



## Office of Educator Excellence

# DARTEP Update

## December 3, 2021

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

Below is a selection of bills currently before the Michigan Senate and House of Representatives. This selection is limited to *educator workforce related bills* with activity since the [October 1, 2021 DARTEP update](#).

Details about the status of all bills, 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.

#### **Introduced, referred to Committee:**

##### *Senate Bills*

- SB 673 – Student loan forgiveness for teachers *Introduced 10/6/2021*
- SB 726 – Retirees as substitute teachers *Introduced 11/10/2021*
- SB 380-382 – Dyslexia screening, professional development, certification requirements, preparation program approval requirements *Discussed in committee 11/9/2021*

### **SECTION II: Michigan Department of Education (MDE) Updates**

Below is a selection of memoranda, news items, and other announcements released by the Michigan Department of Education since the October DARTEP meeting that OEE believes have special relevance for EPIs and concern 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>

### **MDE Press Releases:**

October

- [USED Approves Michigan's Education Plan for American Recovery Plan Funding](#)
- [2020-21 Michigan Teacher of the Year Owen Bondono Featured in Latest #proudMIeducator Video](#) **#proudMIeducator**

November

- [Ypsilanti Paraeducator Named 2021 Michigan Education Support Staff Professional of the Year](#)
- [MDE, Tribal Educators Promote Understanding for Native American Heritage Month](#)
- [Addressing the Teacher Shortage Critical to the State's Public Schools](#)

### **MDE Memos:**

- 2021-112 (10/14/2021): [Diversity in Literature Four-Part Virtual Conference Series](#)
- MEMO #COVID-19-209 (10/21/2021): [U.S. Department of Education \(USED\) Resources to Support Child and Student Social, Emotional, Behavioral and Mental Health during COVID-19 Era](#)
- 2021-113 (10/21/2021): [Changes to the 2022 M-STEP Test Administration Window](#)
- 2021-120 (10/28/2021): [Section 35a\(10\) LETRS Training Grant Opportunity for Pre-K to Grade 3 Educators](#)
- 2021-123 (11/4/2021): [Reimbursement Funding to Support Low-Income Student Participation in AP, IB, and CLEP Program Course Examinations for 2021-22 School Year](#)
- 2021-126 (11/18/2021): [Teachers Seeking Employment and Districts Seeking Teachers](#)

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

### **1. Accreditation Support Network**

In response to feedback from colleagues at the last DARTEP, I am pleased to announce we are creating an Accreditation Support Network that will meet once a month. This support network will provide opportunities for anyone working on accreditation to connect with others, discuss challenges, share ideas, and provide feedback. The next two meetings will occur on Monday, December 6, 3:00 – 4:30 p.m. and Friday, January 14, 1:00 – 2:30 p.m. [Links for these meetings](#) can be found in the [Accreditation Support Folder](#). Subsequent meetings will be scheduled based on participant input for scheduling times. We intend to continue these monthly. Please let me know if you have any questions.

### **2. Administrator Program Revision Workshops**

We will hold Administrator Program Revision Workshops monthly throughout the program revision period. The next two workshops are on Thursday, December 9 from 1:00 – 3:00 p.m., and Friday, January 21 from 1:00 – 3:00 p.m. Workshop links as well as additional dates can be found in the [Workshop Links!](#) document within the [Administrator Preparation Program Information](#) folder.

### **3. EPI Performance Management System**

As a reminder, the performance score calculations in spring 2022 will reflect the new methodology. The MDE team held a review of the new methodology in May ([https://www.youtube.com/watch?v=cKcR8\\_xrot4](https://www.youtube.com/watch?v=cKcR8_xrot4)) and offered providers a preview of what their 2021 Performance Score would have looked like with the new methodology. Certification and employment data related to the performance management score calculation will be released through a “data dump” in late winter 2022.

