



Office of Educator Excellence

**EDUCATOR  
SHORTAGE  
SOLUTIONS**

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WHAT IS THE  
MDE DOING TO  
ADDRESS  
EDUCATOR  
STAFFING  
CHALLENGES?



# BALANCED APPROACH



DATA



RECRUITMENT



RETENTION

# 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

# BALANCED APPROACH



DATA



RECRUITMENT



RETENTION

# RECRUITMENT CURRENT

- Positive language about the profession
- P-20 marketing plans
- Developing P-20 and Educator Preparation Program partnerships
- MANY pathways into the profession
- Reciprocity other states and countries
- MDE hosted job fairs



# RECRUITMENT FUTURE?

- Job bank
- Cadet teacher programs
- Statewide marketing around the profession
- Focus strategies on regions, content areas, and diversity

# BALANCED APPROACH



DATA



RECRUITMENT



RETENTION

# EDUCATOR RETENTION

**“...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)



**Educator Evaluation Systems**



**Recognition Programs**



**Tiered Certification**



**Creative Staffing Solutions**



**Fostering Strong Partnerships**



**Quality Preparation**

**RETENTION  
SUPPORTS  
NOW**

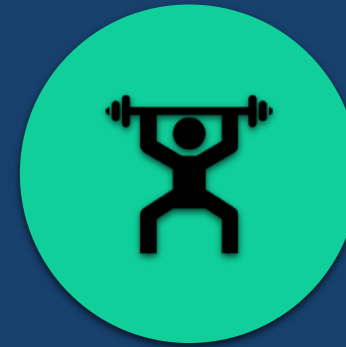
# RETENTION SUPPORTS IN THE FUTURE



**QUALITY  
PROFESSIONAL  
LEARNING**



**STRONG  
MENTORING  
AND INDUCTION**



**EFFECTIVE  
LEADERSHIP**

# LEGISLATIVE CHANGES

- Remove sunset and cap 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
- Infrastructure changes for restructured school year (air conditioning)

# OTHER OPPORTUNITIES

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



# MICHIGAN'S ASSESSMENT SYSTEM

**Formative Assessment**

**Progress Monitoring**

**Universal Screeners**

**Diagnostic Assessment**

**Interim/Benchmark Assessment**

**Summative Assessment**

# COMPREHENSIVE AND BALANCED ASSESSMENT SYSTEM

[HTTPS://WWW.MICHIGAN.GOV/DOCUMENTS/MDE/COMPREHENSIVE AND BALANCED STUDENT ASSESSMENT SYSTEM DEFINITIONS 643701 7.PDF](https://www.michigan.gov/documents/mde/comprehensive_and_balanced_student_assessment_system_definitions_643701_7.pdf)

# MICHIGAN'S ASSESSMENT SYSTEM

| State Assessments |           |          |   |                                       |                      |  |
|-------------------|-----------|----------|---|---------------------------------------|----------------------|--|
| Grade             | Test Type | Mandate  | Test Name   | Subjects                              | Given                | Purpose  |
| K-2               | Benchmark | Required | Early Literacy and Mathematics Benchmark Assessment or District-selected benchmark <sup>1</sup> | ELA, Mathematics                      | Fall, Winter, Spring | Within-year progress; program improvement      |
| 3                 | Summative | Required | M-STEP  | ELA, Mathematics                      | Spring               | Proficiency; accountability                    |
|                   | Benchmark | Optional | District-selected benchmark assessment <sup>1,2</sup>   |                                       | Multiple             | Within-year progress; program improvement      |
| 4                 | Summative | Required | M-STEP  | ELA, Mathematics                      | Spring               | Proficiency; accountability                    |
|                   | Benchmark | Optional | District-selected benchmark assessment  |                                       | Multiple             | Within-year progress; program improvement      |
| 5                 | Summative | Required | M-STEP  | ELA, Mathematics                      | Spring               | Proficiency; accountability                    |
|                   | Summative | Required | M-STEP  | Science <sup>4</sup> , Social Studies | Spring               | Proficiency; accountability                    |
|                   | Benchmark | Optional | District-selected benchmark assessment  | ELA, Mathematics                      | Multiple             | Within-year progress; program improvement      |
| 6                 | Summative | Required | M-STEP  | ELA, Mathematics                      | Spring               | Proficiency; accountability                    |
|                   | Benchmark | Optional | District-selected benchmark assessment  |                                       | Multiple             | Within-year progress; program improvement      |
| 7                 | Summative | Required | M-STEP  | ELA, Mathematics                      | Spring               | Proficiency; accountability                    |
|                   | Benchmark | Optional | District-selected benchmark assessment  |                                       | Multiple             | Within-year progress; program improvement      |
| 8                 | Summative | Required | PSAT 8/9  | ELA, Mathematics                      | Spring               | Proficiency; accountability; college readiness |
|                   | Summative | Required | M-STEP  | Science <sup>4</sup> , Social Studies | Spring               | Proficiency; accountability                    |
|                   | Benchmark | Optional | District-selected benchmark assessment  | ELA, Mathematics                      | Multiple             | Within-year progress; program improvement      |
| 9                 | Summative | Required | PSAT 8/9  | ELA, Mathematics                      | Spring               | College Readiness                              |
| 10                | Summative | Required | PSAT 10   | ELA, Mathematics                      | Spring               | College Readiness                              |
| 11 <sup>3</sup>   | Summative | Required | MME: SAT with Essay   | ELA, Mathematics                      | Spring               | College Readiness; accountability              |
|                   |           | Required | MME: M-STEP   | Science <sup>4</sup> , Social Studies | Spring               | Proficiency; accountability                    |
|                   |           | Required | MME: ACT WorkKeys   | Reading, Mathematics                  | Spring               | Career Readiness                               |

# STATE SUMMATIVE ASSESSMENTS

- M-STEP (Michigan Student Test of Educational Progress)
  - Given to students in grades 3-7 to measure student progress on academic standards in English language arts (ELA) and mathematics
  - Given to students in grades 5, 8, and 11 to measure student progress on science (field test) and social studies standards
- PSAT (Pre-SAT by College Board)
  - PSAT 8/9 given to students in grade 8 to measure student progress on academic standards in ELA and mathematics *and* prepare for SAT taken in high school
  - PSAT 8/9 for students in grade 9 (no statewide reporting or accountability)
  - PSAT 10 for students in grade 10 (no statewide reporting or accountability)

# STATE SUMMATIVE ASSESSMENTS (CONT'D)

- MME (Michigan Merit Exam):
  - Given to students in grade 11
  - Consists of three required components:
    - SAT with Essay to measure student progress on ELA and mathematics standards and college readiness
    - M-STEP to measure student progress on science and social studies standards
    - ACT WorkKeys to measure work place readiness

# REIMBURSEMENT FOR VENDOR-PROVIDED BENCHMARK ASSESSMENTS

- Districts may select vendor-provided assessment options that meet defined criteria and apply for grant funding to supplement the cost for their LEA
- Covered grades K-8, for ELA and Math
  - 651 Districts Applied, Covering 924,896 Students
  - Average per student amount provided to districts was \$9.94

# CONTACT INFORMATION

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