



# Talentogether

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DARTEP

October 2024A



# Our Impact (so far...)

# Agenda



<5 minutes> Talent Together Impact

<10 minutes> Responses to Provided Questions

<15 minutes> Additional Q&A

# A Statewide Initiative

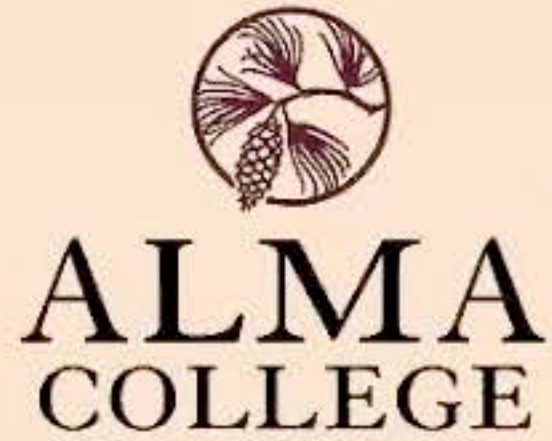


Talent Together is an **innovative partnership led by 56 Michigan Intermediate School Districts**, supported by the Michigan Educator Workforce Initiative in collaboration with 13 Michigan Colleges and Universities.

Intermediate School Districts (ISDs) and Regional Education Service Agencies (RESAs) serve children all across Michigan. By coordinating efforts and resources, ISDs provide specialized services to students that would not be affordable/feasible otherwise.



# Post-Secondary Institutions (PSI) Partnerships



# Initial Results



**1300+**

**Teacher Candidates**

First two cohorts of accepted applicants

**275**

**Reduce vacancies**

Candidates who will be recommended for certification this year

**31%**

**Increase educator diversity**

42% of TT's second cohort identify as BIPOC

**82%**

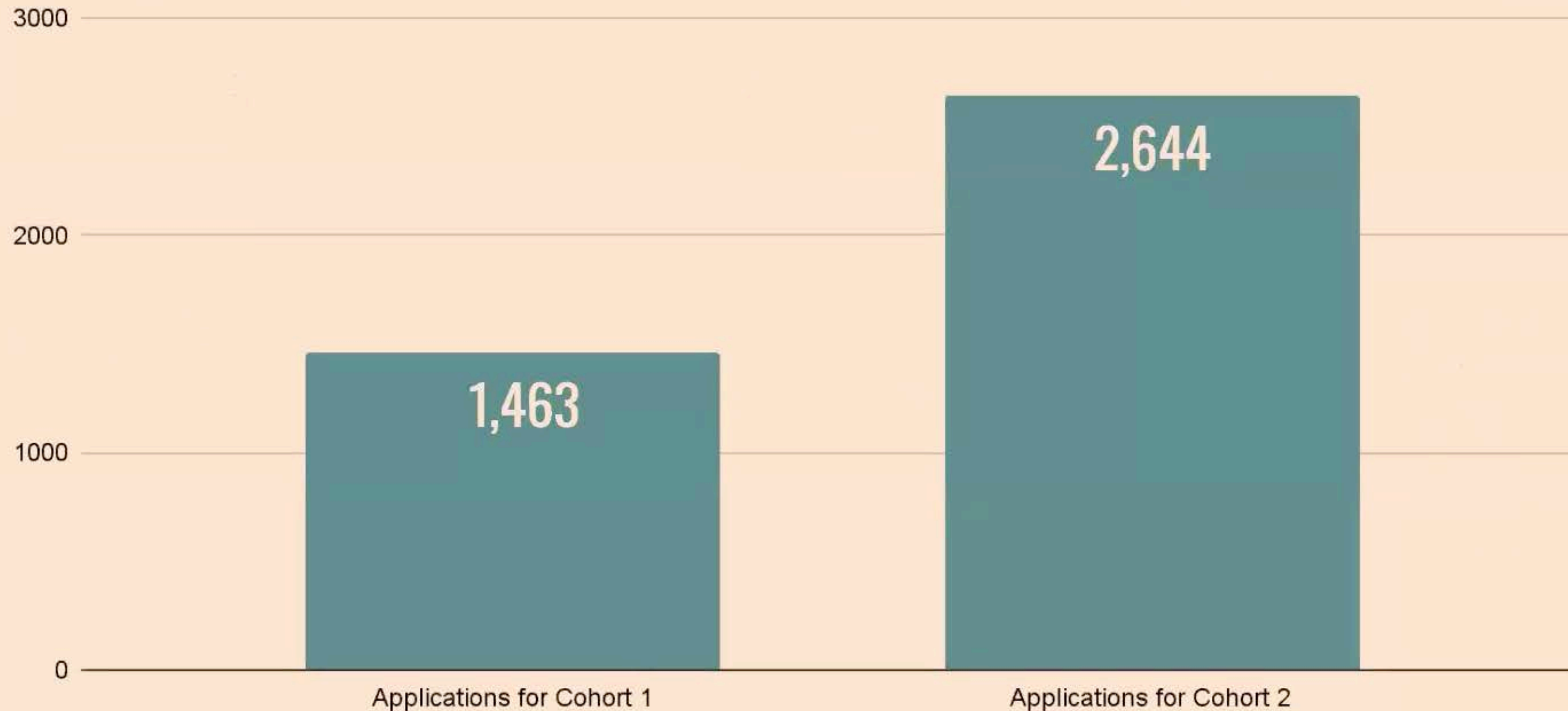
**Candidate Retention**

This rate was even higher for teacher candidates who identify as People of color, 87%.

