

# Michigan Educator Workforce Initiative

## Organization Overview



# MEWI: Supporting Educators to Enable Students

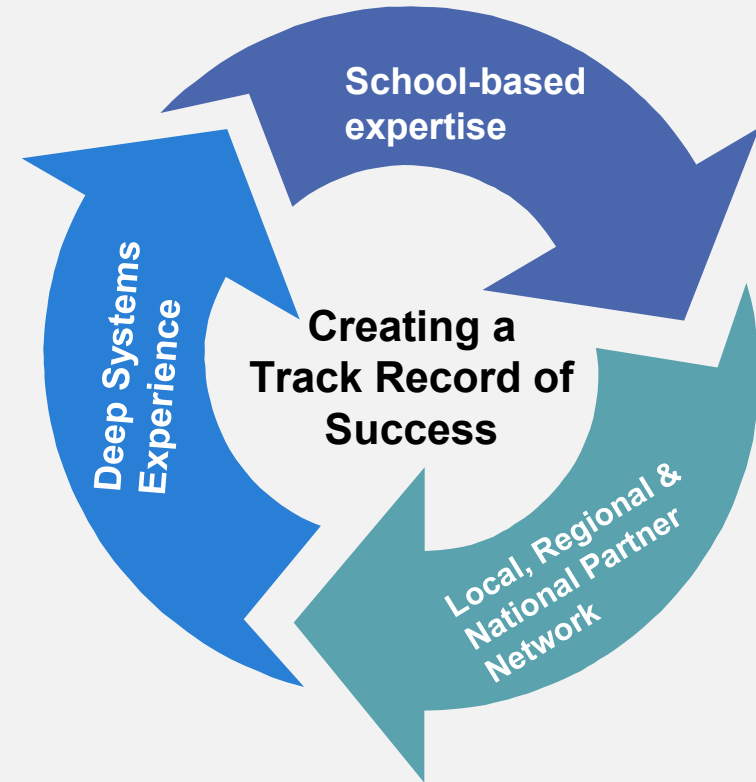


The Michigan Educator Workforce Initiative believes quality talent – from teachers to principals and systems leaders – is critical to improving K-12 school performance.

While MEWI is a new organization founded in 2022, the team has 40+ years of educator talent experience, working to ensure Michigan’s children have access to great educators.



MEWI believes that high-performing schools are made possible by well-trained, committed educators who are equipped to deliver their best, every day.

