

Educator Workforce Updates: MANS 2021

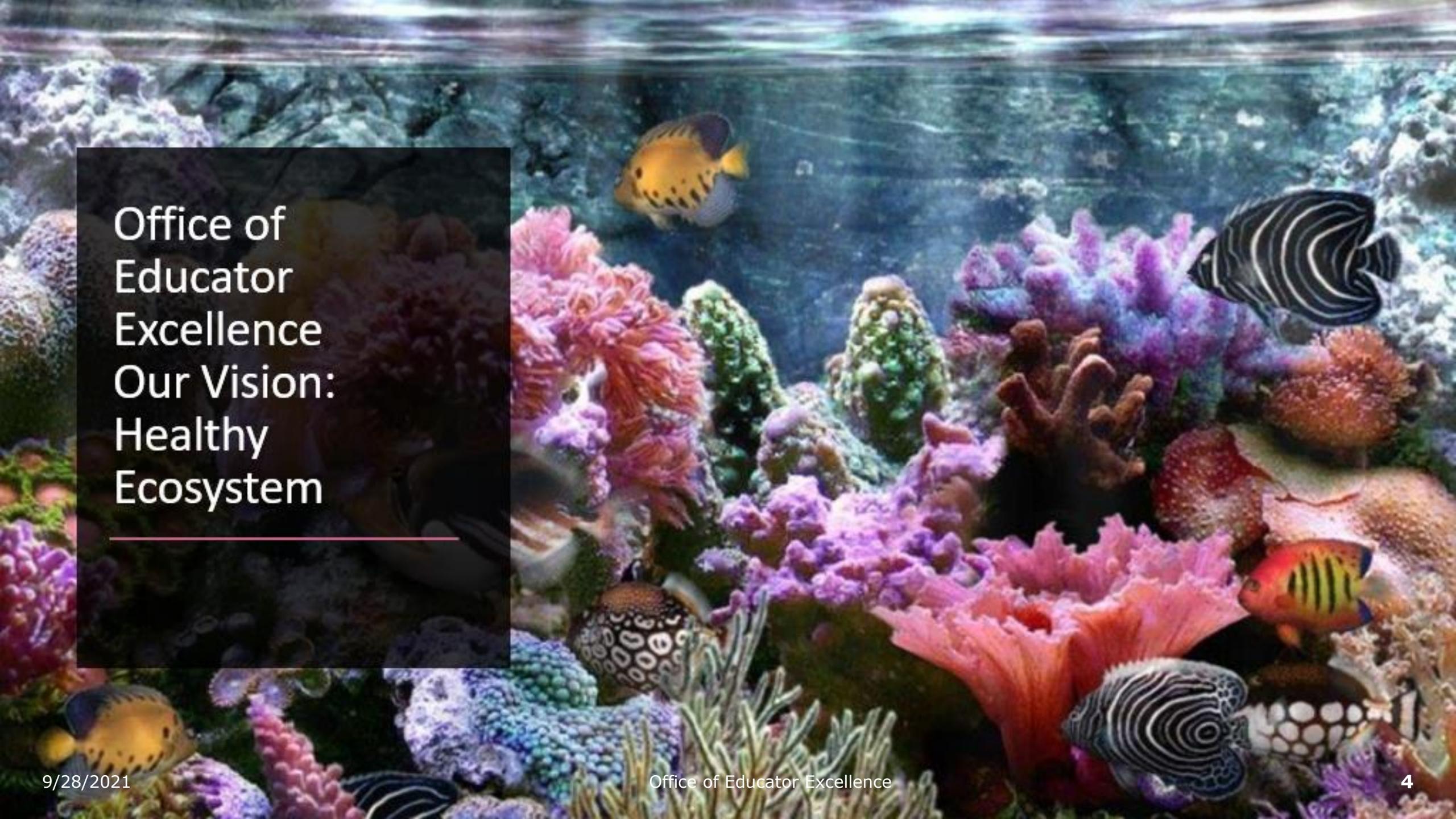
Krista Ried & Sarah LaVan
Office of Educator Excellence



Office of Educator Excellence: Who are we? What is our work?

