

# OFFICE OF EDUCATOR TALENT AND POLICY COORDINATION

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*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

## Pre-Service



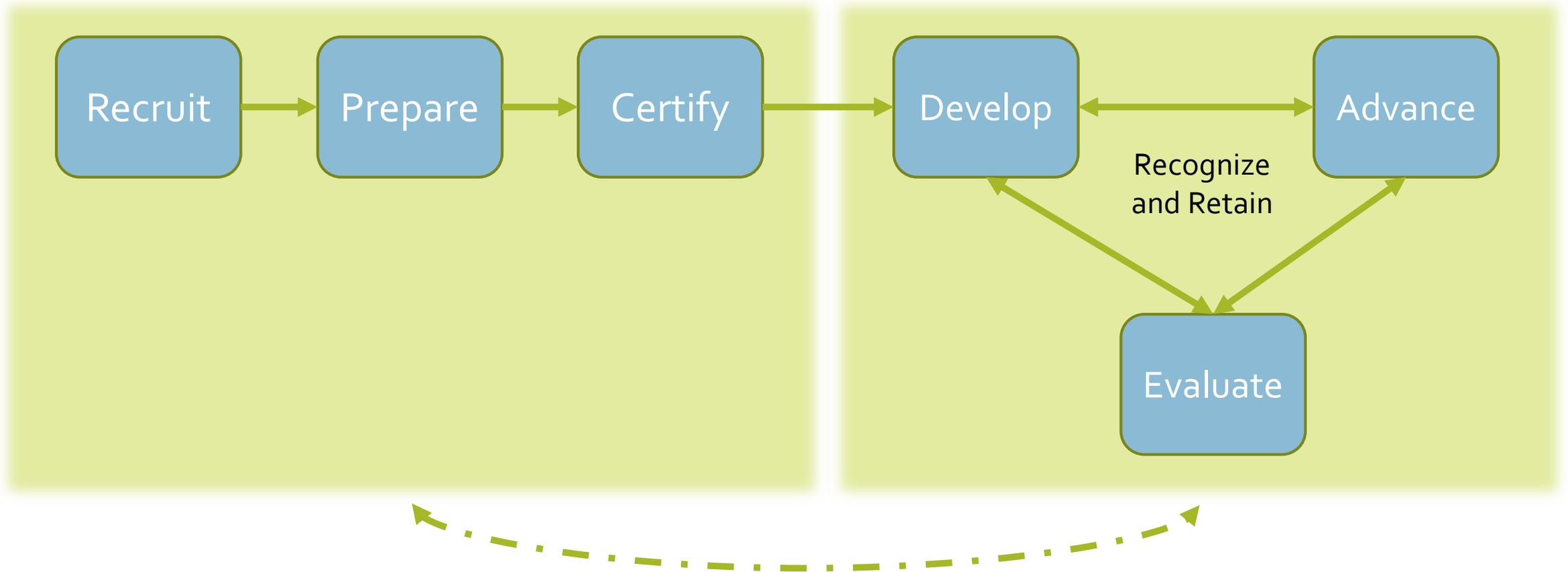
## Career



*Traditional Role of the Michigan Department of Education*

## Pre-Service

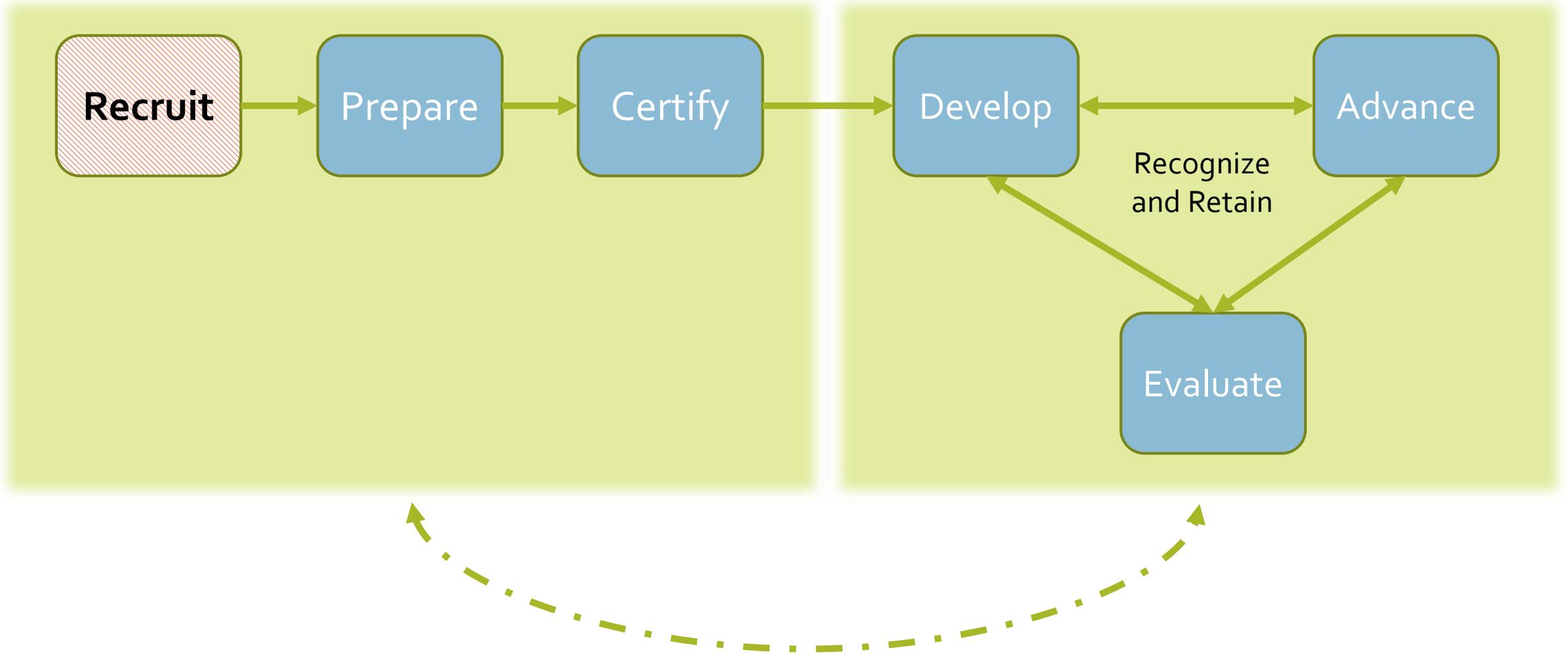
