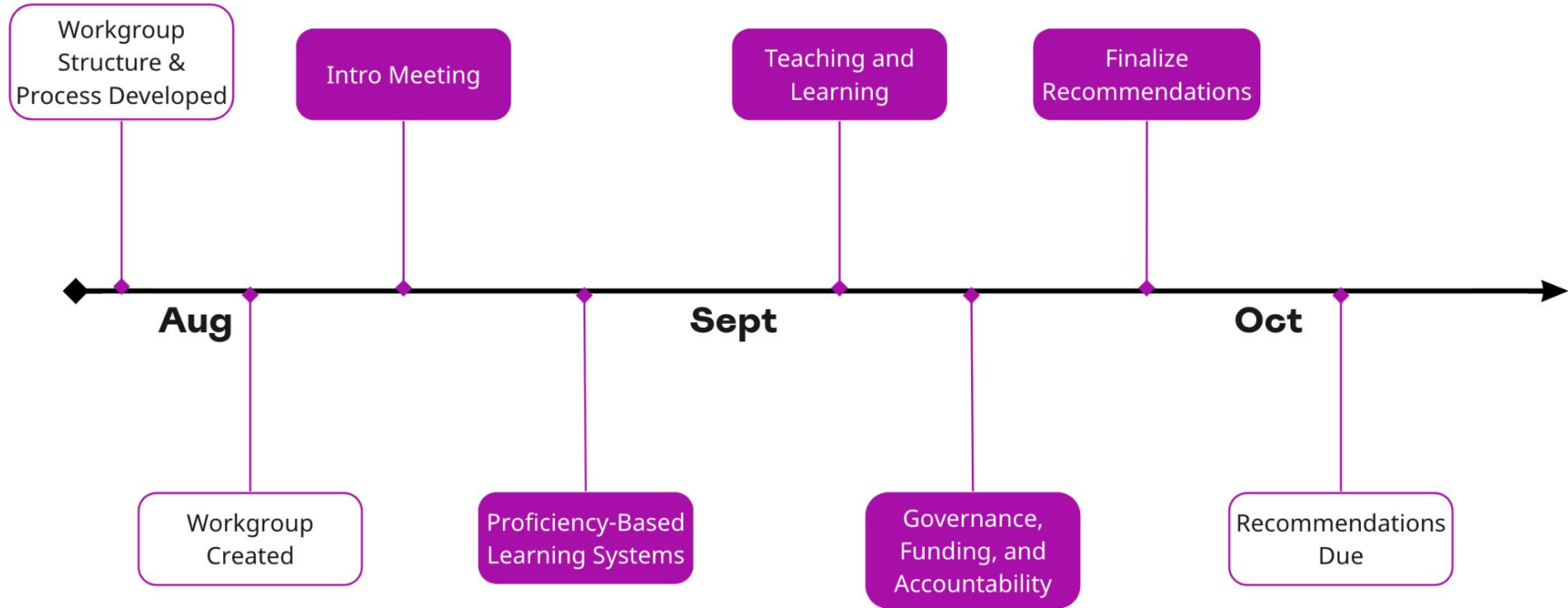




Growing  
Michigan  
Together  
Commission  
Pre-K - 12  
Workgroup

— — — — —  
Sept 7, 2023

# Workgroup Process



# NCEE's Blueprint

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To graduate students future ready, high performing systems have:



**Proficiency-based learning system** based on future-ready performance standards, with supports for all students



World-class **teaching and learning** to develop confident and engaged self-directed learners




**Aligned and coherent governance** focused on accountability for system goals and continuous improvement


# Principles to Consider Today




## Policy Principles to Consider & Discuss




How to **recruit diverse and committed candidates** into the profession and to prepare them for the future of teaching



How to **offer incentives, structures, and supports** for teachers to grow professionally and work together to improve learning across their schools



How best to **organize schools** to build on teacher expertise and drive student learning