One new metric in the performance score is the diversity of school placements for candidates during their student teaching internship. MDE has access to Michigan public school data for this calculation; however, data for non-public schools is limited while availability to public school data from other states has varying degrees of accessibility. MDE has previously indicated a willingness to allow EPIs to submit additional data for students *not placed* at a Michigan public school. To that end, MDE released a template to the EPIs in late November for purposes of collecting this additional information so that it can be included in the 2022 performance score. Submissions are due to Jason Kalmbach ([KalmbachJ@Michigan.gov](mailto:KalmbachJ@Michigan.gov)) by January 21, 2022.

If you have questions, please contact Kate Boswell Gallagher ([BoswellGallagherK@Michigan.gov](mailto:BoswellGallagherK@Michigan.gov)) and Jason Kalmbach ([KalmbachJ@Michigan.gov](mailto:KalmbachJ@Michigan.gov)).

### **4. Future Proud Michigan Educators – Explore**



The *Future Proud Michigan Educator (Future PME)* initiative seeks to expand access to future teacher programming to grow and diversify the educator workforce and reduce educator shortages. In 2021, MDE awarded over 44 grants to establish new Future PME Explore programs for grades 6-12. Additionally, we developed a free student curriculum aligned to educator preparation standards and created free professional learning for Explore course instructors. 2022 will bring expanded grant opportunities for district and EPP partnerships to create/expand Future PME efforts and strengthen the teacher pipeline. To learn more about the campaign, educators and districts are encouraged to visit the [Future PME webpage](#).

### **5. MTTC Bias and Content Committee Volunteers Needed**

Many MTTC fields are currently undergoing updates during 2021-22, including the final stages of development of the new Lower Elementary (PK-3) and Upper Elementary (3-6) test! For a full list of test fields currently under development, please

see the [October 2021 DARTEP Update](#). Every phase of the test development process to ensure that every MTTC assessment is a high-quality verification of future Michigan educators' knowledge and skills relies on input from higher education, early career educators, and experienced educators who have supervised and evaluated candidates. Every bit of MTTC material (e.g., frameworks, items) is reviewed for potential sources of bias before going through a content review. While our partners at Evaluation Systems and your friendly OEE staff members try to catch potential bias before items go to committee, we rely on our bias review committee to ensure MTTC content is as equitable as accessible as possible. Higher education faculty offer a perspective on teacher candidates and an awareness of bias that MDE values and needs represented on this committee. Committee members are not expected to provide content-specific knowledge to the group's work, and they are trained to identify potential sources of bias, so no formal experience is necessary. Evaluation Systems is actively accepting applications and nominations. All participants earn SCECH credits, K-12 educators receive substitute reimbursement, and you'll be part of making a difference in advancing equity in the MTTC program. Apply or nominate here: <http://www.mirecruit.nesinc.com/>.

## **6. MTTC December Verification Rosters Due 1/3/22**

Some annual traditions are more enjoyable than others. As a reminder, this year's MTTC verification roster of candidates who tested between November 29 through December 26 will be available to Certification Officers on December 27. Rosters are due back to Evaluation Systems by January 3, 2022.

*Why do we have verification rosters due when most EPPs are on break?*

Verification rosters are run regularly so we can provide consistent score report timing for candidates. Having a regular schedule is also important for rotating test forms, test security, and protecting MDE's intellectual property.

*Why can't we change just this one verification roster date?*

Unfortunately, changing even one date would have unintended consequences for candidates. For example, delaying the December roster to January delays score reports, which then delays when candidates can apply for their certificates and endorsements in MOECS, and that could negatively impact their employment options. Additionally, delaying the verification roster date would extend the eligibility window for candidates who need to retest, meaning they have fewer opportunities to test throughout the year.

*What about moving the date to earlier in December?*

Assuming the issues with windows for testing were able to be resolved, any changes to the verification roster schedule would still have to be manageable for our vendor. Making these changes would require hand editing rosters and candidate information, which introduces too great a risk to the integrity of the data that directly impacts our candidates as well as EPI scores and Title II reporting.

