

TalenT Together

Overview

Goals for Today

You'll leave this space understanding the following:

- The entry and eligibility requirements for Talent Together
- Talent Together key programming components and supports
- The Talent Together application process and timeline

Talent Together Overview

Talent Together Consortium Goals

01	Improve Educational Outcomes	Improve educational outcomes for Michigan students served by program participants through the development of essential teacher skills and mindsets and differential retention of highly-qualified and well-prepared teaching candidates.
02	Reduce Barriers	Reduce barriers to entry and persistence in the teaching field by creating flexible and accessible pathways for aspiring teachers.
03	Significantly Reduce Vacancies	Significantly reduce vacancies in the certification areas identified as highest-need, including special education and early childhood settings.
04	Increase Educator Diversity	Increase the number of BIPOC teachers so that students can see themselves in their teachers and have opportunities to learn from a more diverse teacher workforce.
05	Increase Retention	Increase retention of novice and experienced teachers through the development of professional learning experiences and career advancement opportunities.
06	Improve Economic Mobility	Improve the economic mobility of candidates in support staff roles by providing paid, job-embedded opportunities to advance their careers.

Program Overview

Talent Together is designed to remove barriers to the teaching profession.

Barriers



Financial. The soaring costs of higher education are insurmountable for many Michiganders.



Proximity. Educator Preparation Programs that match candidates' needs are not accessible in many Michigan communities.



Guidance & Support. The certification process is complex, especially for those without higher education experience.

Supports



Financial. FREE degree and certification, while earning a salary and full benefits as an employee in a Talent Together district.



Proximity. All Talent Together programs provide online coursework to ensure participants across the state can access them.



Guidance & Support. Flexible, comprehensive wrap-around supports to support success in the program.

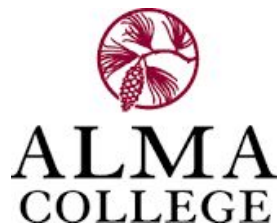
Educator Preparation Program (EPP) Partners

ADRIAN COLLEGE



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STATE UNIVERSITY

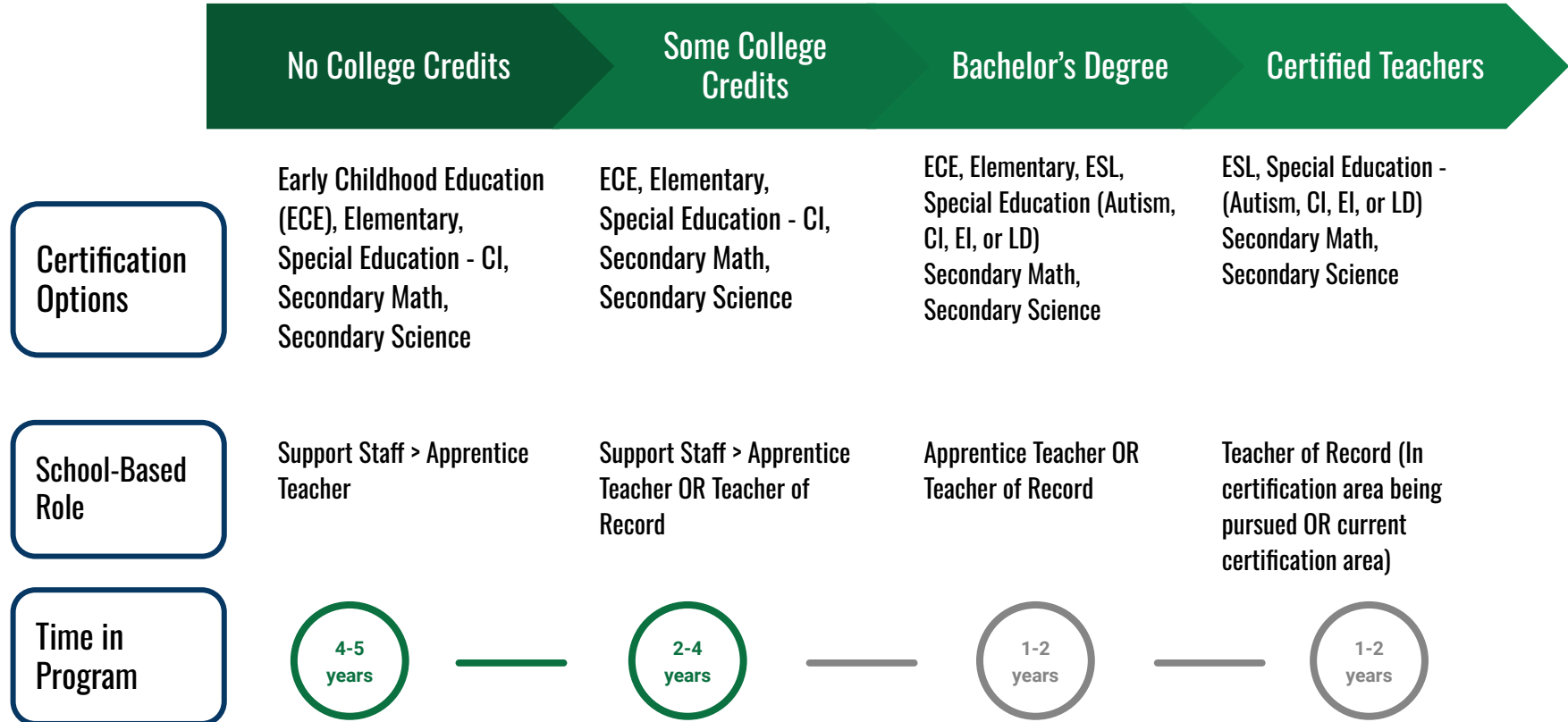
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Educator Preparation Program Pathways

