

## When it comes to addressing Michigan's educator shortage, there are many common factors at play:

- Wages are inadequate to meet the level of student loan debt many teachers must incur to be fully trained and effective, and don't compete with the starting salaries of other, similarly-educated jobs.
- Educators lack strong career pathways and opportunities for advancement if they want to remain in the classroom.
- The work is arduous, stressful, and demanding—and the rewards are simply inadequate to reflect this reality.
- Students deciding whether to pursue careers in teaching often are discouraged by the observed experiences of the educators in their own lives.

## What's needed today:

- While deep systemic changes will take years—if not decades—to achieve, there are some critical inflection points that can deliver strong results very quickly:
  - Teaching fellowships, similar to those implemented successfully in other states, can help offset the cost of teacher preparation for willing candidates.
  - The state's investment in teachers will send the strongest possible message that the profession is valued and necessary for a stronger Michigan.
- Support effective teacher retention incentives, such as stipends and research opportunities.
- Create a public service campaign to help attract and retain skilled educators.
- Support upskilling and credentialing opportunities for those already working with students in schools (e.g., para-pros).

## A Damaged Teacher Pipeline