If you have questions, concerns, ideas, or just want to talk about MTTC, please reach out to Bridgett McDowell ([McDowellB@Michigan.gov](mailto:McDowellB@Michigan.gov)).

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

The 2021-22 awards cycle for PAEMST is now open. Educators teaching STEM subjects to students in grades K-6 are eligible to apply this cycle. For more information about the program or to make a nomination, visit [www.paemst.org](http://www.paemst.org). Nominations are open now through January 7, 2022.

Michigan also relies on STEM content experts, particularly those educators working at our Ed Prep Programs, to assist the program by serving as mentors or reviewers. For more information about these roles, please email program coordinator Josh Roesner at [RoesnerJ1@Michigan.gov](mailto:RoesnerJ1@Michigan.gov). Mentors are needed to assist applicants prior to the application deadline of February 6, 2022, and reviewers are needed in February and March to read and score the completed applications.



## **8. Program Review: Special Education Administrator**

The next submission window for special education administrator program review submissions will be opened on April 1, 2022, along with the Building and Central Office Administrator programs. Currently operating Special Education Director and Supervisor programs will need to be submitted for review during this period as well. MDE encourages programs to consider integrating both special education and the newly approved building and central office administrator standards while planning the programs. If a letter of intent has not yet been submitted, please do submit one as soon as possible. Please contact Dr. Gina Garner ([GarnerG1@Michigan.gov](mailto:GarnerG1@Michigan.gov)) or Sungti Hsu ([HsuS@Michigan.gov](mailto:HsuS@Michigan.gov)) if you have any questions.

## **9. #proudMIeducator Videos**

#proudMIeducator is an MDE initiative that aims to acknowledge, elevate, and celebrate the work of great educators in the State of Michigan. So far, this initiative has produced 29 short videos promoting the work of dozens of #proudMIeducators. The [full playlist](#) can be found on the MDE YouTube Channel. Subscribe to make sure you are able to see the newest videos when they are released. If you know of an educator who should be considered for a future #proudMIeducator video, please use the [recommendation form](#) to share them with us. We would love to feature alumni from our state's ed prep programs who are doing unique and innovative things in schools around the state. For more information about the program, visit <http://www.michigan.gov/proudMIeducator>.

## **10. Surveys**

The fall/winter 2021 collection of the teacher candidate, cooperating teacher, and candidate supervisor surveys opened on November 17, 2021. As a reminder, MDE provides a dashboard through Qualtrics where providers may monitor who within their

rosters has responded to surveys. Response rates to these surveys will be a component of the new EPI Performance Score methodology. If you have questions, please contact Jason Kalmbach ([KalmbachJ@Michigan.gov](mailto:KalmbachJ@Michigan.gov)) and Dana Utterback ([UtterbackD@Michigan.gov](mailto:UtterbackD@Michigan.gov)).

### **11. Title II Reporting**

As a reminder, over the summer, the US Department of Education changed vendors and is now working with [Trewon](https://www.trewon.com). If you receive email communications from this entity (@trewon.com), please do not ignore them! Unfortunately, there has been minimal communication regarding the transition or when the site will reopen. This has placed a pause on MDE's ability to update accounts for providers. Institutional work around reporting MTTC pass rates in preparation for their spring reporting has not been impacted by this and is currently underway! If you have any questions, please contact Jason Kalmbach ([KalmbachJ@Michigan.gov](mailto:KalmbachJ@Michigan.gov)) and Kate Boswell Gallagher ([BoswellGallagherK@Michigan.gov](mailto:BoswellGallagherK@Michigan.gov)).

### **12. Webinar Series: Preparing General Education Teachers to Support English Learners**

As mentioned in previous DARTEP meetings, OEE is collaborating with our colleagues in the Office of Educational Supports and a collaborative of representatives of ESL and Bilingual Education teacher preparation programs to develop a toolkit of resources to support general education teachers', teacher candidates', and teacher educators' understanding of effective practices for serving the needs of multilingual learners and their families. A piece of this toolkit is a webinar series focused on opportunities within the 5-9/7-12 Professional standards for enhancing teacher candidates' instructional practices with multilingual learners. The webinars highlight resources that can be utilized to integrate into general education courses to deepen pre-service teachers' understanding of how to better meet the needs of multilingual students in general education settings. Click on the dates below to sign up!