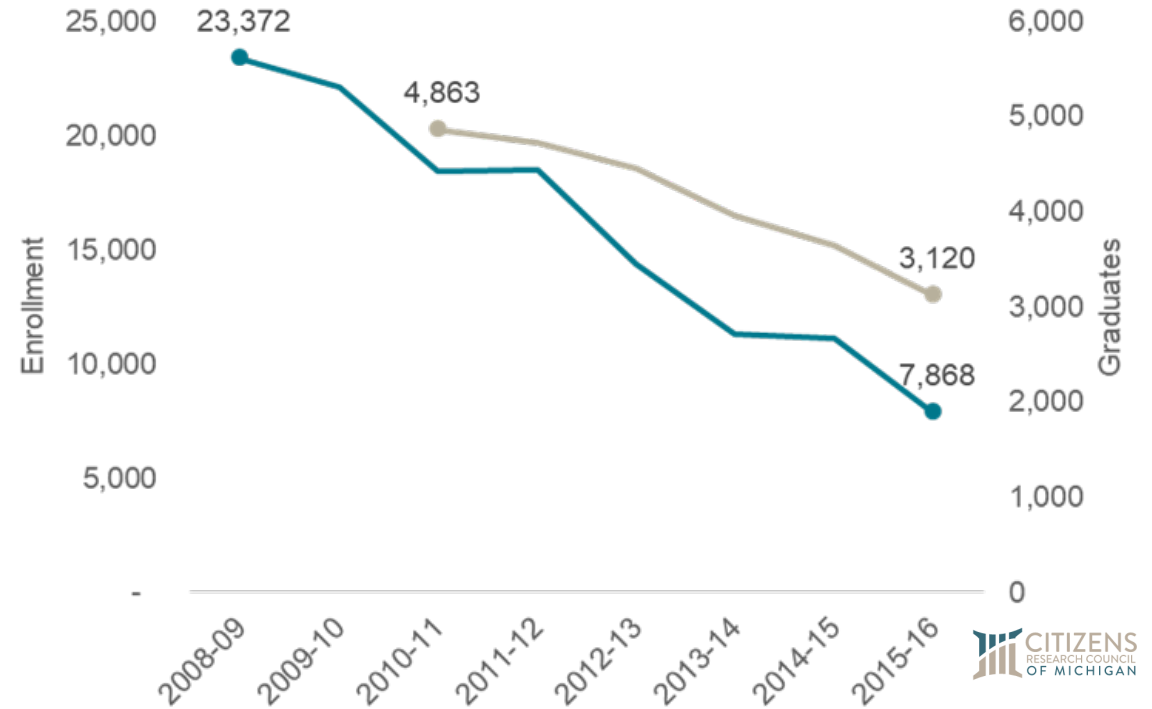
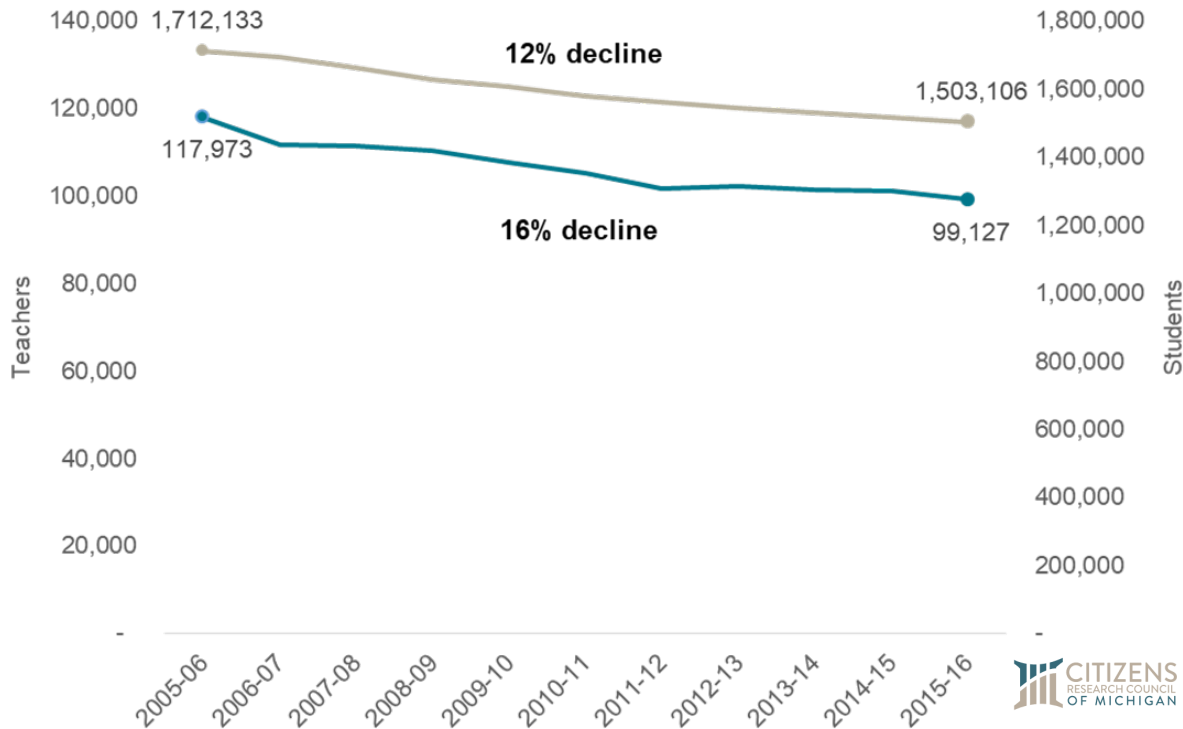


# The Need

# Michigan's Shortage is Among the Most Acute in U.S.



Drops in teacher prep program enrollment and low retention rates have created significant challenges, outpacing the state's population loss.