Type of Program	B.A. + Initial Certification (High School Diploma required)	Initial Certification (requires B.A.)	Additional endorsement (Requires Valid Certification)
Adrian College	Yes	No	No
Alma College	No	No	Yes
Aquinas College	No	Yes	Yes
Central Michigan University	Yes	Yes	Yes
Davenport University	No	Yes	No
Lake Superior State University	Yes	No	No
Northern Michigan University	Yes	Yes	Yes
University of Michigan, Flint	No	Yes	Yes
Western Michigan University	No	Yes	Yes

Talent Together Certification Pathways



Embedded Supports

Success Navigators

Support aspiring teacher candidates during the admissions process and initial coursework

- Work 1:1 with accepted Talent Together participants to identify and apply to the best fit EPP
- Co-creates program plan, including MTTC study plan
- Identifies and secures wrap-around supports for participants

Teacher Leader Facilitators

Provide differentiated, coaching supports to aspiring and current teachers

- Provide 1:1 and small group coaching to caseload of aspiring teachers in long-term substitutes/teacher of record roles and continuing teachers seeking additional endorsements
- Facilitate supplementary learning experiences for participants

Mentor & Model Teachers

Provide direct, job-embedded supports during the apprenticeship year

- Model instruction and gradually release responsibilities to apprentices
- Provide feedback and assess apprentices' demonstration of on-the-job competencies

Candidate Profiles

Profile #1: Nancy, paraeducator

Application

Nancy talks to her school leader and submits her pre-application to Talent Together. Her application will include her current transcripts, and **recommendation** from her **school leader** and/or **district/ISD leadership**.

University Application

With the **support of a Success Navigator**, Nancy identifies Lake Superior State University (LSSU) as the “right-fit” program because of her certification area interest and because she has courses that will transfer into LSSU.

Initial Coursework

Since Nancy needs to finish her BA, she will **maintain her job as a paraeducator** while she **completes her initial coursework requirements**. Success Navigators check-in with Nancy and her EPP frequently, ensuring she is on track and feeling successful.

Registered Apprenticeship

Nancy leaves her paraeducator role and becomes an Apprentice Teacher, co-teaching for a **full school year** with a veteran kindergarten teacher while receiving full pay and benefits. Nancy receives ongoing coaching from her mentor and supports to pass the MTTC.