- Webinar 1 focused on standards and resources related to asset-based orientation for multilingual learners (link to recording will be forthcoming).
- Webinar 2 will focus on the integration of the English Language Development Standards into content instruction ([January 11, 2022](#)).
- Webinar 3 will focus on high leverage teaching strategies ([February 10, 2022](#)).
- Webinar 4 will focus on integrating elements of parent, family, and community engagement for multilingual learners ([March 8, 2022](#)).

### **13. Welcome Back Proud Michigan Educators – Phase 2!**



The *Welcome Back Proud Michigan Educator (PME)* campaign is designed to help teachers return to the classroom. Phase 1 of the campaign allowed districts to apply for a waiver to reduce or eliminate the professional learning hours needed for recertification. Phase 2 of the campaign launched last month with a communication to over 35,000 currently certified educators who are not teaching in a public school. Districts in all areas of our beautiful state – big cities, rural spaces, and everything in between – are ready to welcome teachers, or welcome teachers back, to the profession. To learn more about the campaign, educators and districts are encouraged to visit the [Welcome Back PME webpage](#).

## ***SECTION IV: Resources to Support Preparation Programs***

### **1. *\*NEW\** National Academy of Education: Evaluating and Improving Teacher Preparation Programs Commissioned Paper Series**

The National Academy of Education (NAEd) has undertaken a three-year study funded by the Bill & Melinda Gates Foundation focused on the evaluation and improvement of teacher preparation programs. The project aims to identify best practices among existing models of evaluation tools and provide recommendations for the development of new models. As part of the project outcomes, the writing team is currently in the process of finalizing a [commissioned paper series](#) on key aspects of teacher preparation and evaluation methods that support high-quality preparation and continuous program improvement. Five papers are available now:

- [Links Among Teacher Preparation, Retention, and Teacher Effectiveness](#), by Matthew Ronfeldt
- ["Best Practices" for Evaluating Teacher Preparation Programs](#), by Marilyn Cochran-Smith and Emilie M. Reagan
- [Evaluating the Clinical Component of Teacher Education Programs](#), by Etta R. Hollins and Connor K. Warner
- [Using Teaching Performance Assessments for Program Evaluation and Improvement in Teacher Education](#), by Charles A. Peck, Maia Goodman Young, and Wenqi Zhang
- [International Insights on Evaluating Teacher Preparation Programs](#), by Mistilina Sato and Jane Abbiss

### **2. *\*NEW\** TeachingWorks 2021-22 Virtual Learning Sets in Practice-Based Teacher Education**

TeachingWorks has developed a slate of new virtual learning opportunities for teacher educators in all content areas and grade levels. These synchronous and asynchronous courses can support teacher educators with integration of the Core Teaching Practices into their preparation program coursework. This fall, in addition to *Introduction to Practice-Based Teacher Education*, TeachingWorks is offering three distinct learning sets, each centered on a common focus and offered at low cost or free of charge:

*Creating Practice-Based Experiences for Novice Teachers: Get Your Feet Wet:* For teacher educators new to practice-based methods, these synchronous courses offer a taste of how to design and use innovative, carefully sequenced classroom and field-based learning experiences with novice teachers; *High-leverage Practice Primers:* Each of these five asynchronous courses introduces a specific high-leverage teaching practice; *Building Novice Teachers' Content Knowledge for Teaching English Language Arts:* This blended learning set probes the relationship between ELA content and advancing justice through teaching. Teacher educators will unpack core ELA content and identify strategies for preparing novice teachers to actively disrupt patterns of injustice through their teaching of the content. See [TeachingWorks' course catalog](#) for more information and registration links.

