



State Superintendent Michael F. Rice, Ph.D.

<https://www.bridgemi.com/guest-commentary/opinion-teacher-shortages-hobble-michigan-schools-heres-how-fix-it>



Michigan Directors and Representatives of Teacher Education Programs

Quarterly Meeting

Friday, December 3, 2021



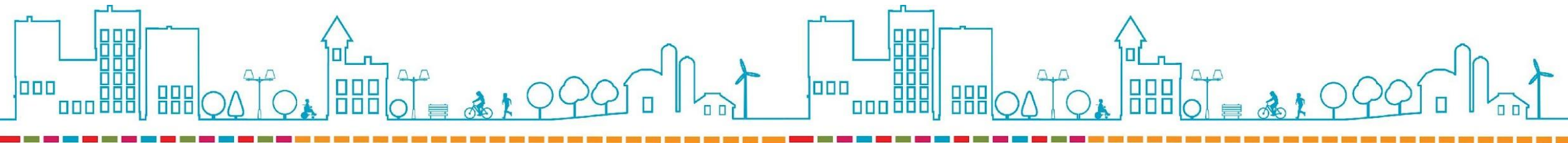
Credit Where Credit is Due

- Thanks to you for DARTEP's leadership during this challenging time.
- Your efforts to support schools and children during the pandemic have not gone unnoticed.
- MDE appreciates teacher candidates' efforts in schools, from classroom service to meal distribution, that made a difference in helping to keep schools open in some communities.



Goals

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



Why is there a teacher 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)

Why is there a teacher shortage?

- 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.

Teacher Preparation 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

Data Source: U.S. Department of Education Title II Report

Teachers & Students by School Year & Race/Ethnicity - FTE Comparison



Teacher FTE Counts

	15-16		16-17		17-18		18-19		19-20		20-21	
Total FTEs	80,790		80,144		81,217		81,620		81,322		80,657	
White	74,178	91.8%	73,699	92.0%	74,320	91.5%	74,530	91.3%	74,005	91.0%	73,215	90.8%
Other Ethnicities	6,612	8.2%	6,445	8.0%	6,897	8.5%	7,090	8.7%	7,317	9.0%	7,442	9.2%

Student FTE Counts

	15-16		16-17		17-18		18-19		19-20		20-21	
Total FTEs	1,482,019		1,475,949		1,467,122		1,451,406		1,441,900		1,389,522	
White	999,872	67.0%	988,324	67.0%	975,909	66.5%	959,278	66.1%	946,280	65.6%	906,538	65.2%
Other Ethnicities	482,147	33.0%	487,625	33.0%	491,213	33.5%	492,128	33.9%	495,620	34.4%	482,984	34.8%

New Data Included

Data Source: Teacher: Registry of Educational Personnel
 Student: Michigan Student Data System

Teachers by School Year & Race/Ethnicity - FTE Count

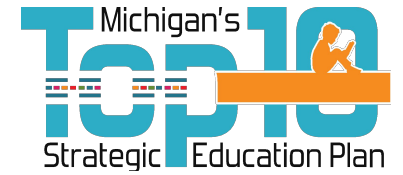


Teacher FTE Counts						
	15-16	16-17	17-18	18-19	19-20	20-21
Total FTEs	80,790	80,144	81,217	81,620	81,322	80,657
Asian	608	556	573	612	614	629
Black or African American	4,620	4,487	4,865	5,009	5,235	5,286
Hispanic or Latino	917	924	935	931	950	976
Native American or Alaska Native	174	183	205	214	203	203
Native Hawaiian or Other Pacific Islander	88	78	91	89	84	105
Two or More Races	205	217	228	235	231	243
White	74,178	73,699	74,320	74,530	74,005	73,215

Data Source: Registry of Educational Personnel

New Data Included

Goal 7: School District and Department Efforts



- Teachers and would-be teachers regularly cite compensation—and particularly entry-level compensation—as the major issue relative to entering and staying in the teaching profession. I’ve said it before, I’ll say it again: we need to boost teacher compensation, particularly beginning early-career salaries. We have an opportunity with some of our new funding, but we need to be careful to put **recurring** expenditures only on **recurring** revenue.
- We also need to improve teaching and learning conditions in our schools, including providing more opportunities for our teachers to share their voices and experience.