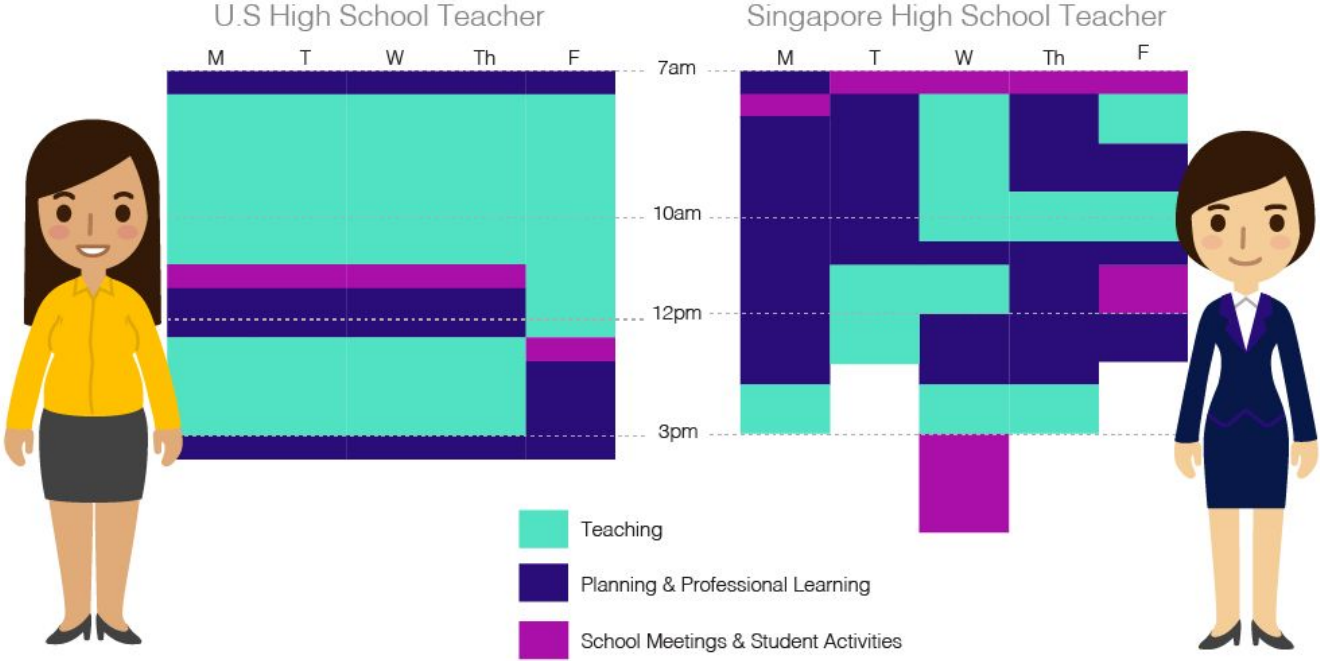


How to **create learning environments** that challenge and engage students and build the competencies they need for the future

