



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING

RICK SNYDER  
GOVERNOR

BRIAN J. WHISTON  
STATE SUPERINTENDENT

**MEMORANDUM**

**DATE:** October 5, 2017

**TO:** Local and Intermediate School District Superintendents  
Public School Academy Directors, Principals

**FROM:** Venessa A. Keesler, Ph. D., Deputy Superintendent *V. Keesler*  
Division of Educator, Student, and School Supports

**SUBJECT:** Educator Workforce White Papers and Webinars

The Michigan Department of Education (MDE) Office of Educator Talent (OET) announces the availability of the first two white papers in a new series that will provide research and analysis on important trends in Michigan's educator workforce. The white paper series is intended to support stakeholders in making informed decisions regarding educator preparation, credentialing, hiring, professional development, and retention. The publication of each white paper will be accompanied by a webinar in which participants will have the opportunity to engage in conversation with the paper's author(s). Information on the first two papers, including links to access the full text, and webinars, including registration instructions, is provided below.

[Trends in Michigan Teacher Certification: Initial Certificates Issued 1996-2016](#) reports trends in the issuance of initial teaching certificates in Michigan. This white paper explores one significant measure of teacher supply in Michigan by focusing on the certificates required to enter the teaching profession (initial certificates), over a five-year period (2011-2012 through 2015-2016).

Webinar: October 13, 2017, 9:00 am. [Click to register.](#)

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[Teacher Turnover in Michigan: A Look at Teacher Mobility and Attrition Rates](#) reports trends in school-to-school mobility and attrition in the Michigan teacher workforce. This white paper analyzes turnover rates for the Michigan teacher workforce and compares them to the appropriate national rates for context.

Webinar: October 20, 2017, 1:00 pm. [Click to register](#).

Future white papers in the series will address topics including:

- Additional certification data analysis
- Identifying accurate measures of teacher workforce demand
- Comparing the decline in teaching certificates with trends in other professions
- Qualitative research and analysis to better understand the phenomenon of the decline in people entering the educator professions
- Investigating demographic characteristics of Michigan educators
- Trends in the public school academy educator workforce
- Additional mobility data analyses
- Characteristics and trends in the Michigan principal pipeline

#### Webinar Information

Only registered participants can access the live webinars; participants are encouraged to download the Adobe Connect Add-in in advance. The link to the add-in is located on the webpage after registration is completed. The seminars are set to connect participants to the audio on their devices. Participants who are unable to access the audio will need to connect via conference call using the following information: Dial In: (888) 557-8511 Access Code: 4537919

For those unable to participate in the live webinars, recorded versions will be posted to the MDE Professional Learning Opportunities page within two weeks of the event date. [http://www.michigan.gov/mde/0,4615,7-140-5683\\_75438\\_78532---,00.html](http://www.michigan.gov/mde/0,4615,7-140-5683_75438_78532---,00.html)

Cc: Michigan Education Alliance