Office of Educator Excellence (OEE): Typical Vision of the Educator Workforce





Office of Educator Excellence Our Vision: Healthy Ecosystem

OEE Beliefs

Student achievement is at the heart of what we do and must drive decisions.

Teachers need to have the appropriate training and content knowledge to provide instruction.

Permits provide “temporary” solutions to staffing challenges.

Anybody who has direct contact with students needs to have a criminal background check.

Goals in Support of Michigan's Top 10 Strategic Education Plan

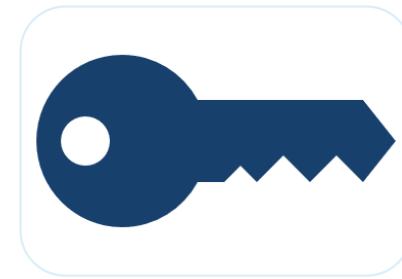
Goal 7: Increase the Numbers of Certified Teachers in Areas of Shortage



Use data



Increase number of educators



Ensure equitable access



Increase retention

Recruitment Initiatives



I AM A 6TH - 12TH GRADE STUDENT



I WORK IN A PK - 12 SCHOOL



I WANT TO CHANGE CAREERS



I AM CERTIFIED IN ANOTHER STATE

Traditional Programs

- Undergraduate, certification only, or graduate
- College/university based

Traditional - Expedited Programs

- Undergraduate, certification only, graduate
- College/university based
- Examples: World Language, Special Education, Library Media

Traditional - Residency Programs (On-the-Job Training)

- Yearlong clinical practice with support from a mentor
- Work as a teacher while taking coursework
- May be undergraduate or graduate
- College/university based

Alternative Route Programs

- Work as a teacher under Interim Certificate while taking coursework
- College/university, organization or school district based

Certification Pathway Options

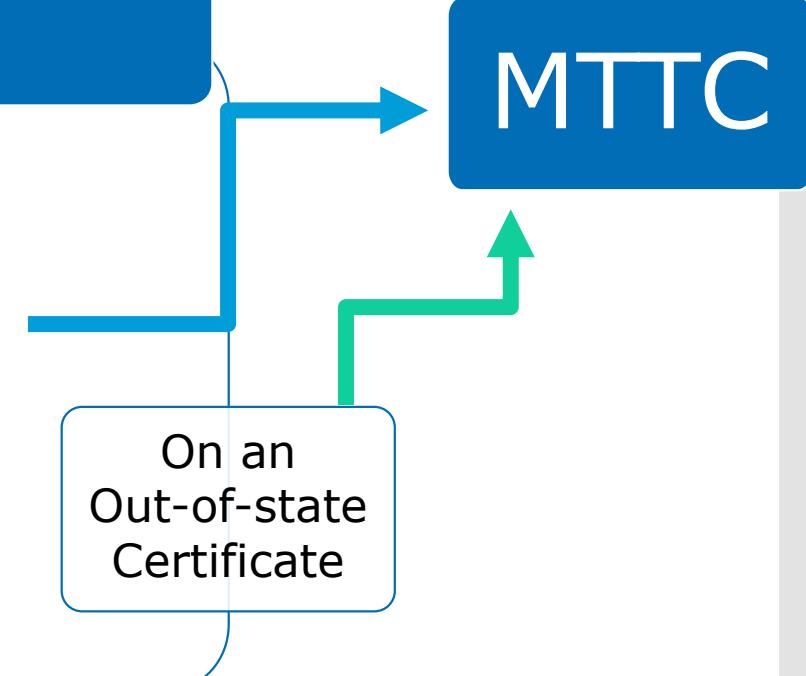
Adding Endorsements



Complete an....

approved endorsement program

- Michigan
 - Traditional: college or university
 - Alternative route
- Another state's approved program
 - Traditional: college or university
 - Alternative route



Recruitment Initiative Options



Options:

- Waive professional learning hours
- Obtain Full-Year Basic Permit

Determine experience and
certificate expiration

Welcome Back PME Participation

Additional
information:

<https://bit.ly/3vuryAz>

An ISD can sponsor a private school teacher.

The ISD would need to provide assurances when applying for the waiver and permit.

The private school would still hire and pay the teacher.

