

**The Arc Michigan Education Committee**  
**Meeting Minutes**  
**3/2/2022**

Meeting came to order at 3:30pm via Zoom.

**Present: Maggie Kolk, Michelle Driscoll, Kenya Harper, Debbie Whitford, Andrea Beachnau, Darlene Heard-Thomas, Deb Moffat**

Meeting Minutes from February 2 were previously sent out to committee members. Meeting Minutes were approved with no changes.

**SEAC Report -Andrea Beachnau**

**National Efforts Regarding Teacher Recruitment and Retention – Lauri VanderPloeg (Former Director OSEP)**

- Attract, Prepare, and Retain Effective Special Educators Initiative
  - U.S. Dept. Ed – “Educator” definition: early childhood, teachers, principals, other school leaders, specialized instructional support personnel (psychologists, counselors, social workers, etc.), paraeducators, and faculty
  - Requesting Glide Path to Fully Fund IDEA at 40% for future
    - Increase Early Childhood and Underserved Children
  - Biden-Harris Administration support high-quality residency programs
  - Improve Teacher Quality Grants (\$35 million)
    - Teacher Preparation
    - Grow Your Own Programs
  - American Rescue Plan Funding
    - Support K-12 Schools - \$1.2 billion
    - 90% of ESSRA funds allocated to LEAs through subgrants
    - Michigan’s Plan for ARP Funds
      - Return to In-Person Learning for 2021
      - Safely Reopening Schools and Sustaining Safe Operations
      - Addressing Academic Impact of Lost Instructional Time and Expanding Summer and Afterschool Programs
        - Problem around this – not having highly trained, effective personnel to support this and thus may not get results needed from this plan
  - Systemic Shortage Investments
  - USDOE Effective Strategies
    - Increase Wages
    - Invest in Educator Pipeline
    - Provide targeted incentives
    - Build and maintain a cadre of high-quality substitute teachers
  - National Impact
  - Equal Importance

- Identify Strategies
- Key Stakeholders
- Policy Reviews
- Attract, Prepare and Retain Strategies
- Return on Investment
- With Changes comes Opportunity
- Rethink, Reimagine, Results

### **Michigan – Addressing the Educator Shortage - Leah Breen**

- Elevating the Profession – #proudMIeducator campaign
  - [https://www.michigan.gov/mde/0,4615,7-140-5683\\_13651\\_78051---,00.html](https://www.michigan.gov/mde/0,4615,7-140-5683_13651_78051---,00.html)
- Grow Your Own Programs
  - Future Proud Michigan Educator Program
  - FY 21 MDE awarded \$1.1 million to implement GYO programs
  - Set aside another \$1 million for FY 22
- Welcome Back Proud Michigan Educator
  - Focused on formerly certified educators
  - 161 districts have submitted waivers to get them in classrooms
- Reciprocity and Retention
  - Draft legislation to ease restrictions on accepting teacher licenses from other states for both general education and special education educators
  - \$250K fee reimbursement for individuals with expired certificates to renew
  - \$5 million bonuses for retention of newer teachers, only \$220K has been applied for by districts (it requires a match bonus from the district using state dollars)
- Experimental Preparation Programs
  - EMU/Washtenaw ISD Partnership: EI & LD program partnership
  - Oakland U/Hazel Park Schools: EI & LD program partnership
  - CMU: CI program partnership
- Alternative Route Programs
  - LD, EI, CI, POHI
- Funding Requests – up to a billion dollars request
  - Tuition and other expense reimbursement for current college students
  - Loan forgiveness for current teachers
  - Scholarships for high school seniors who aspire to become a teacher
- Diversifying workforce
  - Detroit focus on recruiting, preparing and supporting Black educators
  - Recruiting diverse high school students into education programs
  - Requirements of 500 hours in the field experience in diversified classroom settings working with diverse students
- Partnership – MDE, school districts, Educator Preparation Providers (EPP), professional teaching organizations, communities and families they serve

