



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING

GRETCHEN WHITMER
GOVERNOR

MICHAEL F. RICE, Ph.D.
STATE SUPERINTENDENT

November 19, 2021

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P.O. Box 30036
Lansing, MI 48909

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Subcommittee Vice Chair Regina Weiss
P.O. Box 30014
Lansing, MI 48909

RE: Teacher Recruitment and Retention Proposal

Dear Legislators:

The teacher shortage is the single greatest issue facing Michigan schools and school children and, in many cases, schools and school children across the country at the moment. To address it strongly, quickly, and straightforwardly in a budget supplemental would put Michigan schools back on a firm foundation for years to come. I am very supportive and appreciative of the \$10 million in GEER funding for teacher recruitment and retention included in the governor's supplemental budget request today. This funding could be the beginning of the requisite support to rebuild the profession.

An investment of \$300 million to \$500 million over five years is necessary to increase the recruitment and retention of high-quality educators. This five-year investment would revitalize the profession through support for thousands of teachers and teacher candidates. Sustained investment in these initiatives would ensure that the demand for high quality educators to serve all of Michigan's children would be met more enduringly.

The comprehensive proposal below is a menu of related initiatives designed to strengthen the teaching profession. Any single initiative would have an impact on the shortage. Several of these initiatives together would have a major impact on the teaching profession and, by extension and more importantly, on students and student achievement. The range of funding associated with each initiative is a function of the minimum and maximum numbers of individuals in the initiative and the minimum and maximum dollar amounts for each individual.

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Key initiatives and estimated costs for consideration are the following:

- Scholarships for high school seniors who aspire to and commit to a career in teaching. States as close as Indiana have these types of programs. Michigan should as well. (\$16,000,000-\$21,000,000)
- Tuition reimbursement and a teacher internship stipend for current college students who make a commitment to pursue teaching. If we expect a major commitment from a wave of young people as our next generation of educators in our great state, we need to make preparation for a career in education much more affordable. (\$127,000,000-\$177,000,000)
- Loan repayment for recently certified college graduates who commit to careers in education and for current teachers who are working to pay off college loans. (\$151,000,000-\$201,000,000)
- Work with stakeholders to develop programs that will revive and strengthen the teacher preparation pipeline in the Upper Peninsula and northern Lower Peninsula, which face particular geographic challenges in the preparation of teacher candidates. (Cost to be determined.)
- Support of better mentoring of new teachers to help retain quality teachers in Michigan. (\$33,500,000-\$43,500,000)
- Easing of restrictions on accepting teacher licenses from other states to help recruit quality teachers to Michigan. (\$2,500,000-\$5,000,000)

Other initiatives worthy of consideration for funding:

- Support of movement into the profession of individuals who completed preparation programs but did not obtain teacher certification. (\$56,100,000-\$111,100,000)
- Expansion of eligibility for child care reimbursement to individuals enrolled in teacher preparation programs. (\$90,500,000-\$125,500,000)
- Reimbursement of current teachers for statutory reading course requirement in MCL 380.1531. (\$15,000,000-\$30,000,000)
- Funding of additional grants to districts to develop exploration programs for students in grades 6-12 to inspire an interest in teaching. (\$51,000,000-\$76,000,000)
- Provision of stipends to student teachers to relocate and pay for housing in high-needs school districts for up to one year. (\$49,000,000-\$61,000,000)
- Funding of grants to districts to provide mental health services for teachers. We have acknowledged this need for students and provided for such services. Now it is time to provide extra care for our teachers. (\$75,000,000-\$150,000,000)
- Funding of a multi-year program evaluation to assess the impact of programs and report evidence of success to the legislature and stakeholders. (\$7,750,000-\$8,750,000)

The recruitment and retention initiatives outlined in this proposal are supported with additional cost and policy details in Addendum A—Budget Overview, Addendum B—Budget Detail and Investment Flexibility, and Addendum C—Legislative Change for Reciprocity.

The executive and legislative branches have worked together on Great Start Readiness Program (GSRP) pre-school expansion, children's mental health funding, and broader

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school funding. We need to do the same with respect to teacher recruitment and retention funding and law. Our children need us to rise to this challenge.

Thank you for your consideration of the above. I look forward to future discussion of the issues and proposals noted herein.

Sincerely,

A handwritten signature in black ink that reads "Michael F. Rice". The signature is written in a cursive, flowing style.

