EDUCATOR STAFFING STRATEGIC PLAN

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Leah Breen
1. All stakeholders have an impact on the educator workforce and are thus responsible for it
2. Some actions inevitably result in unintended consequences
3. It’s important to maintain a healthy ecosystem by distributing stimuli
“A typical leader has - a natural tendency is to be defensive in the face of a crisis. The first reaction is to blame someone - or something - else. Often, the blame is aimed at something abstract or non-controllable, which often has nothing to do with the crisis but is adjacent to whatever is going on, so it's an easy target.” ~ Brad Feld
“WHAT ARE YOU DOING TO ADDRESS THE EDUCATOR SHORTAGE PROBLEM, MDE?”

Easy answer: It isn’t really our fault or problem to solve. “If only someone else did or didn’t do ‘x’, we wouldn’t have a problem.”
We are part of the problem and we will be part of the solution.

We will also commit to working with our partners because...
THE EDUCATOR STAFFING STRATEGIC PLAN

• Address all the areas of the ecosystem
• Engages the participation of our partners as part of successful implementation
• Doesn’t shy away from firm action on the part of MDE
RECRUITMENT

- Statewide job fairs
- Alternative pathways
- Job bank
- Developing P-20 and educator preparation program partnerships

- P-20 marketing plans
- MANY pathways into the profession
- Reciprocity with other states and countries
- #PME
PREPARATION

• Revised certificate structure and standards
• Clinical experience requirements
• Alternative pathways
• Educator preparation accountability
CERTIFICATION AND PLACEMENT

• National and international reciprocity
• Grow-Your-Own programs (paras and endorsements)
• Appropriate placement workgroup
“…teacher recruitment programs alone will not solve the staffing problems of schools if they do not also address the organizational sources of low retention.”

(Ingersoll, 2001)
GROWTH

• Quality educator evaluation
• Quality professional learning
• Strong mentoring/induction programs
• Grow-Your-Own programs
• Michigan Teacher of the Year (now regional)
• Michigan Teacher Leadership Advisory Council (MTLAC)
• Innovative Educator Corps
• #PME
OTHER OPPORTUNITIES

- Positive messaging
- Maintain high expectations for all partners and emphasize everyone has a role in solving the problem
- Attend recognition events
- Support MDE’s transition to quality requirements for professional learning
- Manageable number of initiatives
- Focus on the data as part of the solution
WHAT WORKFORCE DATA DO WE HAVE?

- EPI Performance
- Turnover
- Regional Staffing
- Content Area Staffing
- Diversity
- Educator Evaluation
- Perception Survey

- Location
- Age
- Years of Experience
- Proximity to Program
- Credential Type
- Permits
WHO IS RECEIVING DATA?

- Legislature
- Community Members
- Educator Preparation Institutions
- P-20 Schools
- Researchers
- National Partners
HOW ARE DATA BEING USED?

• Guide decision-making
• Marketing
• Compare to the national lens
• Support district staffing
• Determine which strategies have effect
LEGISLATIVE CHANGES

- Remove sunset for hiring retirees
- Educator Evaluation growth 25%
- Incentivize teacher and leader roles in schools/districts with loan forgiveness, advancements, credibility
LEGISLATIVE INVESTMENT

- Mentoring and induction
- Residencies
- Universal preschool
- Job bank
- Cadet/Teaching
- Salary
QUESTIONS?

Leah Breen, Director
Office of Educator Excellence
BreenL1@Michigan.gov