▶ **Teacher losses outpace student population loss**

▶ **66% enrollment drop in educator preparation programs**

# Michigan's Decline is the Most Acute in the Country

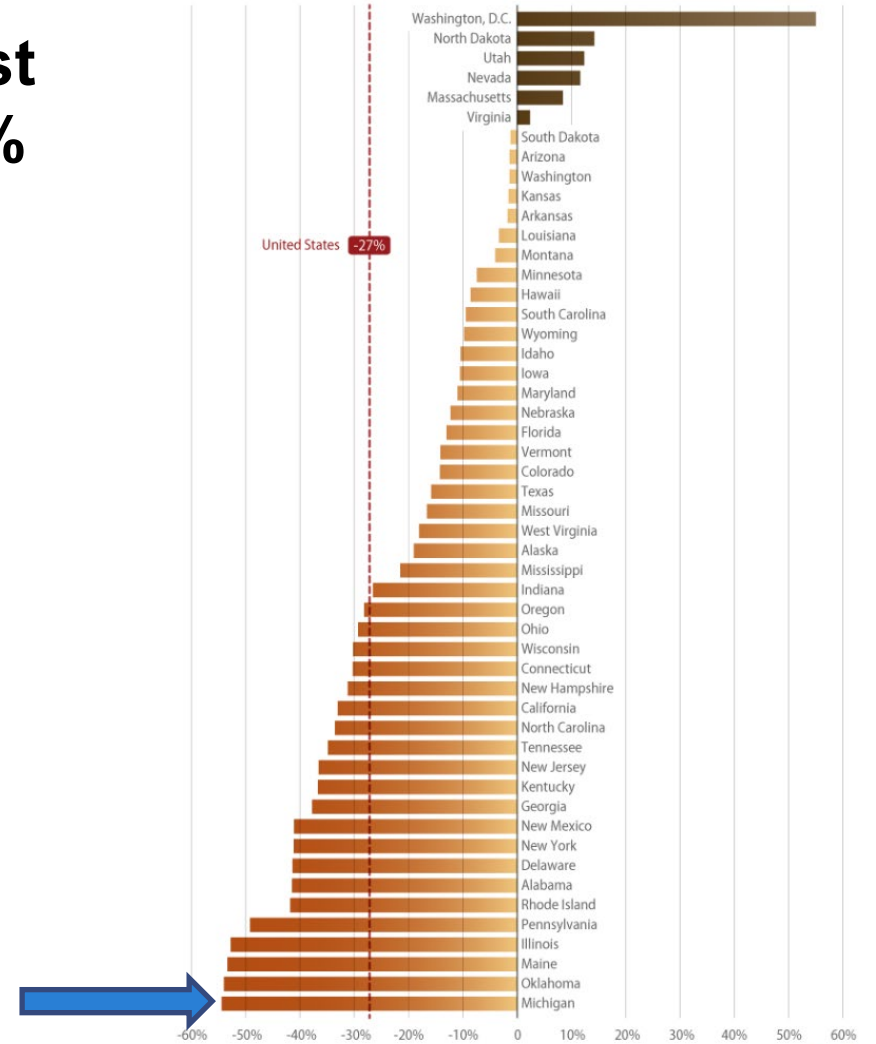
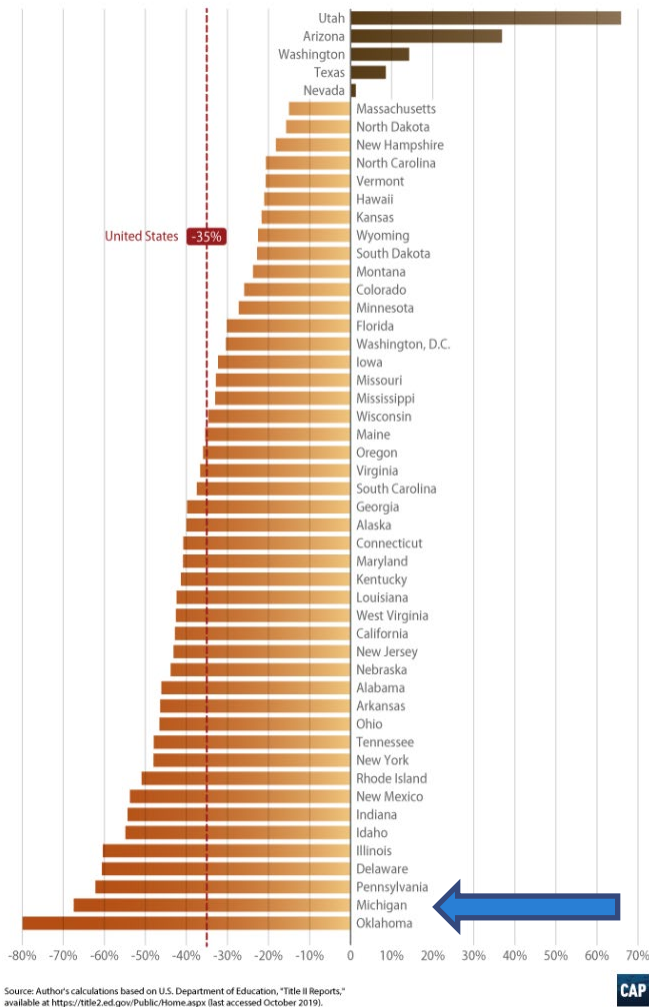


Michigan's waning educator pipeline means it is not prepared to educate all its kids in the years ahead.

Michigan is **second-to-last** in the country with a **66% drop in EPP enrollment** since 2008

It's **last** in the country with a **55% drop in EPP completion rates** in the same time period.

**Both are double the national average.**



Source: Author's calculations based on U.S. Department of Education, "Title II Reports," available at <https://title2.ed.gov/Public/Home.aspx> (last accessed October 2019).