### **3. Resources from Past MDE DARTEP Updates**

- [ATLAS Digital Video Case Library](#) (December 2020)
- [CEEDAR Center Resource: Culturally Relevant Education Course Enhancement Module](#) (December 2020)
- [Code of Educational Ethics Resources from NASDTEC \(February 2021\)](#)
- [East China Normal University Review of Education Special Issue: Beyond Well-being: Educating for Wholeness and Purpose](#) (April 2021)
- [Educating the Future, Today: How to Use Emergency Relief Funds for Educator Preparation](#) (October 2021)
- [Exploring the Impact of Student Teaching Apprenticeships on Student Achievement and Mentor Teachers](#) (April 2021)
- [Integrating Reading Foundations – A Tool for College Instructors of Pre-Service Teachers](#) (April 2021)
- [Michigan Virtual Online Module on Introduction to Social and Emotional Learning](#) (April 2021)
- [MIEPI List of Videos for Teacher Educators](#) (December 2020)
- [NIET Full-Length Lesson Videos for Teacher Preparation](#) (December 2020)
- [Parent Teacher Home Visits](#) (April 2021)
- [Three Myths about Building Relationships with Students Debunked](#) (February 2021)
- [Western Oregon University Cooperating Teacher Training Modules](#) (October 2021)

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

### **1. Reminders and Updates from Past MDE DARTEP Updates**

#### October 2021

- School Counselor Renewal Hours
- Special Education Tuition Reimbursement Program
- Webinars: Middle Level (5-9) and High School (7-12) English Language Arts, Mathematics, and Professional

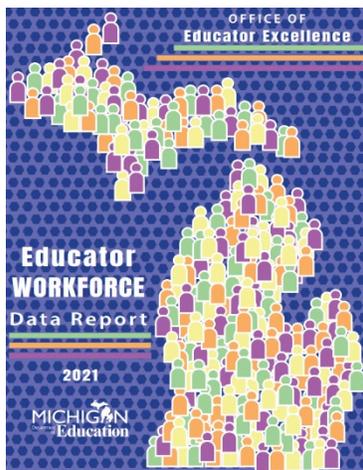
April 2021

- Ed Prep 101
- Future Proud Michigan Educator Explore Programming
- MTTC 5-Year Validity & Retesting
- Paid Internships & Waiving Student Teaching
- Pilot with the Association for Advancing Quality Educator Preparation (AAQEP)

**2. “Educationally Speaking,” the OEE Newsletter**

Subscribe to the OEE’s newsletter, “Educationally Speaking,” to receive the most up-to-date information from our office. Visit <http://ow.ly/ERIG50yTwzh> and enter your email address, then scroll down to Educator Excellence and check the box next to “Educationally Speaking.”

**3. 2021 Educator Workforce Data Report**



The Office of Educator Excellence (OEE) has released the 2021 Educator Workforce Data Report. This annual report includes commonly requested data about the educator pipeline. This report is updated and expanded annually to increase transparency and provide accessible information for interested parties about the education preparation and staffing system. The 2021 Report is available on our website, along with previous years’ reports. If you have questions, please contact Kate Boswell Gallagher ([BoswellGallagherK@Michigan.gov](mailto:BoswellGallagherK@Michigan.gov)).

**4. Grade Band Implementation Timeline: Early Childhood General and Special Education (Birth-Kindergarten)**

The timeline for implementation of the Early Childhood General and Special Education grade bands is as follows:

- Program applications due: November 30, 2021
- Program review: November 2021 – March 2022
- First enrollment into B-K programs: Fall 2021
- B-K MTTCs projected to become operational: 2022
- Final offering of MTTC #106: 2026

**5. Grade Band Implementation Timeline: Lower Elementary (PK-3) and Upper Elementary (3-6)**

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

- Program applications due: November 30, 2021
- Program review: November 2021 – March 2022
- First enrollment into PK-3/3-6 programs: Fall 2021

- PK-3/3-6 MTTCs projected to become operational: Spring 2022
- Final offering of MTTC #103: July 2026