## Career



*Michigan's Educator Talent Pipeline*

## Pre-Service

## Career



# Recruit

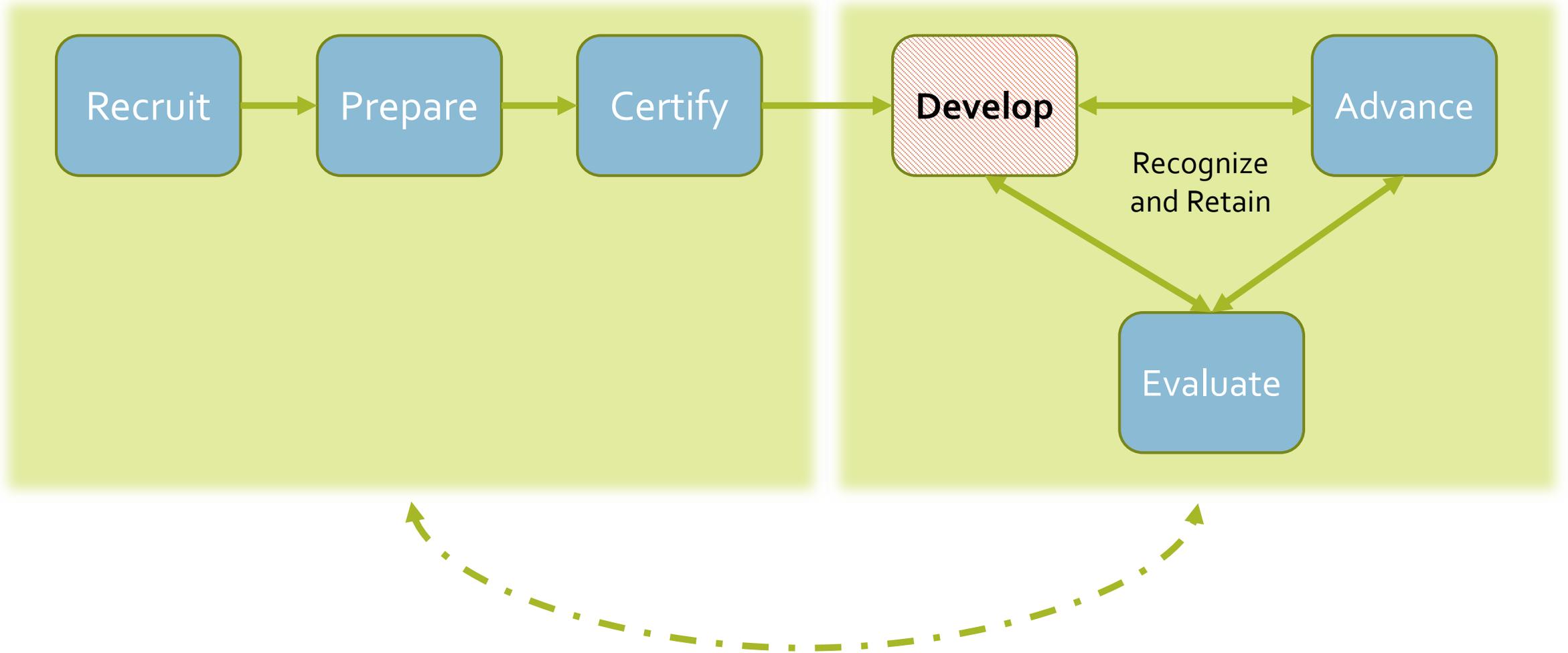


- Workforce, Shortage, and Mobility Data
- Pathways into the profession
- Status of the Profession

**Top 10 in 10:** *Strategic research and evaluation activities to identify shortages in the educator workforce and formulate plans to address them*