- Survey – top two reasons educators are leaving
  - Salary
  - Not enough support from school leaders/administrators
- Educator Workforce Data Report 2021 on michigan.gov
  - [https://www.michigan.gov/documents/mde/OEE\\_Annual\\_Report\\_2021\\_7251667.pdf](https://www.michigan.gov/documents/mde/OEE_Annual_Report_2021_7251667.pdf)

**Tying it Together for SEAC Priority #2 – Rebecca McIntyre**

*Priority #2: “Discover and share practical solutions to obtaining and retaining special education teachers, paraprofessionals and ancillary staff which work for all schools regardless of economic status.”*

- Flexibility: Waiver Options (temporary bandaid)
  - Address critical shortages in special education
    - School social work waiver
      - Fill with individual who has master’s degree in SSQ and who enrolls in approved school SSW program without having completed the program before employment
    - Teachers of ASD students waiver
      - A teacher holding a CI, EI or LD endorsement
    - 390.1105(3) MARSE waiver special education programs where teacher endorsement must match the program
      - A special education teacher whose endorsement does not match the program
  - The waivers are issued for one year with the option to renew if able to demonstrate continued attempts to fill position with a properly credentialed staff, must submit job postings to MDE
- Special Education Teacher Development: Experimental Programs
  - EMU & Washtenaw ISD
    - 3-Year LD program for exceptional paraprofessionals within Washtenaw ISD
    - Waives 12-week general education student teaching and replaces with 15-week special education student teaching
    - Candidates will earn secondary teaching certificate with no teachable major and a special education endorsement in LD
  - Oakland University
    - LD and EI master’s level programs
    - Candidates must have documented experience with children
    - Program includes over 600 hours clinical experiences in urban, rural, and suburban settings with intentional placements in Title 1 schools
    - EI or LD endorsement
  - CMU
    - CI program at both undergraduate and graduate levels
    - Courses available online to engage wider area

- Intentional engagement of Upper Peninsula
  - Candidates earn elementary education with CI endorsement
- Special Education Teacher Recruitment: Alternate Route Program
  - Fall Enrollment 2021
    - #T.E.A.C.H. programs for CI, EI, SLD, POHI
    - Michigan Teachers of Tomorrow for SLD
  - Winter Enrollment 2022
    - Detroit Public Community – On the Rise Academy Programs CI, EI, SLD
    - Professional Innovators for CI, EI, LD, and POHI
- Teacher Recruitment: Special Education Teacher Tuition Reimbursement Grant
  - Incentivize Michigan teachers to earn special education endorsement
  - Districts apply for any teacher who is under initial temporary approval
  - Eligible districts must have 60% or higher free and reduced-priced meals based on Fall 2019 data
  - Grant funds cover tuition up to \$800 per credit for a max of 6 credits per year per teacher up to three years
  - Tuition reimbursement does not apply to repeat courses
- Outside the Box Thinking
  - Reciprocity – many states have cross categorical endorsements whereas Michigan has categorical endorsements
  - Child find requirements – shortage of school psychologists
    - MARSE 340.1799e “Psychologist” approved Michigan school psychologist or fully licensed psychologist
    - CI, EI, SMI, and ASD – psychologist is part of that full evaluation team
    - SLD – school psychologist is “such as” evaluator, so could use someone else
    - Fully licensed psychologists have been determined to be an allowable cost
      - Not hired to be a school psychologist but to serve on MET team
      - Preliminary School Psychologist Certificate (not completed internship in program yet) – districts encouraged to reach out and recruit them early
  - Early Childhood special education – teacher shortages not part of previous flexibilities and early childhood permit is not renewable which results in barriers
    - ECSE candidate can be placed on full-year basic substitute permit
    - Applies to ECSE only and not GSRP/Head Start