MTTC

After completing the Michigan Test for Teacher Certification practice course and study plan she co-created with her Success Navigator, Nancy **takes and passes the MTTC**.

Apprenticeship Complete!

Upon **successfully meeting all of the requirements** of the registered apprenticeship, passing all evaluations, and completing all coursework, Nancy is ready to **become a full-time teacher** of record.

Full-Time, Certified Teacher

Nancy is hired in her school as a **2nd grade teacher**. Talent Together staff check-in on Nancy twice annually to see if she is feeling successful and provide additional support where needed. Nancy is now in year 1 of her 5 year commitment.

Nancy

Current Job: Paraeducator at elementary school in her community (6 years)
Education Attainment: 20 college credits
Cohort: Elementary PK-3, Aspiring Teachers
Est. time in Program:: 3 years

Profile #2: Derrick, substitute teacher

Application

Derrick talks to a school leader in his community (a school he is familiar with) and applies to Talent Together, including his current transcripts, and **recommendation** from a **school leader** and/or **district/ISD leadership**.

Interview

Derrick is **interviewed by the Talent Together team**. He is assessed on his willingness to learn, commitment to becoming a teacher, relationship-building, and ability/capacity to maintain job and engage in coursework successfully.

University Application

With the **support of a Success Navigator**, Derrick applies to Western Michigan University to complete coursework towards initial certification in Special Education (Learning Disabilities).

Registered Apprenticeship

Derrick accepts a school's offer to become a paid **Apprentice Teacher**, co-teaching for a **full school year** with a veteran Resource Room special education teacher. Derrick receives ongoing coaching from his mentor and creates a study plan for the Michigan Test for Teacher Certification.

Apprenticeship Complete!

Upon **successfully meeting all of the requirements** of the registered apprenticeship, passing all evaluations and the MTTC, and successfully completing his certification coursework, Derrick is ready to **become a full-time teacher** of record.

Full-Time, Certified Teacher

Derrick is hired in his school as a special education Resource Room teacher. Derrick continues his WMU coursework for an additional year to earn a **Master's degree**. Talent Together staff check-in on Derrick twice annually to provide additional support where needed. Derrick is now in year 1 of his 5 year commitment.

Derrick

Current Job: Substitute Teacher (at various schools in community)

Education Attainment: Bachelor's

Cohort: Special Education, Teachers of Color Affinity Group

Est. Time in Program: Certification: 18 months; MA: 2.5 years

Hear from Brooke Galloway, Apprentice Teacher with OPS @ Dix Street Elementary

<https://youtu.be/53EmDQ9xx-s>

Profile #3: Jason, long-term sub (teacher of record)

Application

Jason talks with his school leader and applies to Talent Together. His application will include his current transcripts, and **recommendation** from his **school leader** and/or **district/ISD leadership**.

University Application

With the **support of a Success Navigator**, Jason applies to Davenport University to pursue his initial certification in **secondary math**

Remains in Current Role

Jason takes the required coursework through Davenport and **receives ongoing coaching** from Talent Together staff.

Coursework Completed

Upon **successfully meeting all of the requirements** of the Talent Together program, including passing all evaluations and the MTTC, and successfully completing his coursework at Davenport, Jason is now fully-certified.

Full-time Certified Teacher

Jason is now in year 1 of his 5 year commitment to the district and is a fully-certified **secondary math teacher**.

Jason

Current Job: long-term sub (and teacher of record)

Education Attainment: Bachelor's

Cohort: Secondary Math

Est. Time in Program: 1 year

Profile #4: Robert, MS social studies teacher

Application

Robert talks to a school leader and applies to Talent Together. His application will include a **recommendation** from his **school leader** and/or **district/ISD leadership**.

University Application

With the **support of a Success Navigator**, Robert applies to Western Michigan University based on his interest to add an endorsement and Master's degree in special education, Emotional Impairments

Add-on Endorsement Coursework

Robert maintains his current role as a middle school social studies teacher, but is given frequent opportunities to work with groups of special education students, including **co-teaching with special education teachers**. While teaching, he completes the required certification coursework.