Source: Author's calculations based on U.S. Department of Education, "Title II Reports," available at <https://title2.ed.gov/Public/Home.aspx> (last accessed October 2019).



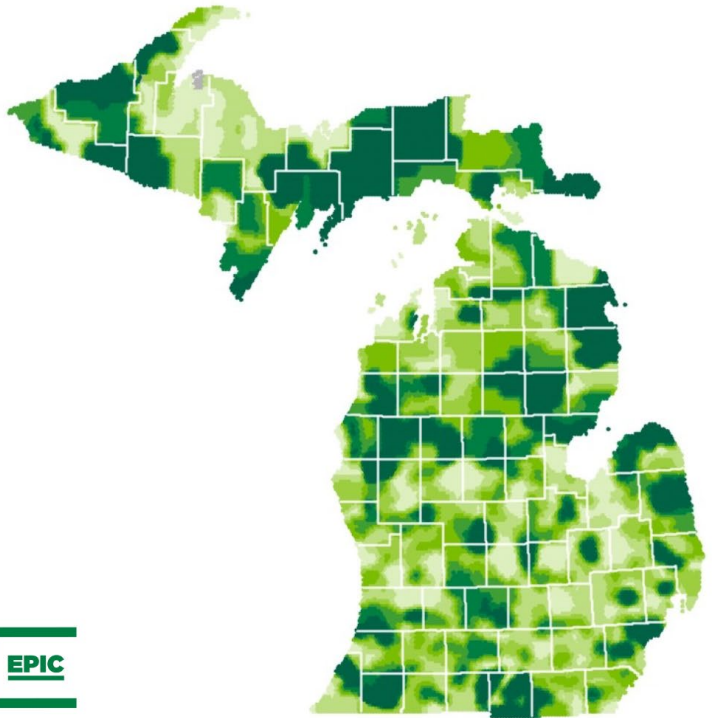
# Michigan's Teacher Needs are Widespread

Finding teachers is not a problem unique to certain geographies, though it is more acute in some.



## Highest-Need Regions

Teacher Shortages in Michigan Vary Widely at the Local Level, Even Between Close Neighboring Districts



Estimated Extent of Teacher Shortage (Overall)

Greatest

Least

No data

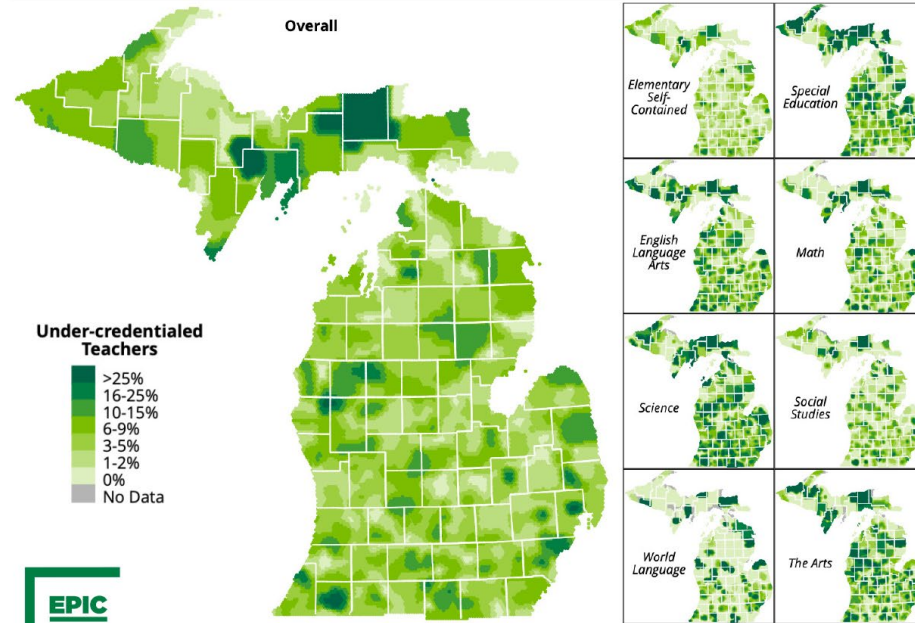
Source: [https://epicedpolicy.org/wp-content/uploads/2022/12/Teacher-Shortage-II-Report\\_Jan2023.pdf](https://epicedpolicy.org/wp-content/uploads/2022/12/Teacher-Shortage-II-Report_Jan2023.pdf)



## Teacher Vacancies in MI

Districts Are Relying More on Under-Certificated Teachers to Meet Their Staffing Needs

Percent of Teachers Who Are Not Certified and/or Not Appropriately Endorsed for Their Teaching Assignment



Under-credentialed Teachers

>25%

16-25%

10-15%

6-9%

3-5%

1-2%

0%

No Data

Source: [https://epicedpolicy.org/wp-content/uploads/2022/12/Teacher-Shortage-II-Report\\_Jan2023.pdf](https://epicedpolicy.org/wp-content/uploads/2022/12/Teacher-Shortage-II-Report_Jan2023.pdf)



Increases in temporary credentials issued from 2018-19 to 2021-22:

Full-year substitute teaching permits: **+141%**

Extended daily substitute teaching permits: **+51%**

**Science** teachers, and in some areas of the state, **ELA** and **special education** teachers are the most likely to be under-credentialed.