Michael F. Rice, Ph.D.
State Superintendent

cc: State Board of Education
Governor Gretchen Whitmer
Budget Director Christopher Harkins
Deputy Budget Director Bethany Wicksall
Beth Bullion, Director of the Office of Education, State Budget Office
Chief of Staff JoAnne Huls, Executive Office of the Governor
Deputy Chief of Staff Jennifer Flood, Executive Office of the Governor
Patricia Readinger, Director of Federal Affairs, Executive Office of the Governor
Angela Benander, Office of Public Affairs, Executive Office of the Governor
Michelle Richard, Policy Advisor, Executive Office of the Governor
Marc Rehmann, Policy Director, Executive Office of the Governor
MDE Leadership

Addendum A – Budget Overview

The figures presented below are 5-year cost ranges of specific initiatives within each broad category of investment described in the letter. The Full-Time Equivalent (FTE) personnel costs for the Michigan Department of Education (MDE) represent a totaled 5-year cost. For details on the calculation methods for each initiative, see Addendum B – Budget Detail and Investment Flexibility.

- I.** Scholarships for high school seniors who aspire to and commit to a career in teaching. States as close as Indiana have these sorts of programs. We should as well. (\$16,000,000-\$21,000,000 over 5 years)
 - A. Scholarships (\$15,000,000-\$20,000,000 over 5 years)
 - B. 1 FTE to operate programs (\$1,000,000 over 5 years)

- II.** Tuition reimbursement and a teacher internship stipend for current college students who make a commitment to pursue teaching. If we expect a major commitment from a wave of young people as our next generation of educators in our great state, the least we can do is to make sure that they don't go into debt and are minimally compensated while performing this all-important public service.
(\$127,000,000-\$177,000,000)
 - A. Grants to districts for support staff grow-your-own programs (\$50,000,000-\$75,000,000 over 5 years)
 - B. Grants to districts or directly to teacher candidates for paid teacher internships to offset potential earnings loss of candidates (\$75,000,000-\$100,000,000 over 5 years)
 - C. 2 FTEs to operate programs (\$2,000,000 over 5 years)

- III.** Loan repayment for recently certified college graduates who commit to careers in education and for current teachers who are working to pay off college loans. (\$151,000,000-\$201,000,000 over 5 years)
 - A. Grants to teachers (\$150,000,000-\$200,000,000 over 5 years)
 - B. 1 FTE to operate programs (\$1,000,000 over 5 years)

- IV.** Work with stakeholders to develop programs that will revive and strengthen the teacher preparation pipeline in the Upper Peninsula (UP) and northern Lower Peninsula, which face particular geographic challenges in the preparation of teacher candidates. (Cost to be determined.) Such programs could include, but not be limited to, the following:
 - A. Expand distance coursework/clinical experiences for Educator Preparation Institutions (EPIs)
 - B. Fund Northern Michigan University (NMU)/Michigan Technological University (MTU) partnership and develop five more similar partnerships
 - C. Fund Lake Superior State University recruitment/outreach
 - D. Develop Northern Michigan/UP alternative route in collaboration with Upper Peninsula Center for Educational Development (UPCED)
 - E. Expand NMU's Education Access Network for future teachers
 - F. Develop introductory programming for teacher preparation at tribal colleges
 - G. Subsidize housing/relocation costs for new teachers and EPI faculty in the UP
 - H. Develop a paraprofessional credential
 - I. Provide stipends for loan repayment for EPI faculty in the UP
 - J. Communicate/market broadband in the UP & online educator preparation opportunities
 - K. FTEs in MDE to support development of new and innovative EPIs for Northern Michigan/UP

- V.** Support better mentoring of new teachers to help retain quality teachers in Michigan. (\$33,500,000-\$43,500,000 over 5 years)
 - A. Grants to districts (\$32,800,000-\$42,800,000 over 5 years)
 - B. Virtual training, competitive grant to an intermediate school district for flow through and set up of regional training/support (\$700,000 one-time cost)
 - C. 1 FTE in MDE to support development (\$1,000,000 over 5 years)

- VI.** Ease restrictions on accepting teacher licenses from other states to help recruit and quality teachers to Michigan. (\$2,500,000-\$5,000,000 over 5 years)
 - A. Ease restrictions on accepting teacher licenses from other states:
 - 1. Legislative change: expand reciprocity, especially for experienced teachers (Addendum C – Legislative Change for Reciprocity) (\$0)
 - 2. Michigan pays certificate transfer and testing fees, excluding those for online programs (\$2,500,000-\$5,000,000 over 5 years)