# We are counteracting the myth that “nobody wants to become teacher.”



# of Applications Received by Cohort



# Coordination and Documentation of Candidate Outcomes



FERPA forms are signed by all Teacher Candidates to allow for data sharing; all TT data will be available to our EPP partners, including:

- Projection of candidates' apprenticeship year
- Completion of RAP standards
- Application, selection, and retention data, disaggregated by demographics and EPP
- MTTC passage rates
- Placement and retention following completion/certification

How will Talent Together work with EPPs to coordinate and document outcomes for all candidates so that EPPs have autonomy over the required state surveys, outcomes data, year-out data, internship evaluation tools and portfolios all required by the MDE and our national accreditor?



# Year-at-a-Glance - Data Sharing



	Fall, 2024	Winter, 2025	Spring, 2025	Summer, 2025
New TCs		Application to TT	Onboard to TT	
			TCs begin PSI Admissions Process	PSIs Share Admissions Updates
Existing TCs	Coursework			
	TC Survey		TC Survey	
		End of Term Data Sharing	End of Term Data Sharing	End of Term Data Sharing

# Use of MDE and EPP Instruments



- With the exception of the DOL required Registered Apprenticeship Program standards, Talent Together has not created any rubrics or evaluation tools (and does not currently intend to do so)
- We have created a **Teacher Leadership Framework** that we use in our coaching and professional learning for mentor teachers working with Apprentice Teachers and a **Teacher Development Framework** that we use to inform coaching of uncertified candidates acting as teachers of record
- We are revisiting **portfolio requirements**; this will be required for a small percentage of candidates

How will Talent Together utilize EPP created and MDE created instruments to the advantage of all but not so there is the perception that instruments are being used to develop a parallel program?

What is required of your portfolio?

# High School & Community/Tribal College Priorities



- Current pilot pathway for 9 (2024) HS graduates
- Leveraging Michigan Reconnect and working directly with Reconnect Navigators to support candidates towards the Associate degree (41 Reconnect enrollees)
- New partnership with Washtenaw CC supporting community members to become school employees (16 candidates enrolled)
- Leveraging Golden Apple programming and linking that to Talent Together

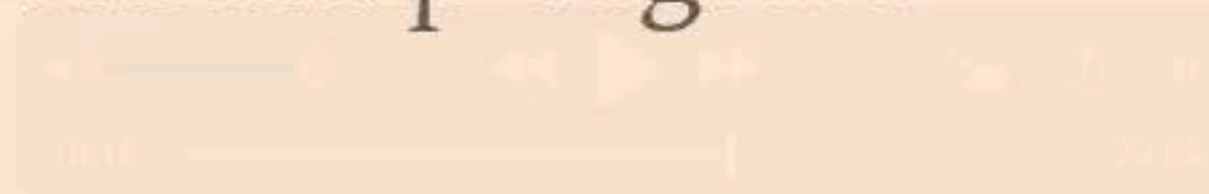
Does Talent Together have plan to start moving to a recruitment and support effort for high school students and community/tribal college transfers to attend on campus comprehensive programs to build up the 30-year career educator?

# Funding



- Board is committed to development of a **braided funding strategy** that includes scenarios for cost reduction
- Working with DOL representatives and local workforce boards to secure **workforce funding**
- Committed to working with EPPs to provide ongoing support to create **additional opportunities for RAPs** through true apprenticeship degrees

How are funding efforts looking from the State of Michigan for sustained recruitment and collaboration among the 55 (56) ISDs?



# Talent Together's Funding Distribution



In our first year of spending,

- 64% of our FY24 distribution from MDE was allocated for tuition and fees (including payments made in 2023-2024 school year and funds encumbered to cover future tuition and fees for universities). Close to \$40m allocated (including distributed and encumbered) for tuition and fees.
- 10% of our FY24 distribution was allocated to expenses related to the Registered Apprenticeship Program, including reimbursement for Apprentice Teacher salaries and mentor teacher stipends. This percentage will increase over time as more candidates progress through their programs.

# Future Plans



- Talent Together is **not currently considering** becoming a credentialing body.
- Talent Together currently offers **supplementary online modules** for candidates. These are largely focused on non-academic/instructional skills (e.g., MTTC supports, navigating coursework, accessing resources from EPPs, etc.)

Do you intend to ask to be a credentialing body?

Do you intend to offer coursework in the future?