

"All Subjects" Endorsed Teachers: Placement Guidance

Michigan has historically issued different education endorsements designating the grade levels or settings for which a teacher was prepared. These endorsements are maintained on the certificate regardless of when they were earned.

Some endorsements contain "all subjects" designations and authorize the holder to teach **all** subjects within the grade levels indicated. However, the teacher may not be appropriately prepared to teach in a program outside a [self-contained](#) classroom setting. The Michigan Department of Education (MDE) **recommends** that districts only assign teachers with the "all subjects" designations to departmentalized courses, or a specialist program outside the self-contained classroom setting (e.g., music, visual arts, physical education, health, reading, technology, library media), if they hold the specific endorsement for the departmentalized assignment. This practice may have a significant impact on student achievement. Please utilize the [Quick Reference: Courses That Can Be Taught](#) document to identify eligible assignments for teachers in the endorsed subject area(s) within departmentalized settings.

The following descriptions should guide the placement of teachers based upon the endorsement held:

- **K-5 All Subjects; K-8 All Subjects Self-Contained Classrooms (ZG)** endorsements are valid for teaching all subjects in grades K-5, both self-contained and departmentalized assignments.

Holders of these endorsements may also be assigned to teach all subjects in self-contained classroom settings up through and including grade 8. Certificates with this type of endorsement may also hold specific subject area endorsements, typically for grades K-8 or 6-8.

- **K-8 All Subjects (ZC)** endorsements are valid for teaching all subjects in grades K-8. This includes both self-contained and departmentalized classroom settings or assignments. Certificates with this type of endorsement may also hold specific subject area endorsements, typically for grade 9.
- **7-8 All Subjects (ZK)** endorsements are valid for teaching all subjects in grades 7-8. This includes both self-contained and departmentalized classroom settings or assignments. Certificates with this type of

endorsement will also hold specific subject area endorsements, typically for grades 6-12.

- **General Elementary K-6 (ZE)** endorsements are valid for teaching all subjects in grades K-6. While not explicitly stated in the name, this includes “all subjects” in both self-contained and departmentalized classroom settings. Certificates with this type of endorsement typically hold the 7-8 All Subjects (ZK) endorsement and possibly specific subject area endorsements, typically for grades 6-12.

Recognizing staffing limitations, teachers with these “all subjects” designations should only be placed in departmentalized or specialized assignments if they have had appropriate coursework, professional development, have passed a state or nationally recognized subject area assessment (e.g., Michigan Test for Teacher Certification, Praxis), or have completed a locally determined portfolio which further illustrates that their skills and content knowledge are appropriate for the assignment.

EARLY CHILDHOOD PROGRAMS

There are specific staffing requirements for early childhood staffing depending on the program. Holders of the Early Childhood PK – General and Special Education (ZS) and Early Childhood Education PK-K (ZA) endorsements alone are **not** authorized to teach the following assignments:

- K-12 special education **without** also holding a specific special education endorsement, e.g., Learning Disabilities (SM) K-12 and Emotional Impairment (SE) K-12.
- Elementary K-5 **without** also holding either the General Elementary K-6 (ZE), K-8 All Subjects (ZC), or K-5 All Subjects; K-8 All Subjects Self-Contained Classrooms (ZG) endorsement.

For additional information on early childhood, Great Start Readiness Program (GSRP), and/or special education placements, contact the appropriate MDE office with funding and program oversight.

ASSIGNMENT GUIDANCE

The following table provides examples of eligible teaching assignments for elementary endorsed teachers. For some assignments, specific endorsements are required.

Assignment	Required Endorsement
<p>Kindergarten through grade 8 self-contained classroom and developmental kindergarten (e.g., Young 5s)</p>	<p>Teaching certificates with one of the following endorsements:</p> <ul style="list-style-type: none"> • K-8 All Subjects • General Elementary K-6 • 7-8 All Subjects (grades 7 and 8 only) • K-5 All Subjects; K-8 All Subjects Self-Contained Classrooms <p>It is recommended that either the Early Childhood Education endorsement (ZA) or the Early Childhood PK- General and Special Education endorsement (ZS) be held by teachers selected to teach at the K-3 grade levels. It is not required by law and is locally determined.</p>
<p>K-5 grade level content in departmentalized classes where a teacher is designated the specialist in mathematics, reading, science, social studies, physical education, music, visual arts, health, Title I reading, Title I math, world languages, technology, or library media, etc. (e.g. 4th grade science and K-5 physical education).</p>	<p>Teaching certificates with one of the following endorsements:</p> <ul style="list-style-type: none"> • K-8 All Subjects • General Elementary K-6 • 7-8 All Subjects (grades 7 and 8 only) • K-5 All Subjects; K-8 All Subjects Self-Contained Classrooms • The specific endorsement area for the class (refer to the Quick Reference: Courses That Can Be Taught) <p>It is recommended that when placing a teacher with an “all subjects” endorsement, one of the following be evident for teachers selected to teach departmentalized classes:</p> <ul style="list-style-type: none"> • The specific endorsement area be listed on the certificate • Content-specific courses equivalent to a major or minor be completed • Professional development for advanced knowledge in specific subject area be completed • Successful passage of a state or nationally recognized content or proficiency test <p>The above recommendation is not required by law and is locally determined.</p>

Assignment	Required Endorsement
Early childhood special education programs for ages 2.5 to 5 years (MARSE MCL 340.1754 Programs)	Early Childhood PK - General and Special Education endorsement (ZS) OR Early Childhood Education endorsement (ZA) and categorical special education endorsement
Lead Teacher - Preschool: Great Start Readiness Program (GSRP) Title I preschool	Early Childhood Education endorsement (ZA) OR Early Childhood PK - General and Special Education endorsement (ZS) The Great Start Readiness Program and Title I preschool may also be taught by an individual with a bachelor's degree in child development or early childhood education with specialization in preschool teaching. See Section 32d of the State School Aid Act . NOTE: Holders of the bachelor's degree in child development or early childhood education with specialization in preschool teaching cannot be assigned in a K-5 classroom without also holding a valid Michigan Teaching Certificate with the appropriate endorsement(s).
Elementary & Middle School Language Immersion classroom	Elementary K-8 All Subjects or K-5 All Subjects; K-8 All Subjects Self-Contained Classrooms endorsement and the specific world language endorsement (e.g., Spanish) with the correct grade band OR Elementary K-8 All Subjects or K-5 All Subjects; K-8 All Subjects Self-Contained Classrooms endorsement and the specific bilingual endorsement (e.g., Bilingual Chaldean) with the correct grade band OR Co-teaching model: A teacher with an Elementary K-8 All Subjects or K-5 All Subjects; K-8 All Subjects Self-Contained Classrooms endorsement AND A teacher with the specific world language or bilingual endorsement (e.g., Japanese or Bilingual Filipino) with the correct grade band

Additional assistance and information for teacher placement can be found in the [Appropriate Placement of Educators](#), [Self-Contained Classroom Guide](#), [Quick Reference: Courses That Can Be Taught](#), [Great Start Readiness Program Classroom Requirements](#), [English learners](#), or [Special Education Teacher Assignments](#) guidance documents.