

# Featured Speaker

- Michael Rice, Ph.D.  
State Superintendent  
Michigan Department of Education



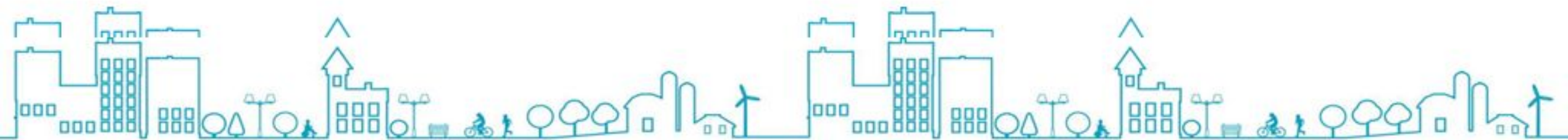
# Directors and Representatives of Teacher Education Programs Quarterly Meeting

Friday, December 2, 2022



# 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



# FY23 State Budget

## Goal 7 - Increase the numbers of certified teachers in areas of shortage

- **FY21** - \$5 million for early career retention bonuses
  - **FY22** - Less than \$2 million for Grow Your Own programs
  - **FY23** - \$575 million for a range of efforts to address the teacher shortage, many of these initially recommended by MDE to the governor and legislature.
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# FY23 State Budget

## Goal 7 - Increase the numbers of certified teachers in areas of shortage

**Teacher Recruitment - \$575 million** includes, but isn't limited to:

- **\$305 million** for MI Future Educator Fellowships (sec. 27a, 27d, and 27e) \*
- **\$175 million** for Grow Your Own programs for support staff to become teachers (sec. 27b)\*\*
- **\$50 million** for MI Future Educator Student Teacher Stipends (sec. 27c)\*
- **\$10 million** to ISDs to recruit and hire career and technical education (CTE) instructors (sec. 61i)\*\*

\*Recurring

\*\*Non-recurring

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# Teacher Preparation Enrollment



Year	Enrollees	Completers	Total
2011-12	18,483	4,720	<b>23,203</b>
2012-13	14,372	4,450	18,822
2013-14	11,287	3,951	15,238
2014-15	11,099	3,650	14,749
2015-16	7,868	3,120	10,988
2016-17	6,859	2,653	<b>9,512</b>
2017-18	7,183	2,511	9,694
2018-19	7,764	2,404	10,168
2019-20	9,760	2,258	12,018
2020-21*	10,536	2,635	<b>13,171</b>

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

\*Federal data release of these numbers expected in spring 2023

**New data included**

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



## Teacher FTE Counts

	15-16		16-17		17-18		18-19		19-20		20-21		21-22	
Total FTEs	80,790		80,144		81,217		81,620		81,322		80,657		82,688	
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%	74,565	90.2%
Other Ethnicities	<b>6,612</b>	<b>8.2%</b>	6,445	8.0%	6,897	8.5%	7,090	8.7%	7,317	9.0%	7,442	9.2%	<b>8,123</b>	<b>9.8%</b>

## Student FTE Counts

	15-16		16-17		17-18		18-19		19-20		20-21		21-22	
Total FTEs	1,482,019		1,475,949		1,467,122		1,451,406		1,441,406		1,389,522		1,386,670	
White	999,872	67.0%	988,324	67.0%	975,909	66.5%	959,278	66.1%	946,28	65.6%	906,538	65.2%	896,012	64.6%
Other Ethnicities	<b>482,147</b>	<b>33.0%</b>	487,62	33.0%	491,213	33.5%	492,128	33.9%	495,62	34.4%	482,984	34.8%	<b>490,657</b>	<b>35.4%</b>

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

**New data included**

# Teachers of Other Ethnicities Are on the Rise

Over the last six years, there has been an increase in the numbers of Black/African American and Hispanic/Latino teachers.