# Imagine a School Where



Teachers' time and workday look dramatically different



# Imagine a School Where



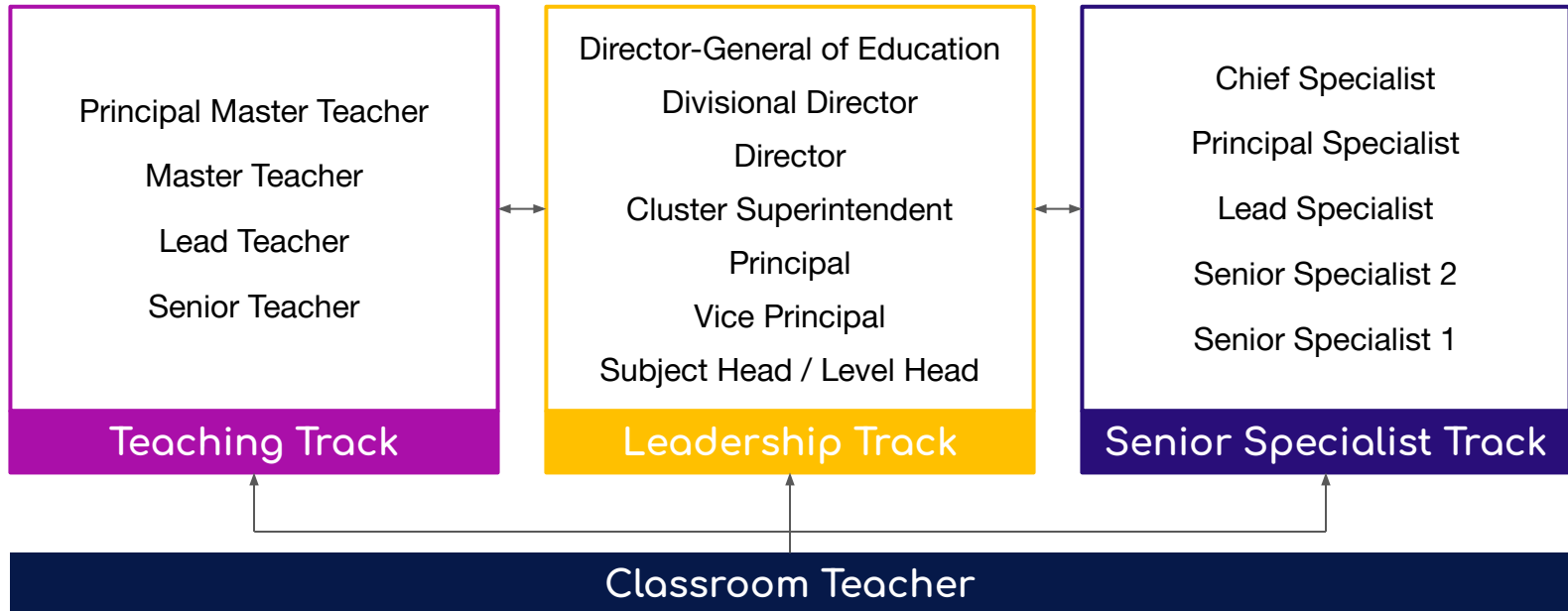
Teachers use that time to collaborate, support one another & improve



<https://www.youtube.com/watch?v=I3LctIAh9-E>

# Imagine a School Where

This different vision of a teaching career is supported by a strong career ladder framework



# How Does That Compare to MI

## Shortages



**Vary widely**, more widespread in

- Upper Peninsula
- rural areas
- Detroit

Special education and science are highest need across the state.

## Certifications

7.5%

7.5% of teachers are

- **uncertified**
- **certified**
- **out-of-field**
- **substitutes**

## Annual attrition

8%

8% of teachers **leave the profession** annually

That number is **rising** post pandemic.



# How Does That Compare to MI

## Teacher Salaries



**Starting Salary:** below US average

**Average salary:** above US average

**Pay** is less than other similarly educated professionals

## Teacher Prep Enrollment

↓ 60%

**Fell 60%** from 2008 to 2016

**Has risen** each year since 2017

**Still far below** levels from a decade ago

## Recruitment Efforts



**New efforts** to raise recruitment, like

- MI Future stipends and fellowships
- Talent Together Apprenticeships



# Teaching & Learning to Enable Students to Achieve World-class Standards

## Teachers

- Are professionals who work together to improve their practice & develop expertise
- Focus on improving student learning across schools & districts
- Create learning environments that develop engaged, self-directed, future-ready learners

# Rigorous Teacher Preparation



## International Benchmarks

Rigorous standards for entry

Deep content knowledge & pedagogical expertise

Focus on practice

Mentorship from expert teachers

## Michigan

40+ EPPs and many with low standards for entry

EPIPS suggests low rigor of EPPs

600 hours of practice required

Teacher shortages forcing schools to accept under qualified teacher candidates

# Continuous Development & Leadership Roles



## International Benchmarks

Ongoing, job-embedded professional learning

Incentives to support & reward development of expertise

Aligned & coherent leadership development & professional learning

School leaders expected to create engaging learning environments for both students & teachers

## Michigan

Focus on workshop model of PD

No requirements for “Master Teachers”

Mentorship for first 3 years only

Pay primarily determined by years of service

School Administrator certification separate from everyday work in schools

# Schools Organized for Teacher Collaboration



## International Benchmarks

Central goal of collaboration is to improve student learning

Secondary goal is to build the capacity of colleagues

Most classrooms have more than 1 adult in the room at any time

As teachers gain expertise they are given more time to support colleagues

## Michigan

No required collaboration time

Non-teaching time typically allocated for individual prep and duty

PLC time often of limited value

Teachers are often isolated throughout the day

Incentives for best teachers to leave the classroom