## Pre-Service

## Career



# Develop

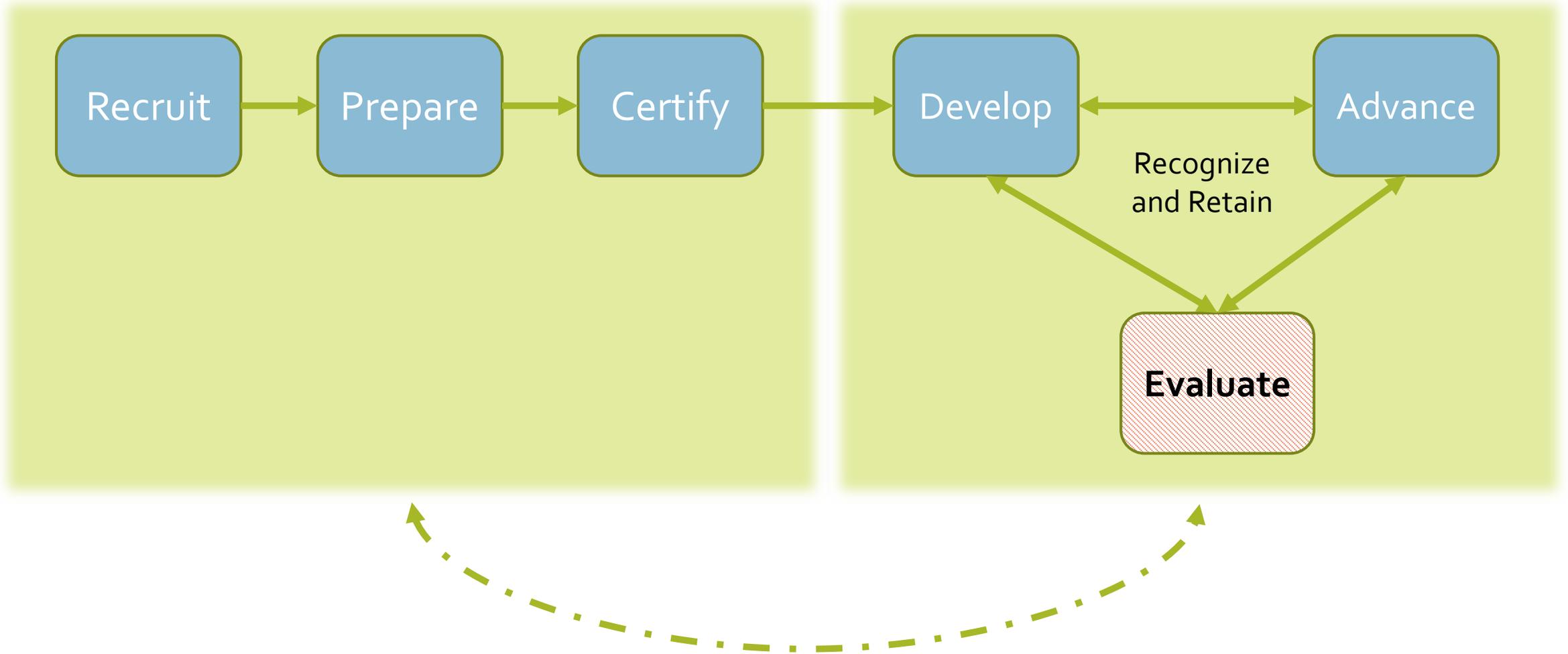


- Strategic Placement and Support
- Induction and Mentoring
- High Quality Professional Learning

**Top 10 in 10:** *Coherent state- and district-provided professional