# Teachers by School Year & Race/Ethnicity - FTE Count



Teacher FTE Counts							
	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Total FTEs	80,790	80,144	81,217	81,620	81,322	80,657	82,688
Asian	0.75%	0.69%	0.71%	0.75%	0.76%	0.78%	0.82%
Black or African American	<b>5.72%</b>	5.6%	5.99%	6.14%	6.44%	6.55%	<b>7.00%</b>
Hispanic or Latino	<b>1.14%</b>	1.15%	1.15%	1.14%	1.17%	1.21%	<b>1.31%</b>
Native American or Alaska Native	0.22%	0.23%	0.25%	0.26%	0.25%	0.25%	0.24%
Native Hawaiian or Other Pacific Islander	0.11%	0.10%	0.11%	0.11%	0.10%	0.13%	0.14%
Two or More Races	0.25%	0.27%	0.28%	0.29%	0.28%	0.30%	0.31%
White	<b>91.82%</b>	91.96%	91.51%	91.31%	91.00%	90.77%	<b>90.18%</b>

Data Source: Registry of Educational Personnel

**New data included**

# Teachers by School Year & Race/Ethnicity - FTE Count



Teacher FTE Counts							
	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Total FTEs	80,790	80,144	81,217	81,620	81,322	80,657	82,688
Asian	608	556	573	612	614	629	681
Black or African American	<b>4,620</b>	4,487	4,865	5,009	5,235	5,286	<b>5,787</b>
Hispanic or Latino	<b>917</b>	924	935	931	950	976	<b>1,086</b>
Native American or Alaska Native	174	183	205	214	203	203	195
Native Hawaiian or Other Pacific Islander	88	78	91	89	84	105	114
Two or More Races	205	217	228	235	231	243	260
White	<b>74,178</b>	73,699	74,320	74,530	74,005	73,215	<b>74,565</b>

**New Data Included**

# Black/African American Teachers on the Rise



Although there was a decrease of Black/African American teachers prior to 2015, since that time there has been an increase of more than 1,160 FTEs for Black/African American teachers.

An effort to highlight: **In-Demand** provides Black men in Detroit opportunities to become educators, mentors, and volunteers in their schools and communities.



# Hispanic/Latino Teachers on the Rise

There has been an increase of Hispanic/Latino teachers.  
From 2015 to 2022, there was an additional 169 FTEs added to  
the teacher workforce.



# Goal 7: School District and Department Efforts



## Registered Teacher Apprenticeships

- Michigan's first registered teacher apprenticeship agreements have just been signed with the U.S. Department of Labor.
  - This model for educator preparation will provide a new pathway to teacher certification in Michigan, to allow teacher apprentices to earn while they learn, **through an existing educator preparation program**, with hands-on learning under the supervision of an experienced mentor teacher.
  - Local agreements will be signed by the school district, educator preparation institution(s), and local labor union.
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# Goal 7: School District and Department Efforts

## Registered Teacher Apprenticeships

- A combination of Grow Your Own programs; extensive on-the-job training, with lots of time to learn about and contribute to the education of children prior to becoming fully certified teachers; higher education coursework; and use of local, state, and federal dollars to help defray costs of teacher preparation for candidates.
  - No lowering of the bar: **Teacher apprentices will still need to participate in an educator preparation program**, obtain a bachelor's degree, and pass the MTTC to get certified.
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# Innovation

## Residency Programs

- Integrate coursework with authentic, supported clinical practice as teacher of record for an expedited teacher preparation experience
- Michigan exemplars:
  - Saginaw Valley State University's Accelerated Certification with Residency (ACR)
  - Northern Michigan University's Secondary Teacher Education Program for the Upper Peninsula (STEP UP)
  - Aquinas College's Accelerated M.Ed. (AME)

# Innovation

## **Discipline-Specific Expedited Preparation Programs**

- Requirement of a waiver of administrative rule to accelerate preparation experiences for specific populations of future educators
- Eastern Michigan University exemplars:
  - Expedited world language programs for native speakers
  - Paraprofessional-to-teacher programs in special education in partnership with Washtenaw ISD



**To provide the requisite quality, quantity, and diversity of teachers in our schools, we will be amplifying our encouragement of innovation among LEAs/ISDs, EPIs, and MDE. In support of Michigan school children, we appreciate your partnership.**