# The Market Does Not Support the Need

And negatively affects Michigan's most vulnerable populations

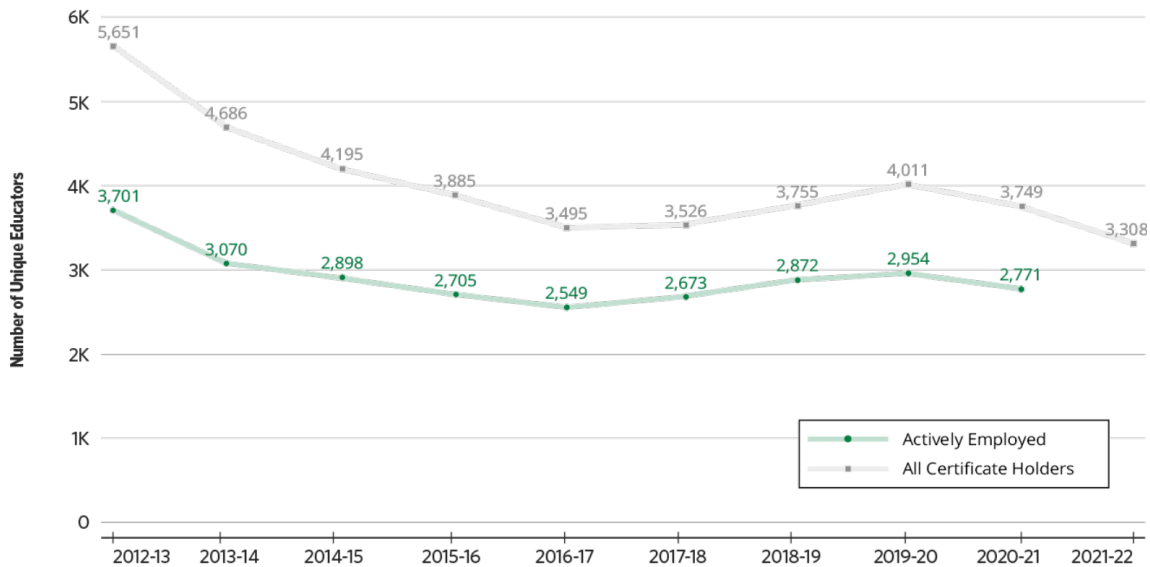


## Teacher Preparation

In each year since the onset of the COVID-19 pandemic, Michigan has issued fewer initial teaching certificates in all grade ranges, subject areas, and educational settings.



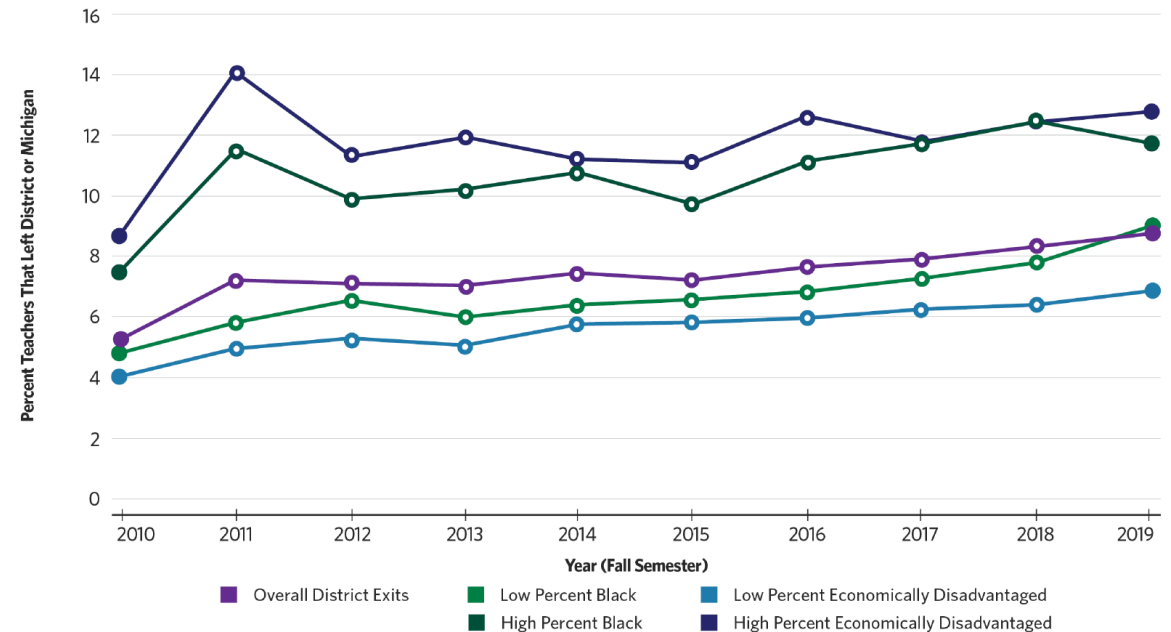
### Teachers issued initial certificates