Retaining via Recertification



Education- Related Professional Learning



College
Credit

SCECHs

DPPD



7/1/2020 – Must be
registered as
SCECHs

School Counselor Professional Learning for Certificate Renewal



9/28/2021

MCL 380.1233 (6-8) Effective 2/6/2020



25 hours: College Preparation & Selection

25 hours: Career Consultation
(including Military options)

Office of Educator Excellence

Educator Evaluation

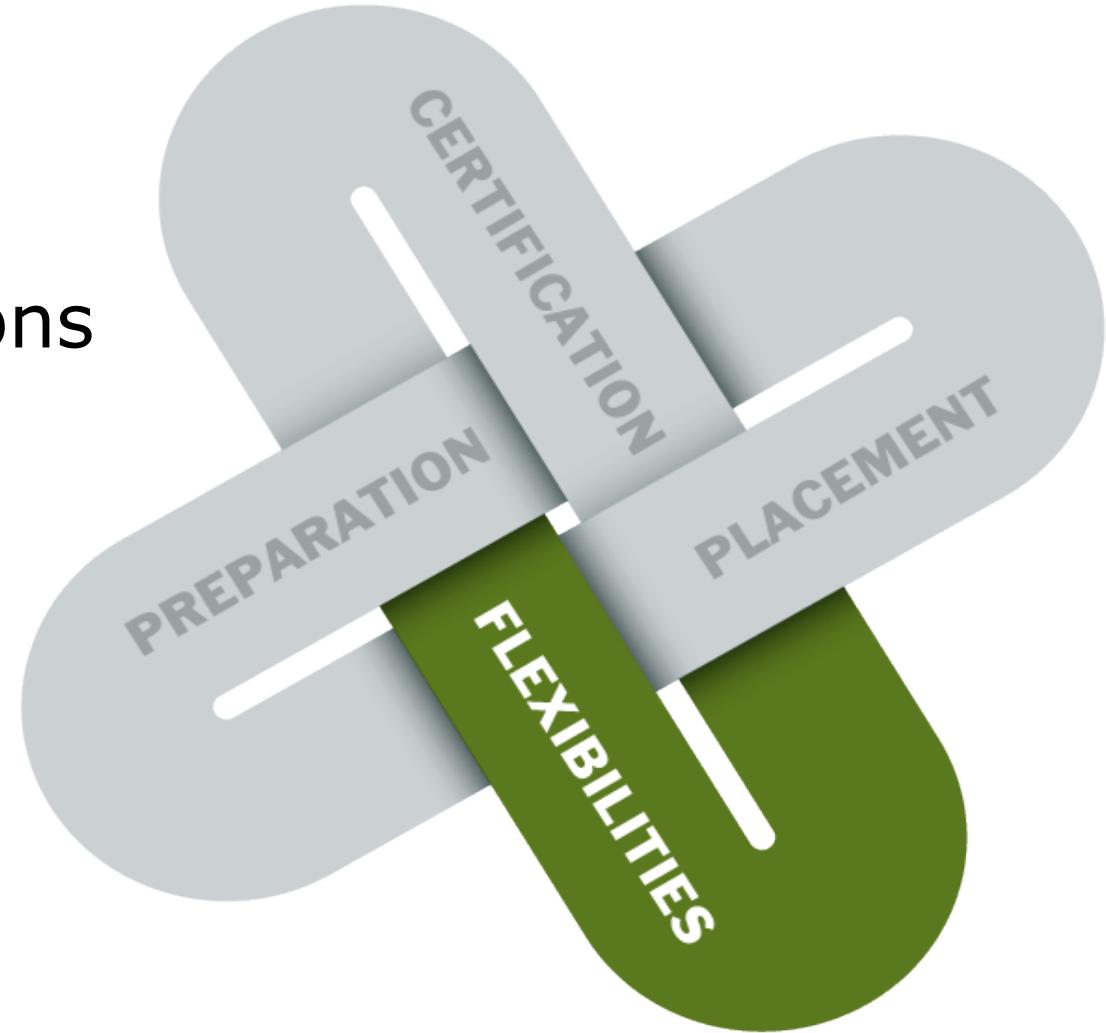


- Non-Public School Personnel Report (NPSPR)
- Opt-in Requirements
- Benefits

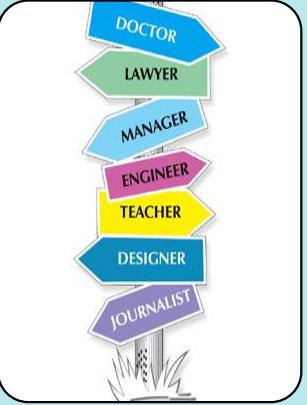
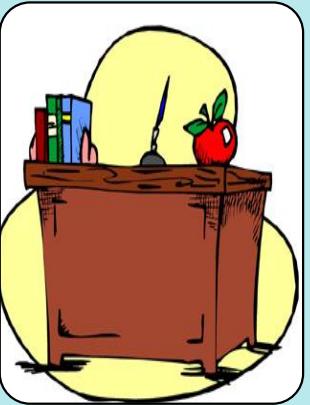
Staffing Flexibilities



- ▶ Permits
- ▶ Authorizations
- ▶ Approvals



Permits, Authorizations & Approvals



