



Teacher and Teacher Leader Pathway Program ...

December 2022

Essential Commitments of Talent Together

Build a Program focused on **QUALITY**:

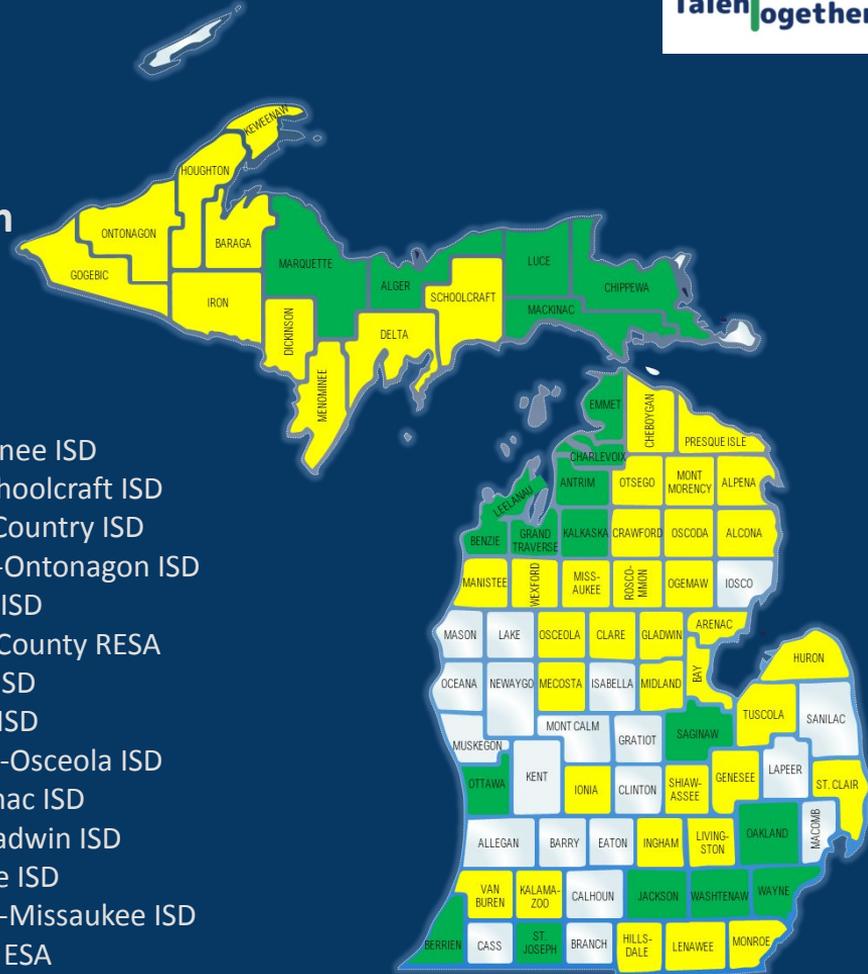
- **Eliminate financial barriers** to becoming a teacher – trained for free & paid to do so
- Address the **substantial vacancies** – particularly **early childhood** and **special education**
- Eliminate the concept of first year teacher: ensure classrooms receive **teachers who are prepared** to teach
- Improve educator **diversity**
- Serve the needs of **rural and urban** schools

Establish a **Registered Apprenticeship Model**:

- Establish on the job competencies – work backward from existing evaluation and other tools
- Instruction aligned to quality materials and practices
- Competitive compensation

Who is Talent Together?

Talent Together is a consortium of **39 ISDs/RESAs** - representing 63 counties and **over 1,019,000 Michigan students** - committed to creating quality teacher pathways.



Lead Partners:

- Berrien RESA
- Char-Em ISD
- Jackson ISD
- Marquette-Alger RESA
- Ottawa ISD
- Washtenaw ISD
- Wayne RESA
- Eastern UP ISD
- Northwest Education Services
- Oakland ISD
- Saginaw ISD
- St. Joseph ISD

Advisory Partners:

- Livingston ESA
- Huron ISD
- Tuscola ISD
- Kalamazoo RESA
- Van Buren ISD
- Cheb-Otsego-Presque Isle
- Alpena-Montmorency-Alcona ESD
- Shiawassee Regional ESD
- Lenawee ISD
- Hillsdale ISD
- Genesee ISD
- Dickinson-Iron ISD
- Ionia ISD
- Menominee ISD
- Delta-Schoolcraft ISD
- Copper Country ISD
- Gogebic-Ontononagon ISD
- Monroe ISD
- St. Clair County RESA
- Ingham ISD
- C.O.O.R.ISD
- Mecosta-Osceola ISD
- Bay-Arenac ISD
- Clare-Gladwin ISD
- Manistee ISD
- Wexford-Missaukee ISD
- Midland ESA

Talent Together: Our Journey

Conversations Begin

A small group of ISD superintendents begin to have conversations about solutions to the teacher shortage crisis, connect with MI Educator Workforce Initiative

Charlevoix Retreat

Seven (7) ISD superintendents, along with MI Educator Workforce Initiative spend two days more deeply exploring the design elements of teacher pathway programs.

Growth of Consortium

5 more ISDs join the Consortium, for a total of 12, impacting over 600,000 Michigan students.



Program Overview

Program Goals

- 1.) **Remove barriers to the teaching profession by creating flexible and accessible pathways for aspiring teachers.**
- 2.) **Significantly reduce vacancies** in the certification areas identified as highest-need, including special education and early childhood settings.
- 3.) **Improve alignment of teacher and student demographics** in participating districts by targeting recruitment efforts towards under-represented candidates and by removing common barriers to program entry and completion.
- 4.) **Improve educational outcomes** for students served by program participants through the development of essential teacher skills and mindsets and differential retention of highly-qualified and well-prepared teaching candidates.
- 5.) **Increase retention of novice and experienced teachers** through the development of professional learning experiences and career advancement opportunities.
- 6.) **Improve the economic mobility** of candidates in support staff roles by providing paid, job-embedded opportunities to advance their careers.

Essential Design Elements



Multiple entry-points and pathways to degree and certification that provides opportunities for aspiring and experienced teachers to earn additional credentials and financial incentives.



A fully-funded program that leverages federal, state, and local funding sources to remove financial barriers to the teaching profession.



Targeted recruitment of individuals who represent the diversity of their communities.



A rigorous, competency-based framework for selection, training, and evaluation.



A “learn and earn” model that places participants in a continuum of instructional roles.



A cohort model where participants will build meaningful and s supportive relationships.