Special Education Teacher

Upon successful completion of the **special education program** and **passing the Michigan Test for Teacher Certification (MTTC)** Robert can now be a full-time special education (EI) teacher.

Robert

Current Job: MS social studies teacher

Education Attainment: BA + Secondary Social Studies endorsement

Cohort: Special Education, Experienced Teachers

Est. Time in program: 2 years (including Master's Degree)

Profile #5: Sheri, community member

Application

Sheri hears about Talent Together from a customer who works at a Talent Together ISD. Sheri **submits the pre-application** to Talent Together and includes her transcripts and resume.

District Match

The Talent Together team meets with local district leaders from the district Sheri lives in to determine if the district anticipates openings for kindergarten teachers in the 3-5 years and to **confirm employment options** during Sheri's training.

University Application

With the **support of a Success Navigator**, Sheri applies to Northern Michigan University based on her need to complete a degree and interest to become an elementary teacher

Coursework

Sheri transitions to a **paraeducator role** in her local district while she completes her general degree requirements and initial education courses.

Registered Apprenticeship

In her final year of coursework, Sheri becomes an **Apprentice Teacher**, co-teaching for a **full school year** with a veteran teacher. Sheri receives ongoing coaching from his mentor and creates a MTTC study plan.

Full-Time, Certified Teacher

Sheri is hired in her school as a **1st grade teacher**. Sher is now in year 1 of her 5 year commitment.

Sheri

Current Job: Starbucks employee

Education Attainment: Associate degree

Cohort: Early Childhood Education

Estimated Time to Complete: 3 years

Application Process and Commitments

Application Process - School/District Employees



Candidates submit **pre-application** via <https://mitalenttogether.org/apply/>



District or school administrator completes **recommendation** form



Candidates may be asked to participate in an **interview** to gather more information

Application Process - Non School/District Employees



Candidates submit **pre-application** via <https://mitalenttogether.org/apply/>



Talent Together staff members meet with ISD/district leaders to determine **placement opportunities** and potential sponsorship of non-employees



Candidates participate in an **interview** with Talent Together and district/ISD staff

Pre-Application - Now Open

Pre-Application Sections

- Contact Information
- Education History
- Michigan Test for Teacher Certification Status
- Employment Information
- Interest and Experience
- District/ISD Administrator Recommendation
- Attachments
 - Resume
 - MTTC results (if relevant)
 - Unofficial transcripts (if relevant)
- Criminal History
- Demographic Information (optional)

Pre-Application Process

1. Prepare and gather application materials (resume, transcripts, name/email of recommender)
2. Access the relevant application at <https://mitalenttogether.org/apply/>
 - a. Create a Submittable account
 - b. Complete and submit application

Applicants will receive a message about next steps within 4 weeks. Please check your school email during summer break!

Post-Acceptance into Talent Together

Step 1: EPP Match

Success Navigator works with accepted candidates to identify 1-2 best-fit Educator Preparation Programs based on application and interview responses

Step 2: EPP Application

Success Navigators collaborate with college/university staff and supports candidates with EPP application and admissions process

Step 3: Finalize Enrollment

Accepted candidates finalize enrollment in relevant Talent Together program including:

- Completion of required background checks
- Registration for EPP courses
- Determination of school-based role for 2023-24 school year

Resources

Talent Together's website provides answers to FAQs and program information.

Your Future is Waiting for YOU!

Become a Certified Teacher!

Talent Together helps Michiganders become certified teachers. Candidates receive their education for FREE while earning an income.

Start your personalized journey today!
Visit www.MTalenttogether.org to learn more!

How does Talent Together work?

- Individuals wishing to become Talent Together candidates can submit a www.MTalenttogether.org. Talent Together will notify interested individuals officially opens (in mid-May).
- With personalized support from Talent Together staff, accepted applicants partner degree or certification program through a partnering college or university.
- Candidates will complete required coursework while working full-time - in a school in their own communities.
- While finishing certification courses, candidates become an apprentice teacher for one year, working in a classroom alongside an experienced mentor teacher.

Who is Eligible to Apply?