Note: Teacher supply issues are not going to be solved by an influx of new certified teachers because these numbers are declining as well.  
 Source: <https://epicedpolicy.org/wp-content/uploads/2022/12/Teacher-Shortage-II-Report-Jan2023.pdf>

## Teacher Exits (District and State)

by Black and Economically Disadvantaged Student Populations and Year, Fall 2010 to Fall 2019



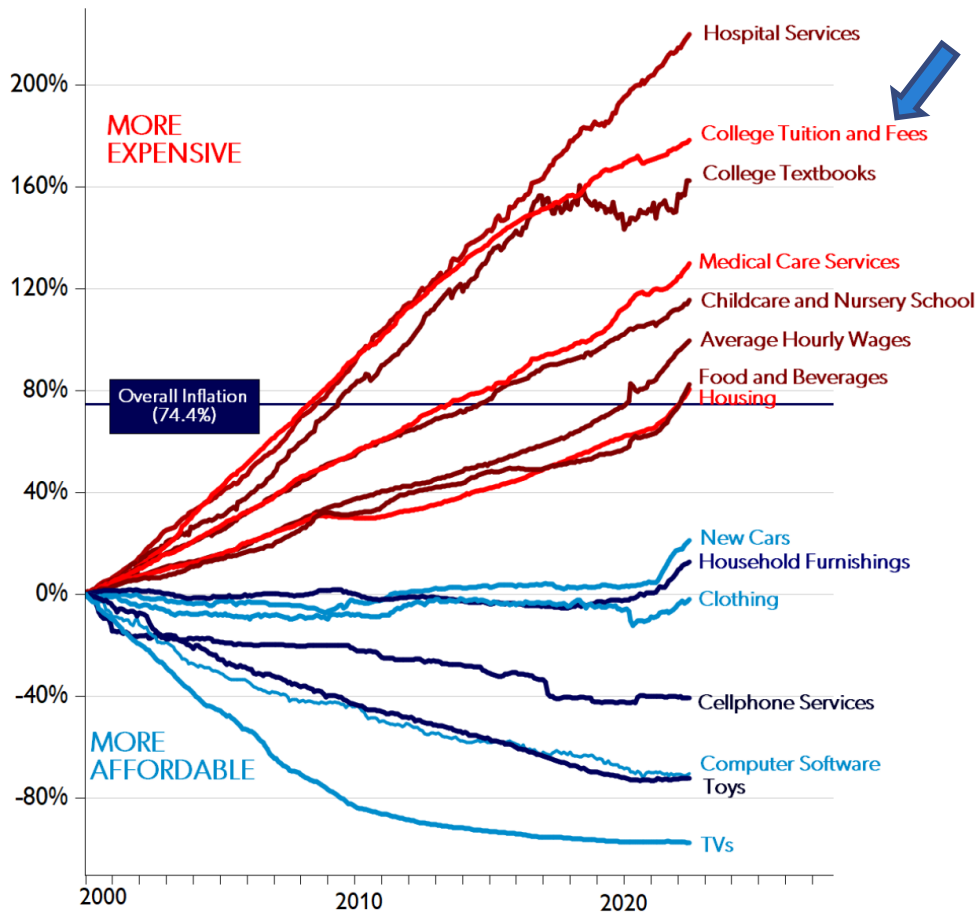
Note: Employment status and assignment types come from the Registry of Educational Personnel (REP) fall collection. Student enrollment data come from the Center for Educational Performance and Information (CEPI), Student Enrollment Count Report (2020-21, Statewide, accessed April 1, 2021).  
 Source: <https://epicedpolicy.org/wp-content/uploads/2021/05/Teacher-Workforce-Pol-Brief-May2021.pdf>

# While Costs of College... Soar.



Becoming a teacher is becoming more cost-prohibitive, especially as teacher salaries remain less competitive than other sectors.