Other initiatives worthy of consideration for funding include:

- VII.** Support movement into the profession for individuals who completed preparation programs but did not obtain a teaching certificate. (\$56,100,000-\$111,100,000 over 5 years)
 - A. Technology costs: create regional hubs/consortia and associated infrastructure to permit administrators to more easily access and share teacher candidate records (\$100,000 one-time investment)
 - B. Grants to educator preparation providers to offset costs to review transcripts and provide a mechanism to complete updated requirements for certification (e.g., assess prospective teachers' skills and knowledge in classroom settings as an alternative to completing additional coursework) (\$5,000,000-\$10,000,000 over 5 years)
 - C. Grants to educator preparation programs/districts for Michigan Test for Teacher Certification (MTTC) preparation (\$50,000,000-\$100,000,000 over 5 years)
 - D. 1 FTE in MDE to support the creation and coordination of the hubs/consortia, provide technical assistance to individuals, and serve as a liaison between the individuals and hubs (\$1,000,000 over 5 years)

- VIII.** Expand eligibility for child care reimbursement to individuals enrolled in teacher preparation programs. (\$90,500,000-\$125,500,000 over 5 years)
 - A. Reimbursements (\$90,000,000-\$125,000,000 over 5 years)
 - B. 0.5 FTE in MDE to support development (\$500,000 over 5 years)

- IX.** Reimbursement of current teachers for statutory reading course requirement in [MCL 380.1531](#). (\$15,000,000-\$30,000,000 over 5 years)

- X.** Grants to districts to develop exploration programs for students in grades 6-12 to inspire interest in teaching. (\$51,000,000-\$76,000,000 over 5 years)
 - A. Grants to districts (\$50,000,000-\$75,000,000 over 5 years)
 - B. 1 FTE in MDE to support development (\$1,000,000 over 5 years)

- XI.** Stipends to student teachers to relocate and pay for housing in high-needs school districts for up to one year. (\$49,000,000-\$61,000,000 over 5 years)
 - A. Stipends to student teachers (\$48,000,000-\$60,000,000 over 5 years)
 - B. 1 FTE in MDE to support development (\$1,000,000 over 5 years)

- XII.** Grants to districts to offer access to specified mental health services for teachers. (\$75,000,000-\$150,000,000 over 5 years)

- XIII.** Program evaluation to assess the impact of programs and report evidence of success to the legislature and stakeholders. (\$7,750,000-\$8,750,000 over 5 years)
- A. Teacher Candidate Credential to register teacher candidates in the Michigan Online Educator Certification System (MOECS) early, allow for tracking pipeline/production to find "leaks," and increase the substitute teacher pool (\$3,250,000 over 5 years)
 - B. Establish data collection processes and monitor and assess the impact and/or success of these programs/initiatives (\$2,000,000 over 5 years)
 - C. 2.5-3.5 FTEs in MDE to support development (\$2,500,000-\$3,500,000 over 5 years)

Addendum B – Budget Detail and Investment Flexibility

The range of funding associated with each initiative is a function of the minimum and maximum numbers of individuals in the initiative and the minimum and maximum dollar amounts for each individual.

I. Scholarships for High School Seniors.

A. Scholarships for high school seniors who aspire to and commit to a career in teaching

Investment per high school senior	Number of high school seniors	Years	Total investment
\$7,500	400	5	\$15,000,000
\$7,500	600	5	\$22,500,000
\$10,000	400	5	\$20,000,000

B. Implementation cost: 1 FTE annually to operate programs

Investment per FTE	Number of FTEs	Years	Total investment
\$200,000	1	5	\$1,000,000

II. Tuition reimbursement and a teacher internship stipend.

A. Grants to districts for support staff grow-your-own programs

Investment per educator	Number of educators	Years	Total investment
\$10,000	1,000	5	\$50,000,000
\$10,000	1,250	5	\$62,500,000
\$15,000	1,000	5	\$75,000,000

B. Grants to districts or candidates for paid teacher internship to offset potential earnings loss of candidates

Investment per educator	Number of educators	Years	Total investment
\$15,000	1,000	5	\$75,000,000
\$15,000	1,250	5	\$93,750,000
\$20,000	1,000	5	\$100,000,000

C. Implementation cost: 2 FTEs annually to operate programs

Investment per FTE	Number of FTEs	Years	Total investment
\$200,000	2	5	\$2,000,000

III. Loan Repayment.

A. Grants to teachers

Investment per teacher	Number of teachers	Years	Total investment
\$6,000	5,000	5	\$150,000,000
\$6,000	6,000	5	\$180,000,000
\$8,000	5,000	5	\$200,000,000

B. Implementation cost: 1 FTE annually to operate programs

Investment per FTE	Number of FTEs	Years	Total investment
\$200,000	1	5	\$1,000,000

IV. Revive and Strengthen the Teacher Preparation Pipeline in the Upper Peninsula and Northern Lower Peninsula – Cost to be Determined.

