



December 3, 2021  
9:00 AM - 12:45 PM  
Virtual Meeting

## Minutes

*(See the [DARTEP website](#) for links to slide deck, recording, and MDE documentation for additional details; these notes capture discussions and Q/A)*

- **Zoom open at 8:30 AM**
  - Social Time/Collaboration with Colleagues
- Welcome - Jennifer Klemm (Chair)
- DARTEP Business
  - October 2021 minutes approved as submitted
  - DARTEP Treasurer's Report - Beth Feiten
    - Current balance = \$13,242.29
    - To-date 28 institutions with dues paid; 134 paid members
    - Outstanding dues can be paid by check or direct deposit
    - Organization registry filed with Michigan Licensing and Regulatory Affairs (LARA)
- Organization Reports
  - Michigan Association of College of Teacher Education (MACTE), Beth Kubitskey (EMU)
    - o Successful Critical Race Theory webinar on Oct 27; publication forthcoming;
    - o Invitation extended to participate in planning for April 2022 workshop at Hope College, email Doug at [Braschler@hope.edu](mailto:Braschler@hope.edu) if interested.
    - o MACTE summer retreat and possibly a winter meeting to plan a Day on the Hill (legislators want to talk with candidates; maybe collaborate with PK12 on this)
  - Michigan Public Deans, Mike McDonald (chair, Oakland University) and Marcia Fetters (WMU, chair-elect) – Discussion topics at recent meetings include: MASU updates, state budget, MDE updates, CAEP changes, pipelines and pathways that support under-represented student population groups.
  - Michigan Independent Educator Preparation Institutions (MIEPI), Laurie Burgess (Cornerstone University) -- No updates at this time
  - Michigan SEL Alliance, Cindy Carver (Oakland University) -- EPI colleagues interested in teacher prep's role in SEL and the opportunity to network to share ideas and resources are invited to complete this survey form:  
[https://docs.google.com/forms/d/e/1FAIpQLSfpHOF43PSFTtYZCfVdDfATLuZPTeazGBTIX9cmggtcb202zQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfpHOF43PSFTtYZCfVdDfATLuZPTeazGBTIX9cmggtcb202zQ/viewform?usp=sf_link)

- Update from Joe Lubig (NMU) – 31 Michigan schools still use names and logos that are found offensive by Native American tribes and organizations. EPI's are encouraged to look for opportunities to be change agents with partner districts.
- State Superintendent Michael F. Rice, Ph.D.
  - Dr. Rice: Teacher shortage (legislative funding constraints; external messaging dissuading college students from pursuing the teaching profession; too few teachers of color in the field leading to persistently low diversity within the profession)
  - Sean: District and Department efforts to address the teacher shortage: Grow Your Own within districts; Future Proud Michigan Educator EXPLORE programs for high school students; Welcome Back Proud Michigan Educator (formerly certified and currently certified teachers who are not currently teaching); Alternative Certification Programs; Special Education certification flexibility; Social worker credentials flexibility)
  - [Teacher Recruitment and Retention Proposal for legislative action](#) (11-19-2021) (\$300-500 million over 5 years)
    - o Tuition/Expense reimbursement for future teachers
    - o Loan forgiveness for current teachers
    - o Strengthen programs in norther lower peninsula and upper peninsula
    - o More support for mentoring of teachers through LEA grants, stipends, etc.
  - Explore support for EPPs to support
    - o Easing restrictions on out-of-state certification
    - o People who completed prep program but did not obtain a certificate
    - o Child Development and Care reimbursement eligibility
    - o Tuition reimbursement for the required reading diagnostics course
    - o Stipends to student teachers

(@ 9:50am -- 135 participants)

- Feedback/Questions
  - Likelihood of funding? Dr. Rice encourages everyone to leverage contacts with state representatives; acknowledged a greater state-side awareness of the problem; Federal and State revenue is available; put pressure on legislature to correct and address issues that led to this situation – make the ask, be specific, set a spring deadline
  - Concerns expressed that funding could be directed to LEA's as competitive application process; request that funds; Dr. Rice – supportive of funding that goes to individuals and/or institutions, not through competitive grant application
  - Leverage collective capacity – Lobbyists, Dean's Council, MACTE, MIEPI (MICU)
  - Support bridge between pre-service and in-service work through collaborative mentoring of novice teachers (Marcia Fetter, Paula Lancaster, I am very interested dirki1kh@cmich.edu, Richard Rockwell, Luana Greulich, Angie Leuchtman, Doug Braschler,
- Email Dr. Rice at [ricem6@michigan.gov](mailto:ricem6@michigan.gov)