Daily Substitute
Permit

Full-year
Basic Permit

Full-year Shortage
Permit

Expert Permit

Annual
Authorization

Special Education
Approval

School Admin Permit

#PROUDMIEDUCATOR

#proudMleducator is a multi-media campaign designed to promote Michigan's educator workforce. The campaign focuses on creating videos that highlight educators and programs across the state. Learn more at <http://Michigan.gov/proudMleducator>.



8
videos

8,393
views on YouTube
(2019-20)

#proudMleducator



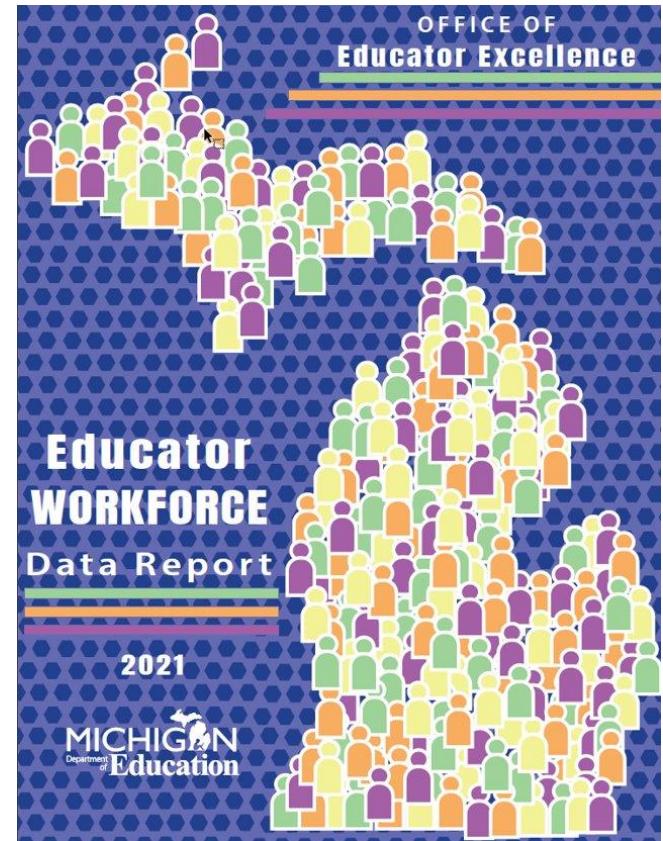
Proud Michigan Educator Videos

2021 Educator Workforce Data Report



Includes metrics around

- recruitment
- recognition programs
- educator preparation
- certification
- growth

