (MTLAC) and are finalists for the MTOY.



2019-2020 REGIONAL TEACHERS OF THE YEAR  
**Teacher Leadership Advisory Council**



**REGION 1**  
**RACHAL GUSTAFSON**  
SPECIAL EDUCATION  
Rapid River Schools  
[Rapid River]



**REGION 2**  
**AMANDA CLEMONS**  
ENGLISH/AP PSYCHOLOGY  
Manistee Middle/High School  
[Manistee]



**REGION 3**  
**KATIE FARRELL**  
1ST GRADE  
Bauer Elementary  
[Hudsonville]



**REGION 4**  
**JEREMY WINSOR**  
SCIENCE  
Fulton Middle School/High School  
[Middleton]



**REGION 5**  
**JESSYCA MATHEWS**  
ENGLISH  
Carman-Ainsworth High School  
[Flint]



**REGION 6**  
**TRICIA ZEMAN**  
3RD GRADE  
Sycamore Elementary  
[Holt]



**REGION 7**  
**DOUGLAS DUNCAN**  
ART  
Prairie Ridge Elementary &  
Indian Prairie Elementary  
[Kalamazoo]



**REGION 8**  
**KRISTALYN MUSSELMAN**  
HEALTH/LEADERSHIP  
Tecumseh High School  
[Tecumseh]



**REGION 9**  
**CARA LOUGHEED**  
ENGLISH/HISTORY  
Stoney Creek High School  
[Rochester Hills]



**REGION 10**  
**MICHELE PIZZO**  
ENGLISH  
Davison Elementary-  
Middle School  
[Detroit]

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2019.04.11.01

# #proudMIeducator

## DID YOU KNOW ...

The #proudMIeducator initiative seeks to elevate the teaching profession by highlighting the key role teachers play in student success. See latest video at: [www.Michigan.gov/proudmieducator](http://www.Michigan.gov/proudmieducator)  
More than two dozen videos have been made over the last 3 years highlighting stories in education.

The Presidential Awards for Excellence in Mathematics and Science Teaching (PAEMST) program recognizes outstanding teaching in math and science.

The 2019-2020 program is focused on educators who primarily teach in grades K-6.

Up to three state finalists are selected each year and sent on for national review for possible selection as a PAEMST awardee.



## Administrator Certification



School administrators whose primary responsibility is to “administer instructional programs” **MUST:**

- hold a valid Michigan School Administrator Certificate
- OR*
- work under a valid School Administrator Permit

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Michigan Compiled Law ([MCL 380.1246](#))

[https://www.michigan.gov/documents/mde/School\\_Administrator\\_Permit\\_and\\_Renewal\\_605462\\_7.PDF](https://www.michigan.gov/documents/mde/School_Administrator_Permit_and_Renewal_605462_7.PDF)



## Administrator Certification: Permit Requirements



Enroll in an approved program leading to certification within **6 months** from date of hire

The program must be completed, and certification must be issued within **3 years** from date of hire

If the requirements are not met – the school is ***not in compliance with law and subject to a State Aid deduction***

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May hire a non-certified administrator under permit – requirements go along with permit:

Michigan Compiled Law ([MCL 380.1246](#))

[https://www.michigan.gov/documents/mde/School\\_Administrator\\_Permit\\_and\\_Renewal\\_605462\\_7.PDF](https://www.michigan.gov/documents/mde/School_Administrator_Permit_and_Renewal_605462_7.PDF)

## TEACHER GROWTH AND RETENTION



MDE is guiding districts to use teacher retention data to benchmark retention strategies.

Retention strategies include:

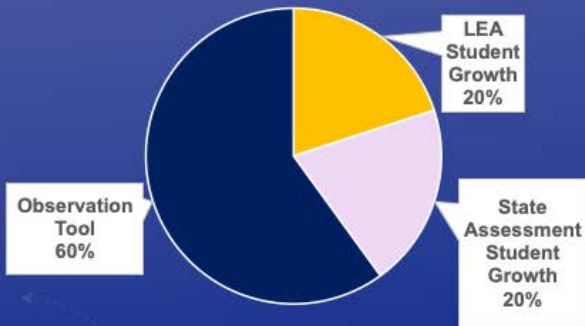
- Mentoring and induction
- Job bank
- Cultural competency
- Infrastructure changes for restructured school year
- Residencies
- Cadet teaching
- Professional learning quality measures
- Data and marketing personnel
- Job fairs

# EDUCATOR EVALUATION OVERVIEW



## For the 2019-2020 School Year

Teachers Who Are Teachers of Record of ELA and Math in Grades 4-8



Teachers Who Are Not Teachers of Record of ELA or Math in Grades 4-8



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[Michigan Educator Evaluations FAQs](#) (updated September 2019)

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[Educator Evaluation Legislation](#)

