



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING


GRETCHEN WHITMER
GOVERNOR

MICHAEL F. RICE, Ph.D.
STATE SUPERINTENDENT

MEMORANDUM

DATE: January 21, 2022

TO: Local and Intermediate School District Superintendents
Public School Academy Directors

FROM: Michael F. Rice, Ph.D., State Superintendent 

SUBJECT: Teacher Recruitment and Retention—58 Days Until Spring

I appreciated the opportunity to see and speak with many of you in Grand Rapids this week at one or more of four conferences or during the brief time between conference events.

In follow-up on our \$300 million-\$500 million menu of teacher recruitment and retention recommendations to the state legislature, attached please find the recent [letter of support](#) from multiple state education organizations, as well as a recent [Power Point](#) to the State Board of Education on the genesis of the shortage, efforts to mitigate the shortage, and our menu of recommendations to more substantially and enduringly address the shortage.

If you believe that these recruitment and retention recommendations have merit, please let your elected state legislators know that we need **action by the beginning of spring** in a budget supplemental to support our teacher recruitment and retention recommendations, so that we may begin to improve the pipeline for next school year.

Thank you for your consideration. Best wishes for the remainder of the school year!

cc: Michigan Education Alliance
Confederation of Michigan Tribal Education Directors

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