

Strong Start, Strong Teachers: Supporting Teacher Preparation Programs for a Brighter Future

By Charlotte Pierce, Senior Policy Analyst



Introduction

Having a strong teacher is one of the most important factors to student success.¹ Unfortunately, like many states, Michigan faces a teacher shortage problem that is felt most heavily in areas of concentrated poverty.² As Michigan strives to be a top 10 state for education, investment in our teachers throughout their pipeline is paramount to success of our education system.

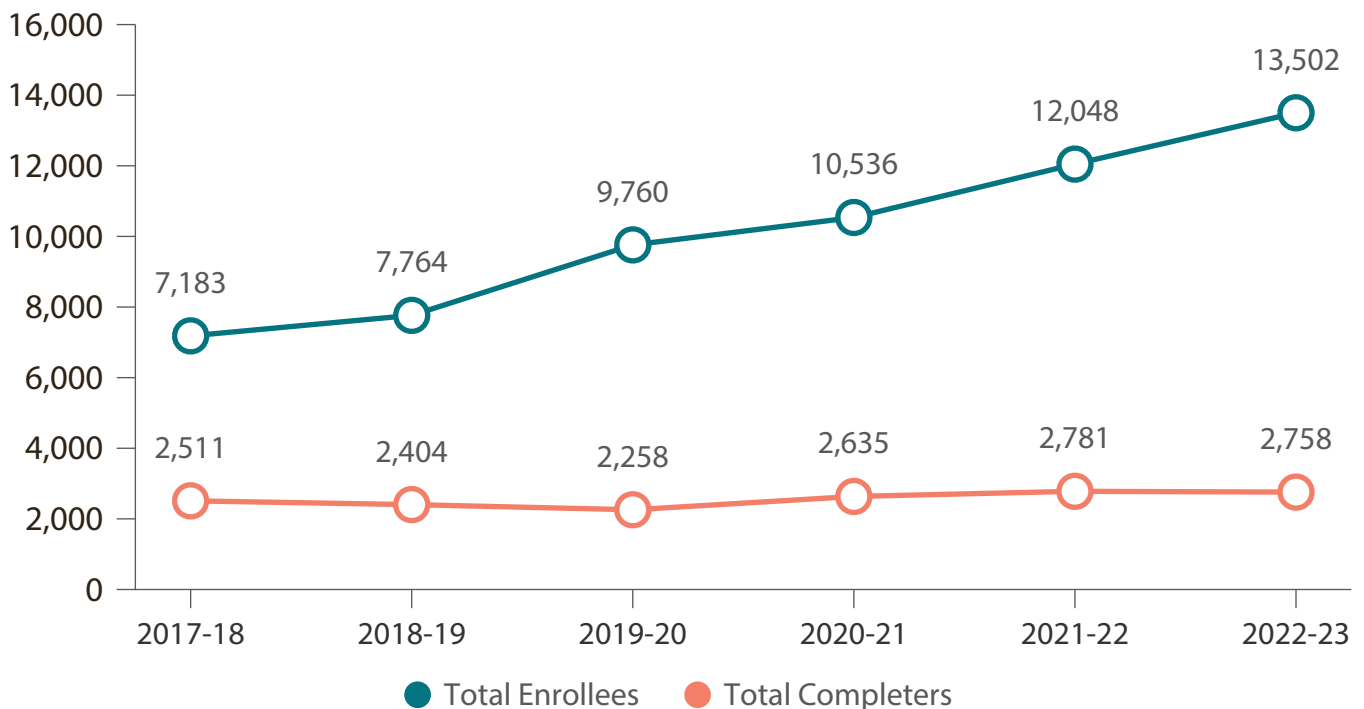
Over the past two years, EdTrust-Midwest has explored the data and reasons behind teacher shortages and developed policy recommendations to improve the teacher pipeline and support educators on their journey.³ In the third installment of a series on strengthening Michigan's teacher workforce, we focus on the state of teacher preparation across Michigan, particularly the gap in teacher preparation enrollment and completion rates. This is especially important considering the gap in enrollment and completion among candidates of color: while nearly 20% of those enrolled in teacher prep programs were people of color in 2022-23, only 12% of those who completed a teacher preparation program were people of color.⁴ We also spotlight promising programs already taking place and provide policy recommendations to grow and strengthen our state's teacher workforce by investing in innovative pathways to become a teacher.

A Leaky Pipeline Problem: Enrollment Rates on the Rise, while Completion Rates Remain Steady

Michigan faces a leaky pipeline for teacher talent that begins early on for many aspiring teachers, contributing to the teacher shortage crisis that students are experiencing across Michigan. Consider that on average, Michigan school districts have hired approximately 7,000 teachers each year between 2015 and 2025.⁵ However, approximately 10% of Michigan teachers leave the profession each year.⁶ That has a direct impact on classrooms. To strengthen Michigan's teacher workforce, teacher preparation program enrollment must keep up with the constant demand for new teachers.

Teacher prep programs are seeing recent enrollment increases after a prolonged period of enrollment decline, giving hope to education leaders seeking to strengthen the teacher workforce. Nationally, between 2012 and 2021, total teacher preparation enrollments declined by 12.6%, with 15.8% fewer candidates completing their programs.⁷ In Michigan, the number of people completing educator preparation programs dropped each year from 4,450 in 2012-13 to only 2,258 in 2019-20.⁸ In recent years, however, increases in enrollment give reason for hope: enrollment in Michigan teacher preparation programs has consistently increased since the 2017-18 school year.⁹ While completion numbers have remained relatively steady for those same years, greater support for teacher candidates may lead to increased completion rates. As detailed in our recent report, [Hope & Hard Work Ahead](#), it is imperative that all enrollees – particularly enrollees of color – are supported in their program so that completion rates align with the increased enrollment rate. By ensuring that students have the financial and academic support needed to complete their preparation program and earn the necessary certifications to join the classroom, Michigan can grow a strong and diverse teacher workforce.