Goal 7: School District and Department Efforts

Grow Your Own (current students and/or staff)

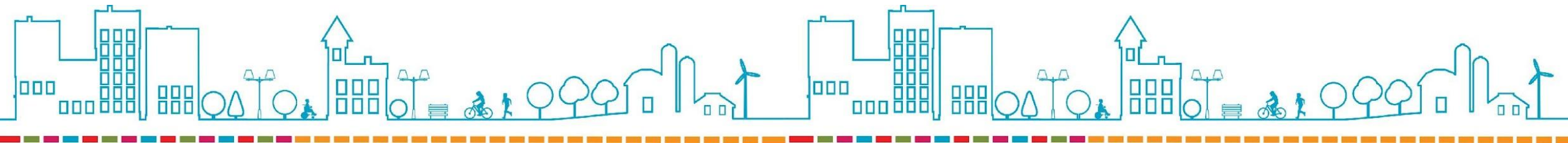
- Grow Your Own programs for support staff to become teachers, based on the needs of the potential educators and the local school community.
- Grow Your Own programs for students with an interest in exploring and possibly becoming teachers.



Goal 7: School District and Department Efforts

Future Proud Michigan Educator Explore Program (students)

- Provides opportunities for high school students to engage in hands-on teaching experiences with students, with supervision and mentoring by educators.
- MDE awarded \$1.1 million in Grow Your Own implementation grants to 44 school districts to encourage interest of students in teaching, developed and shared content standards and curriculum, and provided free professional development for mentors.

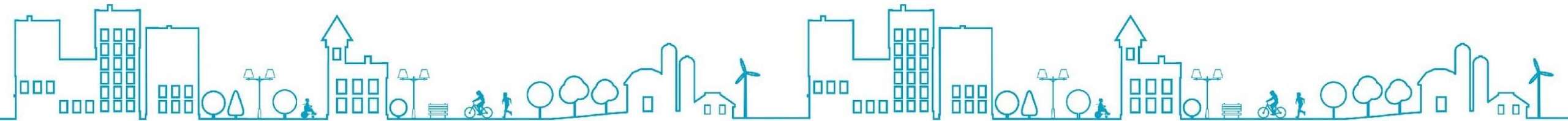


Goal 7: School District and Department Efforts



Welcome Back Proud Michigan Educator (formerly certified)

- In the spring, MDE sent tens of thousands of postcards to formerly certificated individuals.
 - 1,162 formerly certificated individuals have provided an email address to be contacted by districts.
 - 161 districts have submitted waiver requests to MDE for 228 eligible educators to be recertified under the waiver criteria.



Goal 7: School District and Department Efforts

Welcome Back Proud Michigan Educator (currently certified)

- In October, MDE sent 35,454 letters to educators with valid certificates who are currently not teaching in a public school.
 - 1,111 have provided an email address to be contacted by districts.
- 336 eligible districts have participated in the campaign by receiving weekly updates of contact information for individuals who have agreed to share.



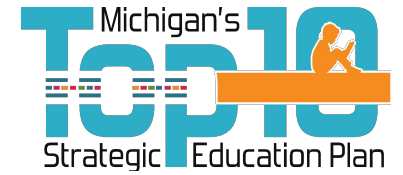
Goal 7: School District and Department Efforts



Alternative Certification Programs (proposed by local school districts):

- [Detroit Public Schools Community District \(DPSCD\) On the Rise Academy program](#)
 - Supports aspiring teachers, including para-educators and academic interventionists currently employed by DPSCD, in earning initial teacher certification.
 - Supports certified teachers currently employed by DPSCD who want to earn additional endorsements in mathematics, science, and elementary education.
 - Enrolled 55 new teacher candidates in its first cohort; 87% identifying as Black or African-American.
- [New Paradigm for Education's program](#)
 - Focuses on increasing the diversity of Michigan's educator workforce, particularly in greater Detroit, to reflect more closely the diversity of public school students.
 - A residency-based alternative route to teacher certification program to recruit, train, and retain high-quality educators, particularly male teachers of color particularly teachers of color.
 - 13 new teacher candidates in its first cohort; 12 of the 13 candidates identify as Black or African-American.

Goal 7: School District and Department Efforts



Special Education Certification Flexibility

- Allows for greater flexibility in the placement of certified special education teachers with a waiver from MDE.

Social Worker Credentials Flexibility

- Allows candidates, with a waiver from MDE, to begin working as school social workers without having completed the courses that address all the MDE School Social Worker Standards (e.g., people who have a bachelor's degree or a master's degree in social work but not yet in school social work).