Any Michigan resident with (at minimum) a high school diploma and a strong interest in becoming an educator is eligible to apply.

Candidates might include:

- Paraprofessionals who have yet to complete their bachelor's degree.
- Substitute teachers who have a bachelor's degree and still need to earn certification.

Program

- FREE degree and approved Michigan Educator Preparation Program
- Earn an income while working in a school in their own communities
- Rigorous, on-the-job training
- Flexible completion options to support success

Don't Let your Future Leave YOU Behind!

Expand your Teaching Career!

Talent Together helps Michigan teachers expand their impact by earning additional endorsements in high-needs areas for FREE while earning an income.

Start your personalized journey today!
Visit www.MTalenttogether.org to learn more!

How does Talent Together work?

- Individuals wishing to become Talent Together candidates can submit an interest form at www.MTalenttogether.org. Talent Together will notify interested individuals once the program application officially opens (in mid-May).
- With personalized support from Talent Together staff, accepted applicants will enroll in a Talent Together partner certification and/or master's degree program through a partnering college or university.
- Candidates will complete required coursework while working full-time - and earning a wage - as a teacher of record in a school in their own communities.
- All participants will receive individualized job-embedded coaching and mentorship from Talent Together staff.

Who is Eligible to Apply?

To be eligible for Talent Together's add-on certification programs, candidates must:

- Have a valid Michigan teaching certificate in any certification area and a strong commitment to expanding your impact to reach your district's learners with the highest needs.
- Meet the minimum eligibility requirements for the Educator Preparation Program, which may include:

Program Benefits:

- FREE degree and certification from an accredited and approved Michigan Educator Preparation Program
- Have the opportunity to earn bonuses and other incentives provided to teachers working in critical shortage areas
- Earn benefits while working in a Talent Together district and taking coursework
- Rigorous on-the-job training and development

The screenshot shows the Talent Together website with a navigation menu (About, F.A.Q., News, Resources, Contact, Apply) and a search icon. The main content area features a 'Who We Are' section with a detailed description of the organization's mission and services. Below this is a 'A Statewide Initiative' section with a map of Michigan showing the locations of participating school districts and service agencies. A list of these locations is provided in two columns.

Who We Are

Talent Together is an innovative partnership led by 48 Michigan Intermediate School Districts, supported by the Michigan Educator Workforce Initiative in collaboration with 9 Michigan Colleges and Universities. Intermediate School Districts (ISDs) and Regional Education Service Agencies (RESAs) serve children all across Michigan. By coordinating efforts and resources, ISDs provide specialized services to students that would not be affordable/feasible otherwise. These services can include special education, vocational training, interdisciplinary subjects, language programs, early childhood education, parent services, community involvement, transportation, extracurricular activities, lifelong learning and adult education, and other necessary and exciting benefits are shared across districts for the success of every learner.

A Statewide Initiative

Allegan Area Educational Service Agency	Ionia ISD
Alpena-Memumoney-Alcona ISD	Iosco RESA
Barry ISD	Jackson ISD
Bay-Archer ISD	Kalamazoo RESA
Benzie RESA	Leemore ISD
Branch ISD	Linton ESU
Calumet ISD	Manistee-Alger RESA
Calumet Intermediate School District	Macatawa-Oscoda ISD
Charlevoix ISD	Manistowish ISD
Cheboygan-Prentiss He ISD	Madland County ESA
Clare-Gladwin Regional ESA	Marquette ISD
Chester County RESA	Michigan Area ISD
Copper Country ISD	Nemadji County RESA
Dakota-Schwartz ISD	Northwest Education Services
Dickinson ISD	Oakland Schools
Easton Upper Peninsula ISD	Ozaukee Area ISD
Easton RESA	Saginaw ISD
Genesee ISD	Shawaukee Regional ISD
Gogewic-Ontonagon ISD	St. Clair County RESA
Grand-Traverse ISD	St. Joseph County ISD
Hemlock-Southwest ISD	Tacoma ISD
Hillsdale ISD	Washtenaw ISD
Huron ISD	Wayne RESA
Ingham ISD	West Shore Education Service District

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