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

The timeline for implementation of the 5-9 and 7-12 grade bands for ELA, Math, and Professional is as follows:

- Program applications due: November 30, 2021, April 30, 2022, or November 30, 2022
- Program review: December 2021 – March 2022, May 2022 – September 2022, December 2022 – March 2023
- First enrollment into programs: Fall 2023
- Professional, ELA, and Math MTTCs projected to become operational: 2023
- Final offering of MTTCs #085, 090, 002, 089 and 022: 2029

## **7. Volunteer with OEE Initiatives**

We need your input! We can't do this work without you! We Need Your Voice!  
If you are interested in sharing your perspective with the Office of Educator Excellence on a future project, we are always looking for individuals to participate in workgroups, review committees, and other projects involving Michigan's education workforce. To be considered, please complete [this form](#).

## **SECTION VI: 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	Professional Practice Inbox ( <a href="mailto:MDE-Professional-Practice@Michigan.gov">MDE-Professional-Practice@Michigan.gov</a> )
DARTEP Listserv	DARTEP Website ( <a href="https://darTEP.org/listserv/index.php">https://darTEP.org/listserv/index.php</a> )
Data Requests	Kate Boswell Gallagher ( <a href="mailto:BoswellGallagherK@Michigan.gov">BoswellGallagherK@Michigan.gov</a> ) Ann Green ( <a href="mailto:GreenA18@Michigan.gov">GreenA18@Michigan.gov</a> )
Educator Evaluations	Joe Priest ( <a href="mailto: PriestJ4@Michigan.gov">PriestJ4@Michigan.gov</a> )
EPI Performance Score	Kate Boswell Gallagher ( <a href="mailto: BoswellGallagherK@Michigan.gov">BoswellGallagherK@Michigan.gov</a> ) Jason Kalmbach ( <a href="mailto: KalmbachJ@Michigan.gov">KalmbachJ@Michigan.gov</a> )
MOECS – EPI Users	Dana Utterback ( <a href="mailto: UtterbackD@Michigan.gov">UtterbackD@Michigan.gov</a> )
MOECS – Applicants	MOECS Helpdesk: 517-241-5000 or ( <a href="mailto: MDE-EducatorHelp@Michigan.gov">MDE-EducatorHelp@Michigan.gov</a> )
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	Sean Kottke ( <a href="mailto: KottkeS@Michigan.gov">KottkeS@Michigan.gov</a> )

Programs, Residencies, Social Studies, World Language, Alternative Routes (Teacher), Elementary Education, English Language Arts, Literacy, Reading Diagnostics, Reading Teacher/Specialist	
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> )
Professional Learning	Marty Snitgen ( <a href="mailto:SnitgenM1@Michigan.gov">SnitgenM1@Michigan.gov</a> )
Public Directory (ProPrep) Corrections	Dana Utterback ( <a href="mailto:UtterbackD@Michigan.gov">UtterbackD@Michigan.gov</a> )
Recruitment & Recognition Programs	Jennifer 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> )  Jason Kalmbach ( <a href="mailto:KalmbachJ@Michigan.gov">KalmbachJ@Michigan.gov</a> )

### **Key Resources**

- [Certification Structure Quicksheet](#)
- [Clinical Experiences Requirements](#)
- [Code of Educational Ethics and Resources](#)
- [Core Teaching Practices](#)
- [Do You Want to Teach in Michigan?](#)
- [Educator Evaluation and Professional Growth Webinars](#)
- [Educator Workforce Research and Annual Educator Workforce Data Reports](#)
- [MDE Directory](#)
- [MI Educator Information](#)
- [Michigan's Top 10 Strategic Education Plan](#)
- [Preparation Standards for all Endorsement Areas](#)
- [Renewing Your Educator Certificate Online](#)
- [Superintendent's Workforce Guide](#)
- [Teacher Certification Code](#)
- [Videos for the Implementation of the Standards for the Preparation of Teachers of Lower Elementary \(PK-3\) and Upper Elementary \(3-6\) Education](#)