### **MDE-OSE Updates - Teri Rink**

- Contingency Learning Plan Guidance coming soon
- Path Forward Work Resumes
  - Focusing on addressing Alternative Paths to Diploma for students with disabilities
- Letter from OSEP on educational placement and consideration of LRE
  - <https://sites.ed.gov/idea/idea-files/policy-letter-nov-22-2019-to-breeskin/>
  - S300.2 IDEA: who are the public agencies within the State

- S300.321 IDEA: who are the required members of the IEP team
- S300.114 IDEA: LRE requirements
- S300.115 IDEA: Continuum of alternative placements
- S300.116 IDEA: Placements
- S300.117 IDEA: nonacademic settings
- S300.119 IDEA: Technical assistance and training activities
- S300.120 IDEA: Monitoring activities
- MI Office of the State Employer
  - Return to office May 1, 2022, with a Return to Office Plan (require in-person two days per week average)

**NEW Due Process Flow Charts – Rebecca McIntyre**

- Due Process Complaint When Filed by Parent:  
[https://www.michigan.gov/documents/mde/DueProcessComplaints\\_745824\\_7.pdf](https://www.michigan.gov/documents/mde/DueProcessComplaints_745824_7.pdf)
- Due Process Complaint When Filed by District:  
[https://www.michigan.gov/documents/mde/DueProcessComplaintFiledbyDistrict\\_745825\\_7.pdf](https://www.michigan.gov/documents/mde/DueProcessComplaintFiledbyDistrict_745825_7.pdf)

**Discussion**

**Strict Discipline Academy (SDA) Legislation-**

Substitute for SB777- A bill to amend the Revised School Code MCL 380.1311g  
[https://www.legislature.mi.gov/\(S\(moomzvhers5pqxfqjismccrbn\)\)/documents/2021-2022/billcurrentversion/Senate/PDF/2021-SCVBS-0777-00B74.pdf](https://www.legislature.mi.gov/(S(moomzvhers5pqxfqjismccrbn))/documents/2021-2022/billcurrentversion/Senate/PDF/2021-SCVBS-0777-00B74.pdf)

The Revised School Code MCL 380.1311g  
[http://www.legislature.mi.gov/\(S\(cwrxyry2wrxwzn1cpl4ug0ml\)\)/documents/mcl/pdf/mcl-380-1311g.pdf](http://www.legislature.mi.gov/(S(cwrxyry2wrxwzn1cpl4ug0ml))/documents/mcl/pdf/mcl-380-1311g.pdf)

Article – Strict Discipline Academies could offer alternative to expulsion under proposed bill  
<https://www.mlive.com/news/grand-rapids/2019/10/strict-discipline-academies-could-offer-alternative-to-expulsion-under-proposed-house-bill.html>

Comments from committee members

- No child with a disability should be in a Strict Discipline Academy
- Schools should be conducting functional behavior assessments and developing behavior plans for ALL students who have challenging behaviors
- Schools must follow IDEA regulations-educating students in the least restrictive environment (LRE) and providing a free appropriate public education (FAPE) to all eligible students
- SDA is a step closer for students in the school-to-prison pipeline
- Schools are trying not to serve students with challenging behaviors

**Teacher Shortage-**

See SEAC notes above and the document below.

MDE-Addressing the Teacher Shortage Critical to the State’s Public Schools  
[https://www.michigan.gov/mde/0,4615,7-140-5373\\_6526\\_6551-572192--,00.htm](https://www.michigan.gov/mde/0,4615,7-140-5373_6526_6551-572192--,00.htm)

**The next meeting will be on Wednesday, April 6 from 3:30-5.**

This is the standing link for this meeting-

**Join Zoom Meeting**

<https://us02web.zoom.us/j/83174727390?pwd=V1k5RlhyNHM2WkxRNGNwdkxUUST1Zz09>

Meeting ID: 831 7472 7390

Passcode: 806939

The meeting adjourned at 4:40pm

Respectfully Submitted,

Michelle Driscoll