



# Teacher and Teacher Leader Pathway Program ...

January 2023



# Essential Commitments of Talent Together

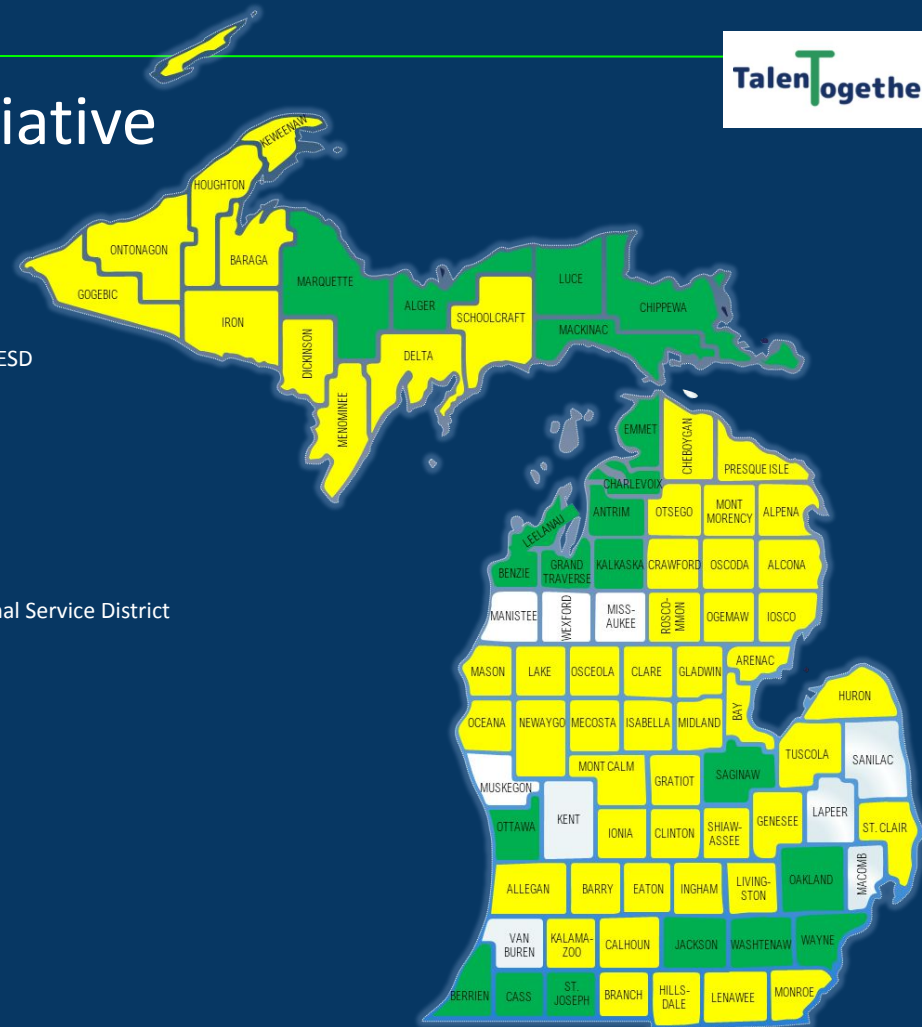
## Build a Program focused on **QUALITY**:

- **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 Program**:

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

# Talent Together: A Statewide Initiative



Allegan Area Educational Service Agency

Alpena-Montmorency-Alcona ESD

Barry ISD

Bay-Arenac ISD

Berrien RESA

Branch ISD

C.O.O.R. ISD

Calhoun Intermediate School District

Charlevoix-Emmet ISD

Cheb-Otsego-Presque Isle ESD

Clare-Gladwin Regional ESA

Clinton County RESA

Copper Country ISD

Delta-Schoolcraft ISD

Dickinson-Iron ISD

Eastern Upper Peninsula ISD

Eaton RESA

Genesee ISD

Gogebic-Ontonagon ISD

Heritage Southwest ISD

Hillsdale ISD

Huron ISD

Ingham ISD

Ionia ISD

Iosco RESA

Jackson ISD

Kalamazoo RESA

Lenawee ISD

Livingston ESA

Marquette-Alger RESA

Mecosta-Osceola ISD

Menominee ISD

Midland County ESA

Monroe ISD

Montcalm Area ISD

Newaygo County RESA

Northwest Education Services

Oakland Schools

Ottawa Area ISD

Saginaw ISD

Shiawassee Regional ESD

St. Clair County RESA

St. Joseph County ISD

Tuscola ISD

Washtenaw ISD

Wayne RESA

West Shore Educational Service District

# Our Higher Ed Partners

In November, Talent Together launched an RFP seeking college and university partners to support teacher certification.

12 institutions applied and Talent Together selected 10 partners to offer more affordable, flexible options for teacher candidates.



**ADRIAN COLLEGE**



**DAVENPORT UNIVERSITY**



# Structures of Talent Together - Phase 1 Development



# Major Milestones Ahead - 2023



# Program Overview

# MDE - Grow Your Own Grant Application

## We Applied for...

Grow Your Own **Program** Grants  
(Partnership with degree-granting EPP)

- Partnership with IHEs who offer BA+ initial certification, BA completion + initial certification and/or add-on endorsements in secondary science, secondary math, ECE, elementary, ELL/dual language
- Funding for consortium-based staff and other centralized costs associated with the Registered Apprenticeship Program, alternative route program in special education and elementary education (including ECE), and teacher leader microcredential design (including funding to be applied retroactively)

- Partnership with IHEs who offer experimental special education programs
- Partnership with IHEs who offer add-on endorsements in other areas deemed high-needs/critical shortages

## We did NOT apply for...

Grow Your Own **Program** Grants  
(Partnership with degree-granting EPP)

- Traditional special education programming
- BA (or BA completion) + Initial certification in social studies, ELA, and other areas that are not designated critical shortage areas

Grow Your Own **Staff** Grants (Partnership with alternative preparation programs) for funding for identified candidates enrolled in programs between 7/14/22 and June 2023.



# How is Talent Together Different from Other GYO Programs?

Talent Together is a state-wide educator talent initiative and a hub for teacher and teacher leader development. Talent Together will provide:

- A federally Registered Apprenticeship Program that provides entry-points for candidates with or without degrees
- Candidate accessibility and options to enroll in EPP-based programs that historically have been geographically out of reach
- A consortium-based staff including regional program and recruitment directors, instructional coaches, and operational support
- Opportunities for experienced teachers to earn teacher leader credentials and advance their careers

# What is a Registered Apprenticeship Program? (RAP)

Registered Apprenticeship Programs (RAPs) are approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency. RAPs provide:

- Industry-driven, high-quality career pathways
- Learn and earn preparation models that include paid work experience and progressive wage increases
- Access to federal and state workforce development funds that cannot be accessed by existing teacher preparation programs in Michigan

*There are currently no approved Registered Apprenticeship Programs for teaching in Michigan. Talent Together is actively working with the US Department of Labor (DOL) and the MI DOL team for approval as a Registered Apprenticeship Program.*

# Programming Phases

Phase	Pathway	Provider	Application Launches	Programming Begins
Phase One	BA completion	IHE	May 2023	August 2023
	BA + cert	IHE		
	Add on (SpEd + Elem)	IHE		
	Add on (Other)	IHE		
	TL Microcredential(s)	TT	March 2023	June 2023
Phase Two	SpEd, Elem cert	TT	December 2023	June 2024
Phase Three	HS students	IHE + TT	March 2025	June 2025