development jointly developed with educators*

## Pre-Service

## Career



# Evaluate

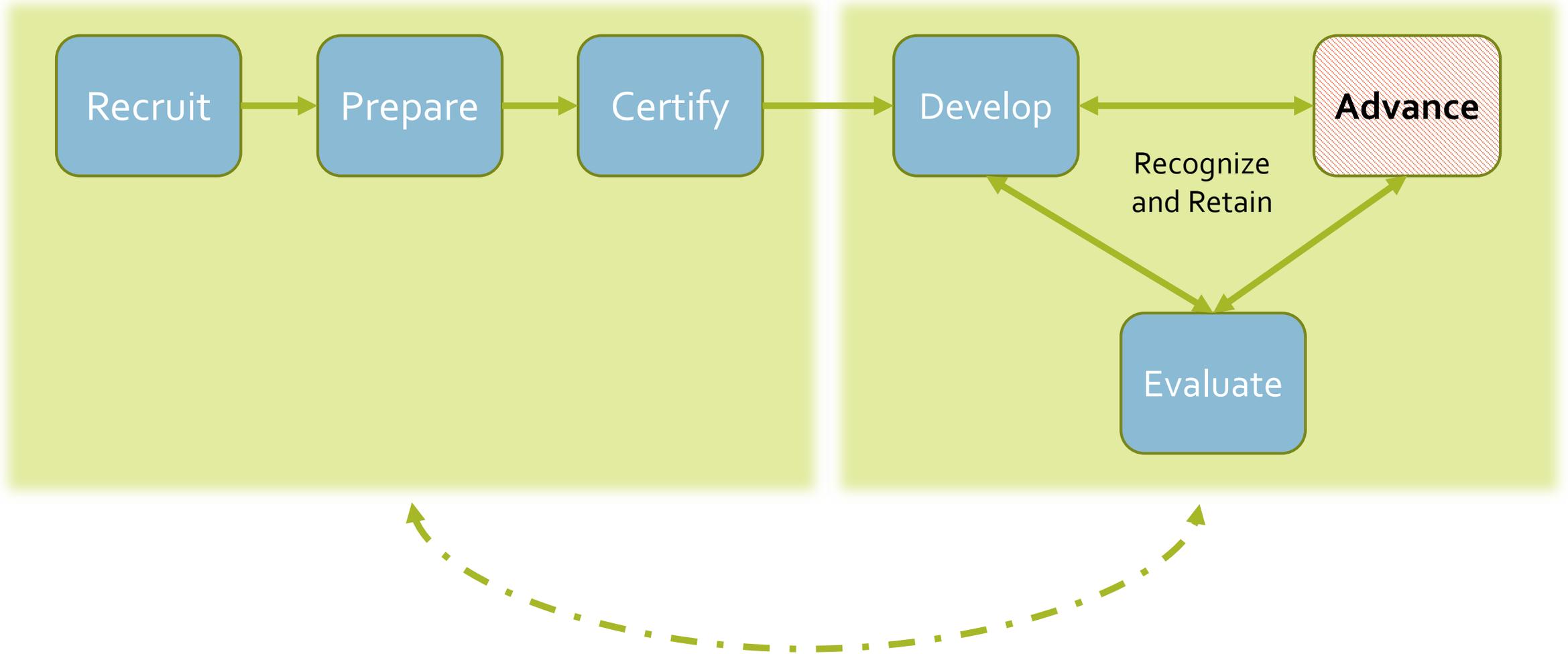


- Focus on Improving Professional Practice and Student Outcomes
- Quality and Equity
- Regional Support Network