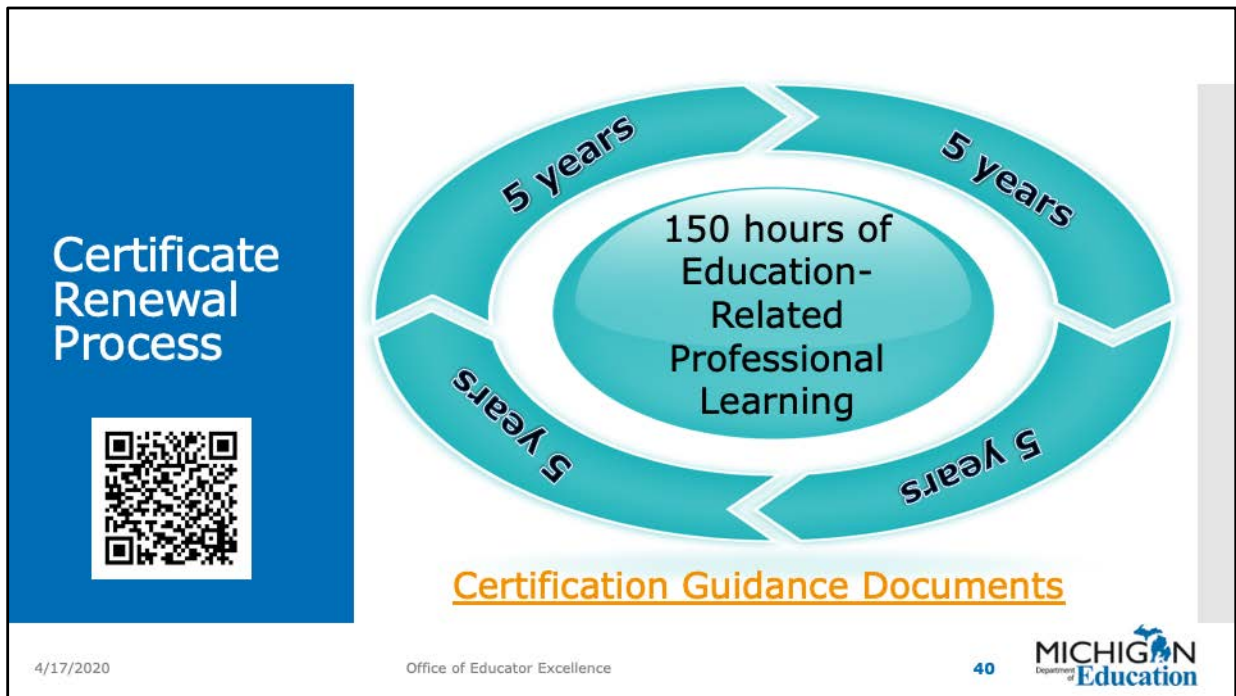
- Beginning with the 2019-2020 school year, student growth and assessment data must account for 40% of the annual year-end teacher evaluation. For teachers of grades and content areas measured by state assessment with student growth data available for use, half of the student growth portion (20% of the total evaluation) of evaluations must be determined by state assessment student growth data in 2019-2020.
- The MDE recommends that districts interpret 380.1249(2)(a)(ii) as requiring state assessments to be used within educator evaluations for teachers of record in subjects ELA or/and math in grades 4 through 8. If a teacher is not a teacher of record for ELA or math in grades 4 through 8, 40% of their summative evaluation rating is based on growth from locally selected assessments using multiple research-based growth measures or alternative assessments that are rigorous and comparable across schools. PSAT 8/9 in 9th Grade, PSAT 10, and SAT assessment student growth data may be used within educator evaluations as one of the multiple measures used to determine summative ratings, but are not interpreted as being required for use in determining ratings.

# EDUCATOR EVALUATION RESOURCES



General Guidance	Student Learning Objectives	State Assessment Student Growth
<a href="#">Evaluation FAQs</a>	<a href="#">SLO Guidance Document</a>	<a href="#">What is a Student Growth Percentile?</a>
<a href="#">Evaluations At-A-Glance</a>	<a href="#">SLO FAQ</a>	<a href="#">SGP Policy Brief</a>
<a href="#">Postings and Assurances</a>	<a href="#">SLO Template</a>	<a href="#">SGP Educator Evaluation Calculator</a>
<a href="#">Student Growth Score Exclusion Guidance</a>	<a href="#">SLO Template Checklist</a>	<a href="#">SGP Technical Guidance Document</a>
	<a href="#">SLO Student Growth Tool</a>	<a href="#">SGP Educator Evaluation Calculator Instructional Video</a>
	<a href="#">SLO Student Growth Tool Instructions</a>	<a href="#">EVAAS Homepage</a>
Office of Educator Excellence 4/17/2020	<a href="#">SLO Student Growth Tool Video</a>	<a href="#">SGP and EVAAS Comparison</a>

The OEE has developed a wide-variety of tools and resources to support implementation of the educator evaluation legislation, and we have people on to help districts and teacher preparation programs provide training and professional learning for using these resources. We encourage teacher preparation programs 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 for the workforce if they have working knowledge of these tools and resources before entering the workforce. Please contact Brian Lloyd at [lloydb@Michigan.gov](mailto:lloydb@Michigan.gov) to learn more about these resources.