- 10:15 - 11:15 Collaborative Partnership Discussion:

*Teacher Shortage, Teacher Pipeline, Innovative Solutions*

- Dr. Sarah Kemppainen, Principal at Graveraet Elementary School, Marquette MI
- Mark Abenth, Principal Sherwood Elementary School, Saginaw Township Community Schools
- Dr. Dee Yarger, Principal Farwell High School and Timberland Alternative Education
- Blake Prewitt, Lakeview Schools, Battle Creek -- effective Jan. 1, 2022 Newaygo County RESA Superintendent
- Mike VanCamp, Associate Executive Director, Metropolitan Bureau

Unable to attend:

- Pamela English, Southfield Public Schools
- Dr. Stephanie Dulmage, Ed.D., Director of 21st Century Learning, Hazel Park School District

Collaborative Partnership Discussion Panel Topics:

- Teacher/substitute shortage crisis (e.g. 16 uncovered sub spots just today!)
  - Combat negative culture and climate and foster value and staff worth (e.g. "Dip Day"), purposefully mindful of maintaining a positive culture
  - Trauma-informed training
  - Cultural-responsive training
  - Embed meaningful clinical fieldwork – earlier rather than later. This will lead to first-hand experience with the *rewarding side* of teaching
  - More EPI classes that meet in a school building (i.e.; embedded learning environment)
  - Encourage legislative FUNDING!
    - o ESSR funding to pay student teachers
    - o Consistent – paid student teaching
  - EPP cooperation – TIME; Fast-track mentoring; monthly mentor meeting;
  - Core Teaching Practices (5 not previously covered by administrators)
  - Importance of dispositions, relationships, culturally responsive teachings
  - EPPs are well-positioned to provide this support and training. We already have developed presentations and curriculum on these critical topics for candidates during their pre-service program, so being invited to work with in-service teachers (novice and experienced) would be welcomed.
  - More partnerships between EPPs and LEAs where teacher candidates are working as permanent subs in a district across the duration of their program. In this way they can really become part of a grade-level or subject area teacher group, practice lessons, but also take on many of the other sub needs (lunch duty, recess, etc.) that are draining teacher and admin capacity.
- Break (10 minutes)
  - 11:25 - 11:40 AM [MDE Updates](#)
    - [MDE Slides](#)
    - Staff introductions
    - Updates on Legislative Bills
    - Holly Carruthers, PME - Explore grants (LEA, 6-12 grade students), Saginaw partnership Funding request: [Teacher Recruitment and Retention Proposal for legislative action](#)

*Organizations may sign-on support for Dr. Rice's letter (e.g. MACTE, DARTEP, MIEPI/MICU, individual institutions with their PK12 partners)*

- Qualtrics dashboard will show who has taken the Candidate Exit Survey. (You can copy/paste to Excel or contact Jason at [kalmbachj@michigan.gov](mailto:kalmbachj@michigan.gov) for assistance)
  
- 11:40 AM - 12:25 PM Job-Alike Meetings
  - o Break-out into Job-Alike groups
  - o Whole Group Job-Alike Report Out
    - Deans and Directors – Expressed concerns about low-quality accelerated and alt-route programs that do not have ample mentored clinical preparation result in people leaving the field instead of succeeding and persisting. (i.e. pedagogy cannot be totally taught after certification; Need more clinical placements that are fully collaborative with PK12. Need to protect and support novice candidates who are invited to take on long-term sub or full-time teaching positions. Need to research potential liability if a candidate experiences an incident (e.g. shooter, biting child, etc.); should candidates join MEA to gain liability coverage? Need to ensure candidates know emergency protocols.
    - Accreditation/Assessment – CAEP standard 5; MDE surveys and the data dashboard; new EPI score; contact information w/MDE as people move; Gina's Dec 6 3pm event
    - Certification Officers – School Counselor requirements prof dev, SCHECH, "Standard" versus "Profession" certificate benefits; MTTC validation especially PhysEd endorsement;
    - [Field Placement Directors](#) – program documentation; Watermark tool, long-term sub and hiring during student teaching w/o mentoring and coaching – resulting in burnout and attrition from the field; can substitute with only 60 hours but student teachers cannot (by EPP policy); idea for dedicated mentor (retired) teaching within a building; liability insurance; overwhelmed by inquiries and needs of PK12 partners
  
- Wrap Up @ 12:30 PM

Respectfully submitted,  
S. English