**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

## Career



# Advance

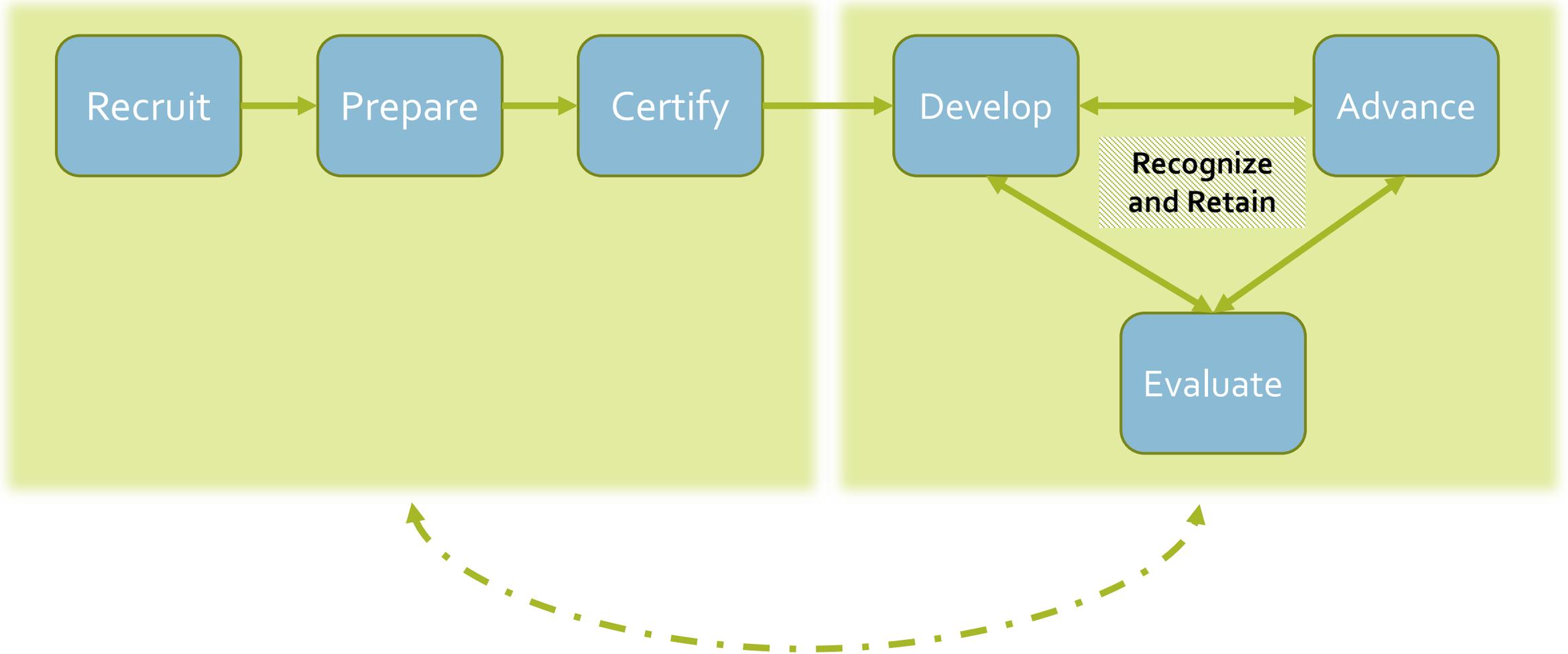


- Teacher Leadership and Master Teaching
- Tiered Certification
- National Board Certification