- A. Expand distance coursework/clinical experiences for Educator Preparation Institutions (EPIs)
- B. Fund Northern Michigan University (NMU)/Michigan Technological University (MTU) partnership and develop five more similar partnerships
- C. Fund Lake Superior State University recruitment/outreach
- D. Develop Northern Michigan/UP alternative route in collaboration with Upper Peninsula Center for Educational Development (UPCED)
- E. Expand NMU's Education Access Network for future teachers
- F. Develop introductory programming for teacher preparation at tribal colleges
- G. Subsidize housing/relocation costs for new teachers & EPI faculty in the UP
- H. Develop a paraprofessional credential
- I. Provide stipends for loan repayment for EPI faculty in the UP
- J. Communicate/market broadband in the UP and online educator preparation opportunities
- K. FTEs for MDE to support development of new and innovative EPIs for Northern Michigan/UP

V. Mentoring.

Mentorship of New Teachers

Investment per mentor	Number of new educators	Annual Fixed Costs (virtual training, regional training/support, FTE)	Years	Total investment
\$1,500	4,000	\$700,000	5	\$33,500,000
\$1,500	5,000	\$700,000	5	\$41,000,000
\$2,000	4,000	\$700,000	5	\$43,500,000

VI. Reciprocity.

- A. Legislative change: Expand reciprocity, especially for experienced teachers (Addendum C--Legislative Change for Reciprocity) (\$0)
- B. Michigan pays certificate transfer and testing fees; excludes online programs

Investment per educator	Number of educators	Years	Total investment
\$1,000	500	5	\$2,500,000
\$1,000	700	5	\$3,500,000
\$2,000	500	5	\$5,000,000

VII. Credential Completion.

- A. Technical costs: Create regional hubs/consortia and associated infrastructure to support work

Annual Investment	Years	Total investment
\$100,000	1	\$100,000

- B. Grants to Educator Preparation Providers (EPPs): financial support to offset costs for EPPs to review transcripts and provide a mechanism to complete updated requirements for certification (e.g., assess prospective teachers’ skills and knowledge in classroom settings as an alternative to completing additional coursework)

Investment per candidate	Number of candidates	Years	Total investment
\$1,000	1,000	5	\$5,000,000
\$1,000	1,500	5	\$7,500,000
\$2,000	1,000	5	\$10,000,000

- C. Grants to EPPs and districts for certification examination (MTTC) preparation

Investment per location	Number of locations	Years	Total investment
\$200,000	50	5	\$50,000,000
\$200,000	75	5	\$75,000,000
\$400,000	50	5	\$100,000,000

- D. Implementation cost: 1 FTE annually to support the creation and coordination of the hubs/consortia, provide technical assistance to individuals, and serve as a liaison between the individuals and hubs

Investment per FTE	Number of FTEs	Years	Total investment
\$200,000	1	5	\$1,000,000

VIII. Child Care Reimbursement.

- A. Reimbursements

Investment per candidate	Number of candidates	Years	Total investment
\$18,000	1,000	5	\$90,000,000
\$18,000	1,250	5	\$112,500,000
\$25,000	1,000	5	\$125,000,000

- B. Implementation cost: 0.5 FTE annually to operate programs

Investment per FTE	Number of FTEs	Years	Total investment
\$200,000	0.5	5	\$500,000

IX. Reading Coursework Stipends.

Investment per educator	Number of educators	Years	Total investment
\$1,000	3,000	5	\$15,000,000
\$1,000	5,000	5	\$25,000,000
\$2,000	3,000	5	\$30,000,000

X. 6-12 Explore Programs.

A. Grants to districts

Investment per district	Number of districts	Years	Total investment
\$20,000	500	5	\$50,000,000
\$20,000	600	5	\$60,000,000
\$30,000	500	5	\$75,000,000