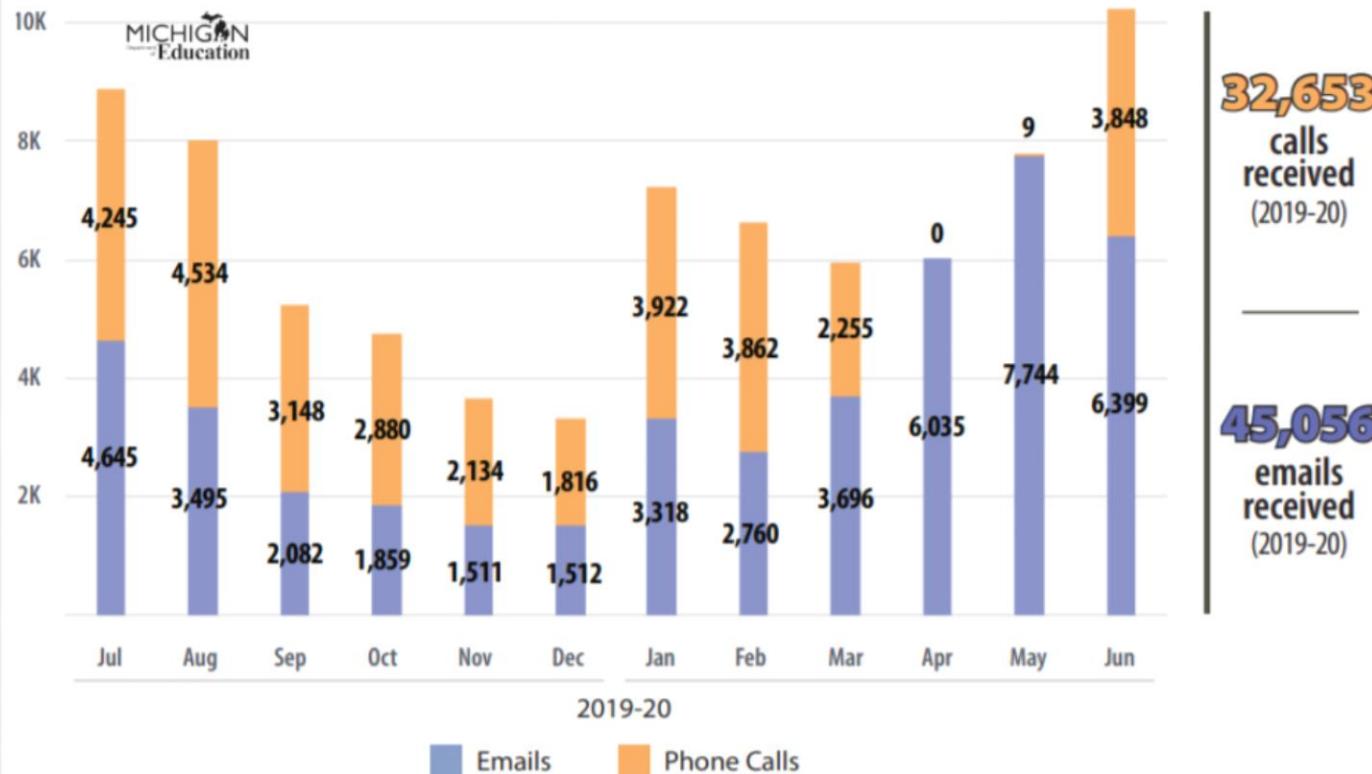


EDUCATOR HELP DESK



1:32
average phone
queue wait time
(2019-20)

OEE strives for quality customer service. In addition to phone calls, OEE's Educator Help Desk also monitors a dedicated email address (MDE-EducatorHelp@Michigan.gov) to support customers. This email address was especially important during the early days of the COVID-19 pandemic when the office shifted to telework without immediate access to the phone system. The graphic below represents the phone calls and emails received through the OEE Educator Help Desk.



Certification Application Data

May & June are peak busy times

Certificates eligible for renewal as of Jan 1 in the year they expire

Get Caught Up... Workforce Guide

9/28/2021

2020 Editions:

- [Fall](#)
- [Winter](#)
- [Spring](#)

2021 Editions:

- [Fall](#)

Superintendent's Workforce Guide

Fall 2021 Edition



Workforce Supports for Michigan Superintendents

The Office of Educator Excellence at the Michigan Department of Education wishes all educators a great start to the 2021-22 Academic Year!

