OFFICE OF EDUCATOR TALENT AND POLICY COORDINATION

Presentation to the
Education Subcommittee of the Standing Committee on Appropriations

Wednesday, March 16, 2016
The mission of the **Office of Educator Talent and Policy Coordination** is to achieve the promise of an excellent education for every child in Michigan through a robust educator support system that ensures every child has an excellent teacher in every classroom and excellent leaders in every building and district.
Why “Educator Talent?”

• Teachers are the most important in-school factor in student outcomes.

• Teachers and leaders are the face of Education for its most important consumers: children and families.

• Education can learn from the workforce development approach of public and private industry.

• We can’t afford to not be strategic in how we recruit, develop, and support our educator workforce.
Goal 3: Develop, support, and sustain a high-quality, prepared, and collaborative education workforce.
Solutions We Seek

• Cultivate careers in education that are attractive, valuable, sustainable, and rewarding

• Forge sustainable partnerships between educator preparation programs and local school districts to drive talent development

• Establish equilibrium in educator supply and demand

• Dramatically improve smart retention of teachers and leaders

• Ensure that every child in Michigan benefits from an excellent teacher in every classroom and excellent leaders in every building and district
Traditional Role of the Michigan Department of Education
Michigan’s Educator Talent Pipeline
Recruit

- Workforce, Shortage, and Mobility Data
- Pathways into the profession
- Status of the Profession

Top 10 in 10: Strategic research and evaluation activities to identify shortages in the educator workforce and formulate plans to address them
Recruit → Prepare → Certify → Develop → Advance
Recruit and Retain

Pre-Service

Career

Recognize and Retain

Evaluate
Develop

• Strategic Placement and Support
• Induction and Mentoring
• High Quality Professional Learning

Top 10 in 10: Coherent state- and district-provided professional development jointly developed with educators
Recruit → Prepare → Certify → Develop → Advance
Recognize and Retain
Evaluate
Evaluate

- Focus on Improving Professional Practice and Student Outcomes
- Quality and Equity
- Regional Support Network

Top 10 in 10: Implementation of Michigan’s educator evaluation law with fidelity, with an emphasis on continuous improvement and support for educators
Pre-Service

Recruit → Prepare → Certify → Develop

Career

Advance

Evaluate

Recruit and Retain
Advance

• Teacher Leadership and Master Teaching
• Tiered Certification
• National Board Certification

Top 10 in 10: Develop incentives to support teachers remaining in the teaching profession and becoming master teachers
Pre-Service

Recruit → Prepare → Certify → Develop

Career

Advance

Evaluate

Recognize and Retain

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Retention and Recognition

- Educator Environment
- Educator Voice
- Opportunities to Celebrate Professionals and the Profession

Top 10 in 10: Address the perception of educators as professionals by improving educator employment conditions; by promoting and celebrating educators; and by collaborating with educators on appropriate policy and programming decisions
Equity

- Initiatives and interventions to attract, support, and retain educators in high-needs schools and districts
- Strategic research and evaluation
- Pilot flexibility programs

Top 10 in 10: **Fully implement “Michigan’s Plan to Ensure Equitable Access to Excellent Educators”**
Michigan’s Plan to Ensure Equitable Access to Excellent Educators: Gaps in Equitable Access for Students of Color and Students from Low-Income Families

High-Minority Schools

- 50-75% Inexperienced: 19
- 75-100% Inexperienced: 22.1

Low-Minority Schools

- 50-75% Inexperienced: 9.7
- 75-100% Inexperienced: 3.1

High-Poverty Schools

- 50-75% Inexperienced: 17.9
- 75-100% Inexperienced: 15.9

Low-Poverty Schools

- 50-75% Inexperienced: 5.5
- 75-100% Inexperienced: 3.8
Why “Policy Coordination?”

• Educator Talent Pipeline
  • Ensure that focus remains on the vision
  • Evaluate how changes in one policy area will impact other parts of the pipeline and adjust accordingly

• Other Initiatives
  • Capitalize capacity built in OETPC to support coordination across MDE Offices and program areas
  • Deployed at direction of senior leadership