B. Implementation cost: 1 FTE annually to operate programs

Investment per FTE	Number of FTEs	Years	Total investment
\$200,000	1	5	\$1,000,000

XI. Student Teacher Housing and Relocation.

A. Stipends to student teachers

Investment per student teacher	Number of student teachers	Years	Total investment
\$9,600	1,000	5	\$48,000,000
\$9,600	1,200	5	\$57,600,000
\$12,000	1,000	5	\$60,000,000

B. Implementation cost: 1 FTE annually to operate the program

Investment per FTE	Number of FTEs	Years	Total investment
\$200,000	1	5	\$1,000,000

XII. Teacher Mental Health Services.

Investment per educator	Number of educators	Years	Total investment
\$500	15,000	3	\$22,500,000
\$750	20,000	3	\$45,000,000
\$500	30,000	3	\$45,000,000

XIII. Program Evaluation.

A. Develop a Teacher Candidate Credential (Permit or Certificate) to enter candidates into the system early, track pipeline/production, and increase the substitute teacher pool

Annual investment	Years	Total investment
\$650,000	5	\$3,250,000

B. Establish data collection processes and monitor and assess the impact and/or success of programs/initiatives

Annual investment	Years	Total investment
\$400,000	5	\$2,000,000

C. Implementation cost: 0.5 FTE annually per initiative, MDE employee/contractor or research partner

Investment per initiative	Number of initiatives	Years	Total investment
\$100,000	5	5	\$2,500,000
\$100,000	7	5	\$3,500,000

Addendum C – Legislative Change for Reciprocity

Important Information.

- Change the testing requirement so that individuals with an out-of-state certificate and 3+ years of successful experience would have minimal requirements to become certified in Michigan.
- No test, regardless of certificate type for which they qualify.
- No documentation of continuous learning.
- Change the requirement for CPR/First Aid from certification to a requirement for new teacher employment, to be completed within the first three years toward satisfaction of their 15 required days of professional learning under [MCL 380.1526](#). There is no need for CPR/First Aid to be current in order to be issued a Michigan certificate.
- Add reciprocity authority for out-of-country and federally recognized Native American tribes.
- A teacher who “holds” an out-of-state teaching certificate possesses a certificate that is currently valid or eligible for renewal in that state. The certificate cannot be suspended or otherwise ineligible for renewal.
- All must meet criminal history check requirements (no change).

Reciprocity Requirements	Current Law	Proposed	What is more flexible in this proposal?
Standard Teaching Certificate	<ul style="list-style-type: none"> • Complete a preparation program comparable to a Michigan program. • Pass the appropriate MTTC. • Complete first aid/CPR course. 	<ul style="list-style-type: none"> • Complete a preparation program comparable to a Michigan program OR hold a valid/expired out-of-state certificate. • Have 3+ years of teaching experience OR pass the appropriate MTTC. 	<ul style="list-style-type: none"> • If they hold an out-of-state certificate, it does not require documentation of their prep program (which may have occurred a long time ago). • Allows for expired certificates. • Allows for 3+ years of experience in the subject area in lieu of MTTC. • If the individual with 3+ years of experience does not qualify for the Professional, they can still get the Standard without testing. • Eliminates CPR/First aid as a certification requirement, to provide more time to complete as part of employment.
Professional Teaching Certificate	<ul style="list-style-type: none"> • Complete a preparation program comparable to a Michigan program AND hold a VALID out-of-state teaching certificate. 	<ul style="list-style-type: none"> • Hold a valid/expired out-of-state teaching certificate. • Have 3+ years of teaching experience in the validity of their teaching certificate. 	

	<ul style="list-style-type: none"> • Complete 18 credit hours since the issuance of their teaching certificate or have a master's or higher degree. • Have 3+ years of teaching experience in the validity of their teaching certificate. • Complete reading methods credits (3 of secondary, 6 for elementary). 	<ul style="list-style-type: none"> • Complete reading methods credits (3 of secondary, 6 for elementary). 	
<p>Nuance</p>	<p>If an individual with 3+ years of experience does not qualify for the Professional Teaching Certificate (e.g., missing the 18 hours/Masters, hold an expired certificate), they MUST pass the MTTC in each subject area to become certified in Michigan.</p>	<p>The changes would allow more individuals to qualify for the Professional Teaching Certificate, and in instances where they do not, would allow us to issue a Standard Teaching Certificate without testing to individuals with 3+ years of experience.</p>	