MAASE

FEBRUARY 21, 2025

Legislative Update

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REPORT

Status of Michigan's Teacher Shortage and Key Policies for Improving Outcomes

This week the Education Trust-Midwest (ETM) presented to the House Education and Workforce Committee on the organization's new analysis of Michigan's teacher shortage and student access to quality teachers. The findings are that students who are the most underserved face the highest rates of inexperienced teachers, teachers who have emergency or temporary credentials, and educators who are teaching classes that are not in their areas of expertise.

The ETM is a nonpartisan, nonprofit policy, research, advocacy, and technical assistance organization working to advance the development and implementation of policies and practices that improve educational outcomes for all Michigan students, pre-kindergarten through college.

Among the ETM's recent findings:

- In the 2022-2023 academic year, more than 16.5% of teachers in high-poverty school districts were teaching outside of the fields—this is twice the state average.
- Students in school districts with the highest concentrations of poverty are 16 times more likely to learn from a teacher with temporary or emergency credentials than their peers in the state's wealthiest school district.
- In districts where a majority of children are Black, students are nearly four times more likely to learn from an out-of-field teacher. They are also four times more likely to learn from a teacher with emergency credentials and nearly twice as likely to learn from a beginning teacher than in districts serving primarily white students.
- Districts with the highest concentrations of poverty only employ 13.5% of all the teachers in the state, yet they account for 38% of all teachers with emergency credentials in Michigan.
- Districts with the highest concentrations of poverty accounted for more than a third (33.5%) of all out-of-field teachers in the state despite only employing 13.5% of all teachers in the state.
- Teacher attrition in Michigan is worse than the national average, and teacher turnover is far higher for students living in concentrated poverty. While all districts are having a harder time retaining teachers following the pandemic, the challenges remain most acute in high-poverty districts.

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State of the State Address

February 26, 2025
7 pm ET

How to watch:

- Local TV Channel
- FM 102.3 News Talk
- Online at **Michigan.gov/StateOfTheState**
- **Facebook**
- **YouTube**

We will share of summary of her address as it relates to K-12 education in next week's *MAASE Legislative Update*.

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To address these alarming statistics, ETM outlined five key policy priorities for ensuring every student across the state is learning from a qualified and highly effective teacher:

- Michigan needs to support competitive salaries for teachers, especially for those working in districts with higher concentrations of poverty
- Improve the state's education data systems so decisions can be informed by meaningful, timely, accurate data
- Prioritize making teaching an attractive and competitive career choice
- Increase access to high-quality professional development for educators to enhance their skills and increase career advancement opportunities

To watch a recording of the presentation, **click here** and forward to the 20:35 mark.

To read the ETM's report in its entirety, **click here**.