Price Changes: January 2000 to June 2022  
Selected US Consumer Goods and Services, Wages



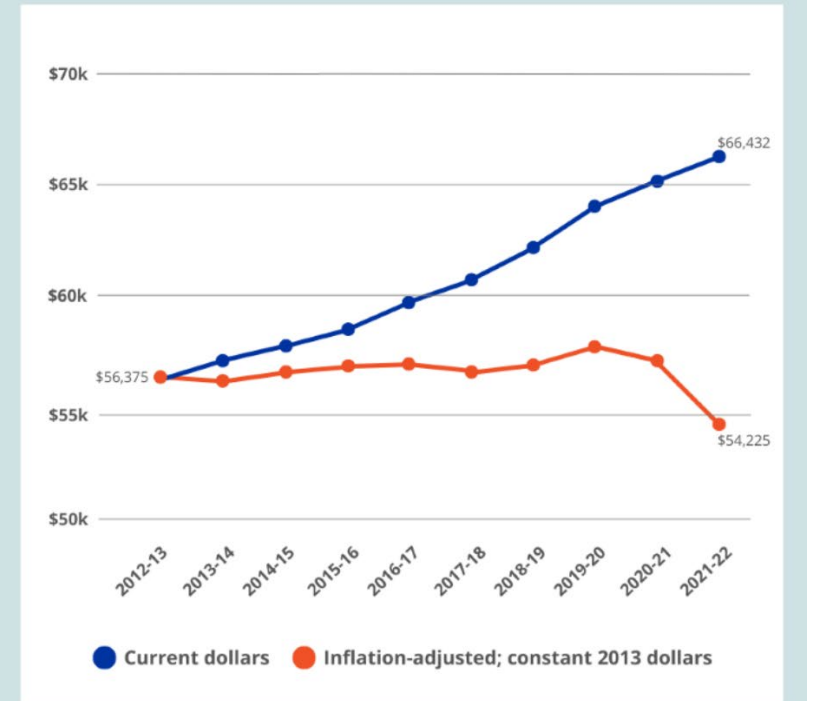
Source: Bureau of Labor Statistics

Carpe Diem **AEI**

## The Decline in Average Teacher Pay

Teachers make on average \$2,150 less than they did 10 years ago, adjusted for inflation.

Source: Rankings & Estimates, NEA Research, June 2022.





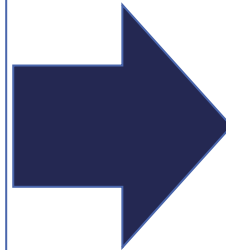
# RESPONDING TO THE EDUCATOR SHORTAGE CRISIS



Long-term investments - enabled by the American Rescue Plan, State Investments and bolstered by philanthropy - are critical for Michigan to become a more competitive and higher performing state.

## Current Context

- At the start of the 2021-22 school year, students were on average four months behind in math and three months behind in reading.
- Gap between students in majority-Black schools is widening from majority-White schools since the pandemic
- Teachers, who are already facing shortages and challenges within districts, have students with a broad range of experiences from the past two years, requiring additional support and needs in tailoring instruction
- Michigan's Teacher Shortage is the among the most acute in the country: 66% in educator preparation enrollment in the last decade; lead the country in EPP attrition rate.



## Statewide Opportunity

- MEWI is uniquely positioned to bring national partners to districts across the state of Michigan and brings:
  - proven results in developing and implementing talent programs with ability to scale success
  - a track record of convening and collaborating with partners – especially K-12 systems and national non-profits - to address specific programmatic needs
  - the tools and capabilities to hold partners accountable to results and act as a fiduciary for program delivery

Comprehensive programs, supported and implemented with K-12 systems leaders, ***ensure all school systems that need teachers have access to workforce development efforts they most need.***



# OUR APPROACH

# Our Approach: An Educator Talent Hub for Michigan



The Michigan Educator Workforce Initiative is a statewide effort to *comprehensively* transform the educator pipeline in Michigan.



**New Teachers**

Design, Implement, Fund and Support innovative programs for new **teacher recruitment and development** with a focus on quality and sustainability.



**Teacher Leaders**

Design, Implement, Fund and Support innovative programs **develop, retain and elevate veteran teachers**, with a focus on impact and career achievement.



**School Leaders**

Design, Implement, Fund and Support innovative programs **develop, retain and elevate veteran teachers**, with a focus on impact and career achievement.