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

## Pre-Service

## Career



# 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*

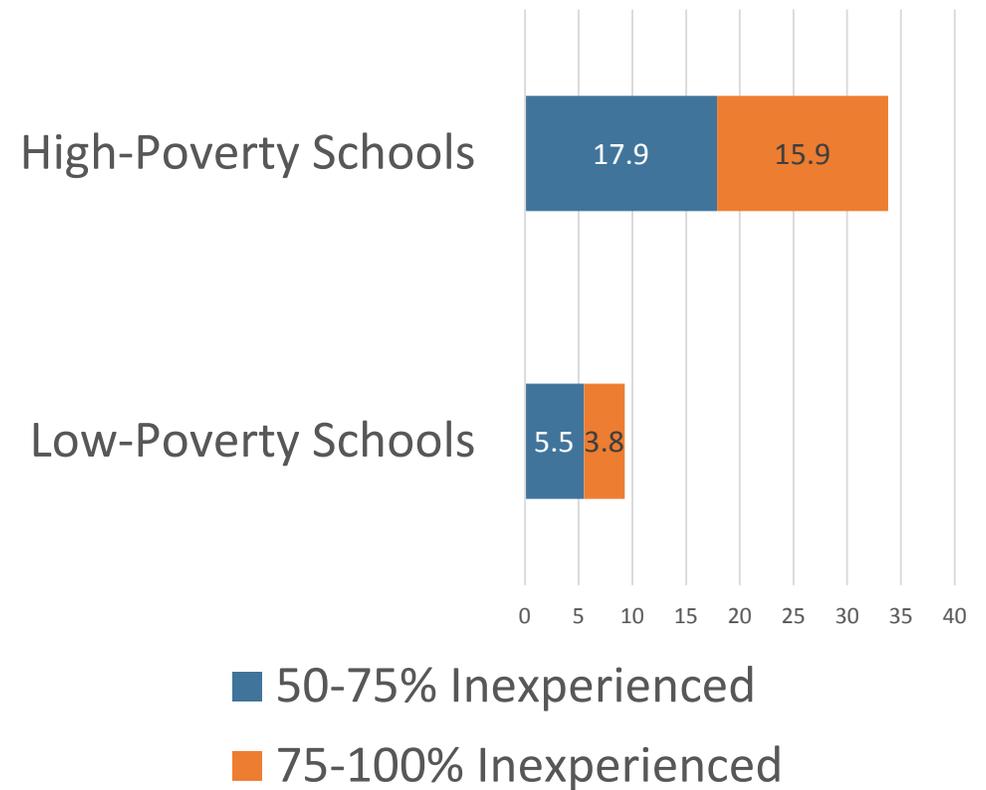
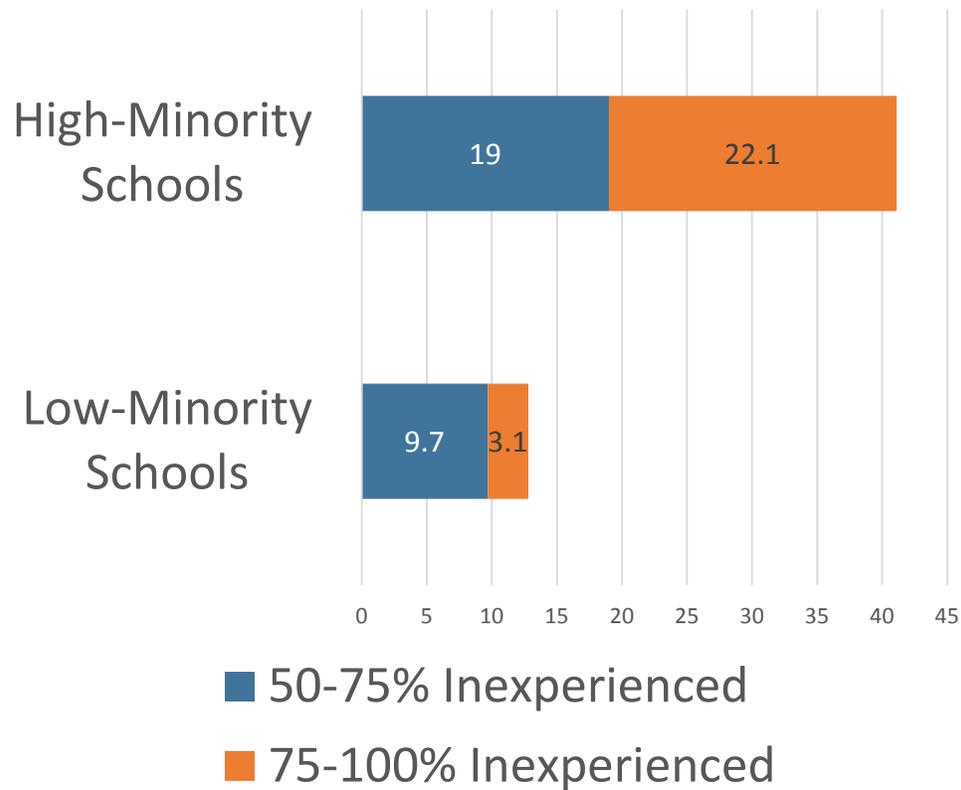
# Equity



- 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



# 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

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