With the November 2017 revised Administrative Rules, we have established the same renewal process for all the certificates... Standard, Professional, Administrator, etc. The only exception to this is for School Counselors, which is addressed on another slide.




The educator enters a continuous loop of **Education-Related Professional Learning**. There are no extensions or waivers for these renewal requirements.

The renewal guidance documents for all certificates can be found on our website:

**[https://www.michigan.gov/mde/0,4615,7-140-5683\\_14795\\_83462---,00.html](https://www.michigan.gov/mde/0,4615,7-140-5683_14795_83462---,00.html)**


## Education-Related Professional Learning



		
<b>College Credit</b>  25:1	<b>SCECHs</b>  1:1	<b>DPPD*</b> *Must be entered as SCECH <u>(Effective 7/1/2020)</u> 1:1

ERPL Guidance

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To **renew**, educators must obtain ONE of the following:

- 6 semester credit hours
- 150 State Continuing Education Clock Hours (or SCECHs)
- 150 District Provided Professional Development (DPPD) hours.

Or any combination of these three professional learning opportunities. These opportunities should be appropriate to grade level and/or endorsement(s) of the certificate the individual holds.... Which will again be addressed in more detail for School Counselors in a future slide.

College transcripts are entered by the applicant and supported by college transcripts. SCECHs, the more convenient from an applicant's perspective AND from a processing or evaluation perspective, are automatically uploaded into the Michigan Online Educator Certification System (MOECS) by a SCECH coordinator upon completion and are maintained there for future record keeping and auditing. The form for proper documentation of DPPD is available on our website and

must be completed and signed prior to submission of an application. This step continues to be a stumbling block for educators and OEE strongly encourages schools to re-evaluated their documentation and record keeping processes for the professional development they offer under MCL 380.1527.

More information on Education-Related Professional Learning options and documentation can be found at:

[www.michigan.gov/documents/mde/Education\\_Related\\_Professional\\_Learning\\_60429\\_4\\_7.PDF](http://www.michigan.gov/documents/mde/Education_Related_Professional_Learning_60429_4_7.PDF)



## DID YOU KNOW...

Teacher Leader programs are considered designations – not endorsements – and are **not subject to CAEP accreditation** requirements.

## School Counselor PD Requirements for Renewal



4/17/2020

MCL 380.1233 (7-9)

Effective 2/6/2020

- **25 hours:** College Prep & Selection
- **25 hours:** Career Consultation (5 hours must include military options)



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- [MCL 380.1233 \(7-9\)](#)
- A total of 50 hours is needed.
- The 50 hours can be a part of the 150 hours of Education-Related Professional Learning all educators need to recertify.
- Of the career consultation hours, 5 must be specific to military options.
- Only State Continuing Education Clock Hours (SCECHs) can count to meet this legal requirement.
- College courses (for credit) and District Provided Professional Development (DPPD) must both be run through the SCECH system.

To providers of PD – if you haven't created programs, please consider creating PD programs

To school admins/HR – informational item

Info Graphic -

[https://www.michigan.gov/documents/mde/School\\_Counselor\\_PD\\_InfoGraphic\\_65003\\_2\\_7.pdf](https://www.michigan.gov/documents/mde/School_Counselor_PD_InfoGraphic_65003_2_7.pdf)



## DID YOU KNOW...

**EPIs may partner with SCECH sponsors to offer professional learning for School Counselors – even if they don't offer School Counselor preparation programs**

Questions about school counselor credentialing and professional learning? Contact Beatrice Harrison at [HarrisonB@Michigan.gov](mailto:HarrisonB@Michigan.gov).



## DID YOU KNOW...

If you wish to have someone added to or removed from the DARTEP listserv, please use the following URL: <https://list.emich.edu/sympa/info/dartep>



## DID YOU KNOW...

It is crucial for candidates to register in MOECS with an email address other than their EPP email!

Currently ~20% of educators with a standard certificate list their EPP email for contact purposes after graduation and are at risk of missing important communications from MDE related to their certification requirements and opportunities.

## School Social Worker Standards Timeline

- October 2019:
  - Standards Approval
- Fall 2020:
  - Program Review
- Fall 2021-Spring 2026:
  - Initial Implementation/Data Collection
- June 2026:
  - Application for Full Program Approval
- Fall 2026:
  - Fully Approved Program Implementation

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