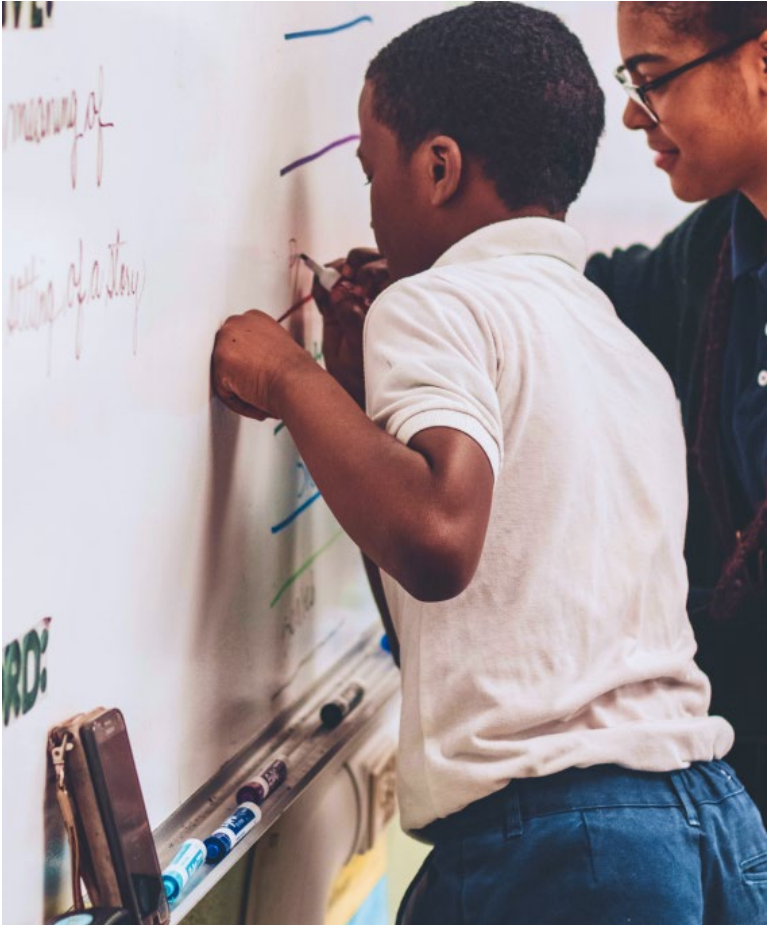
**Research, Policy & Practice**

Capture and **share insights from best practices and programs** with systems leaders, policymakers, parents, and community leaders.



**Convener**

Serve as a **hub for educator** talent discussions, collaboration, problem-solving, and innovation.



# MEWI: An Experienced Team



Over the past 6 years, MEWI's team has made investments and designed and developed programs that directly impacted over **60,000** students, **120+** schools, and over **12,000** educators.

## A Record of Success

Trained over **100 aspiring and current school leaders** at Detroit Public Schools Community District (DPSCD) by supporting the nationally respected New Leaders program.

Currently, **over one-third of DPSCD's newly appointed principals** have come from this program. Created **state's first district-run alternate pathway** program.

Supported **school leader and teacher development** in over **40 Detroit schools**, through two innovative programs: Model Schools with DPSCD and the School Collaboration Collective with Detroit charter schools, producing **above average student achievement** results.



**Recruited over 250 teachers** into education and from other states to Detroit traditional and charter public schools through partnerships with Teach for America and the Skillman Foundation, and seed-funding two innovative teacher recruitment programs: Professional Innovations in Teaching and Teach 313

# EDUCATOR LIFECYCLE INVESTMENT OPPORTUNITY



Investments can improve the educator experience, focusing on the early educator profile including incentives to join the career path and better support to remain in the profession.

## CREATE COMPENSATION PLANS TO INCENTIVIZE LONGEVITY

- Opportunities beyond base salary
- Alleviate early compensation challenges
- Incentivize continuous learning

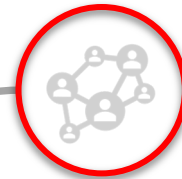


## BUILD TEACHER PIPELINES

- Identification of pipeline opportunities including partnership programs
- Focus on diversity and inclusion throughout talent identification and development

## CREATE RETENTION PROGRAMS

- Build a pathway to leadership through support for nationally accredited certification
- Enhances learning support for all educators
- Build a sense of community and support between new and more seasoned educators (e.g., formal mentorship networks)



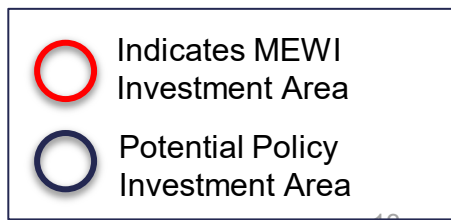
## ASSESS PERFORMANCE AND REWARD SUCCESS

- Create transparent metrics and monitor progress.
- Tie directly to student success and outcomes.



## PROVIDE A PATH TO RETIREMENT

- Increase longevity of teachers by showing a path for retirement



# WHAT WE KNOW WORKS

Proven model programs for teacher and school leader recruitment and development that can be scaled across the state of Michigan.