Welcome to the Superintendent's Workforce Guide. Please view the links and guidance related to:

Recruiting Educators

- The Future Proud Michigan Educator Program
- The Welcome Back Proud Michigan Educator Campaign
- Growing the Local Educator Workforce

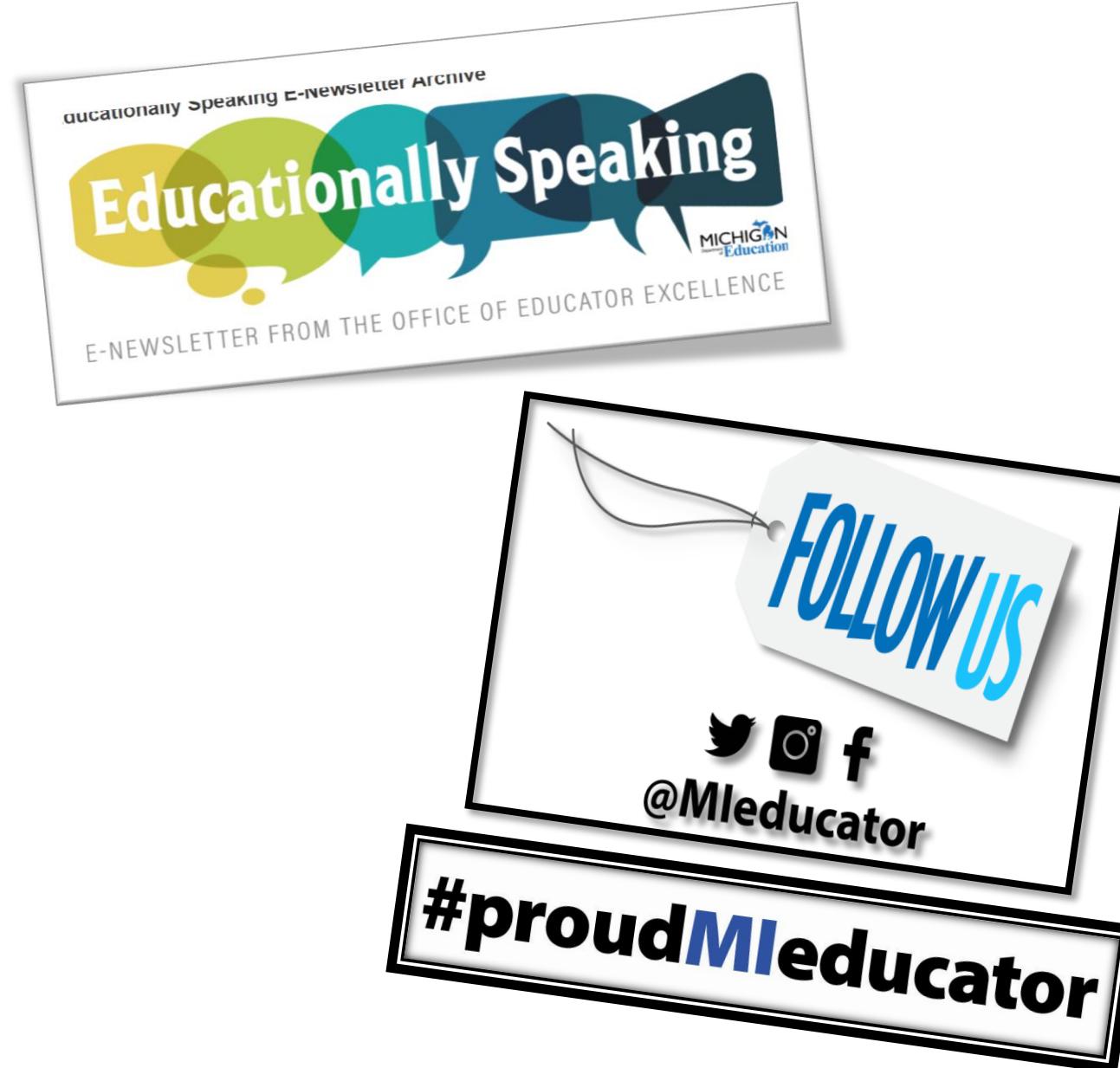
Recognizing and Retaining Educators

- #proudMleducator & Educator Recognition
- Educator Evaluation Resources

Requirements and Reporting

- Educator Certification, Placement, and Permits
- Data & Reporting Reminders
- The Michigan Code of Educational Ethics

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Lend your
voice to MDE
work!

MDE works to ensure a
variety of perspectives are
included in all efforts!

Questions



Contact Us

517-241-5000

MDE-
EducatorHelp@Michigan.gov



Thank you!

We value your
feedback!