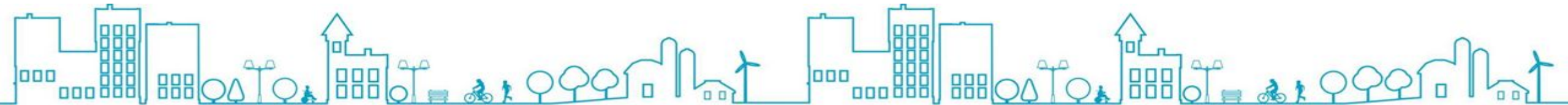
Teacher Shortage: Additional Legislative Efforts are Needed

- Michigan's schools and students require a significant investment to address the systemic challenges causing the teacher shortage.
- **An investment of \$300 million-\$500 million** over the next five years is the beginning of the effort to recruit and retain the requisite number of high-quality educators for our students.
- The range of funding associated with each initiative represents a range of possibilities associated with the number of participants and the extent to which each of these participants



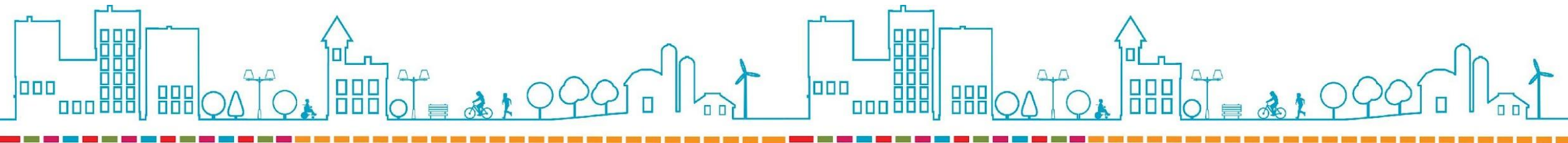
Teacher Shortage: Additional Legislative Efforts are Needed

- **Tuition and other expense reimbursement for current college students** who make a commitment to pursue teaching.
- **Loan forgiveness for current teachers** who are working to pay off college loans.
- If we expect a major commitment from a wave of young people as our next generation of educators in our great state, we need to provide support to these young people, both to recruit and retain them in the teaching profession.



Teacher Shortage: Additional Legislative Efforts are Needed

- **Scholarships for high school seniors** who aspire to and commit to a career in teaching.
 - States as close as Indiana have these sorts of programs. Michigan should as well.



Teacher Shortage: Additional Legislative Efforts are Needed

- **Reviving and strengthening the teacher preparation pipeline** in the Upper Peninsula and northern Lower Peninsula.



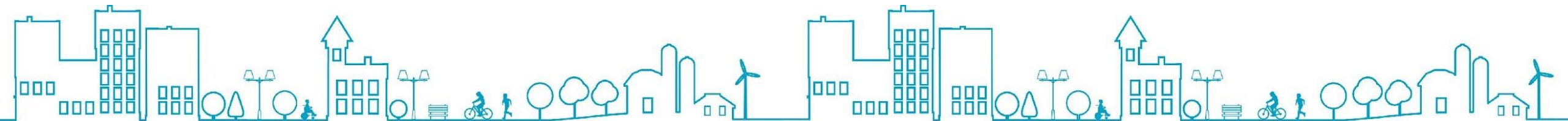
Teacher Shortage: Additional Legislative Efforts are Needed

- Supporting the **mentoring of new teachers.**
 - Provision of grants to local education agencies (LEAs) to provide stipends to teacher mentors and development of mentor training.



Teacher Shortage: Additional Legislative Efforts are Needed

- Easing restrictions on **accepting teacher licenses from other states** to help recruit and retain quality teachers in Michigan.
 - 1,160 out-of-state certificates issued in 2019-20.
- Michigan offers two types of certification to teachers from out-of-state who wish to teach in a Michigan classroom.



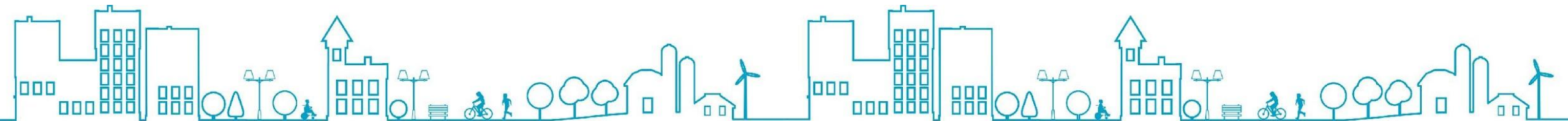
Teacher Shortage: Additional Legislative Efforts are Needed

- Supporting entry to the profession for individuals who completed preparation programs but did not obtain a credential.
- Expanding eligibility for [Child Development and Care reimbursement](#) to individuals enrolled in teacher preparation programs.
- Providing tuition reimbursement for the legislatively required reading course.



Teacher Shortage: Additional Legislative Efforts are Needed

- Additional grants to districts to develop programs to work with students in grades 6-12 who have an interest in teaching.
- Stipends to student teachers to help defray their living costs during student teaching.



Thank you,
in support of and on behalf of children,
for your leadership and partnership as we
work together to build better schools and
school experiences for children.