Preparation Program Enrollment and Completion in Michigan



Source: MDE Educator Workforce Data Report from 2018 – 2023 Report Years

Traditional and Alternative Pathways Pave Multiple Routes to Teacher Certification

Like most states across the country, aspiring teachers in Michigan can pursue their teacher certification through both traditional and alternative routes.

The traditional certification process, which many teachers still pursue, involves the completion of a state-approved teacher preparation program — usually through a degree program — and student teaching requirement before earning a passing score on the appropriate state-required certification exam. In Michigan, there are 32 traditional certification programs.¹⁰

Another pathway is through alternative routes to certification. Alternative certification programs enable individuals to obtain teaching credentials without completing a traditional undergraduate teaching program. While the majority of teachers still earn their certification through traditional pathways, most often through a degree program, alternative routes to certification are growing in popularity across the country and offer greater access to those from diverse backgrounds or who are entering the teaching profession later in their careers. Research affirms that teachers certified through alternative routes are more diverse than those trained through traditional pathways.¹¹ From 2012-2021, while national enrollment in traditional teacher certification programs decreased by nearly 30%, alternative certification program enrollment nearly doubled.¹² This growth in alternative route programs means that support for alternative route candidates may look different than support for traditional certification program enrollees.

In 2012, alternative programs enrolled only 12.5% of new teacher candidates nationally.¹³ By 2021, they enrolled more than a quarter of the candidate pool.¹⁴ Further, national scans show that most states offer alternative routes to certification, responding to the national trend toward these non-traditional pathways.¹⁵

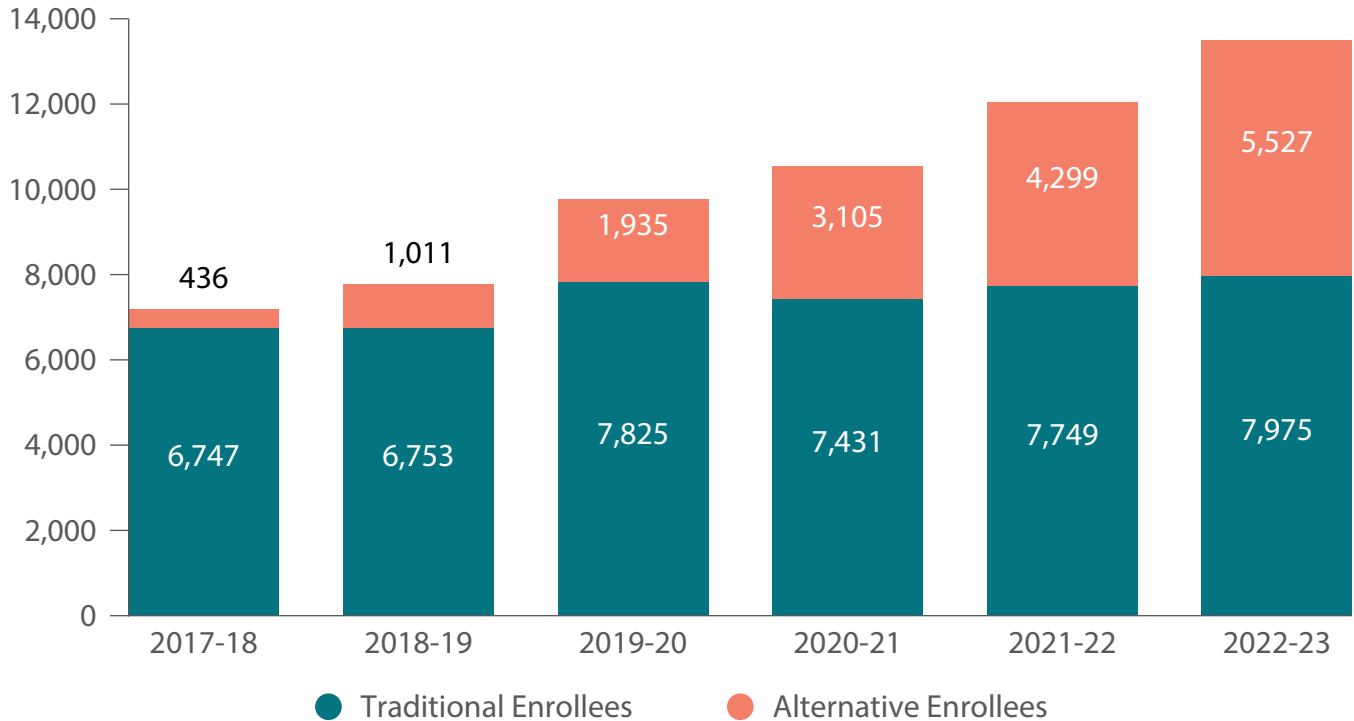
Types of Alternative Routes to Certification

Alternative routes to teacher certification offer a more flexible pathway to the classroom, and there are multiple training options available for aspiring teachers. Some programs start trainees as the teacher of record from the beginning while concurrently studying for their certification test and receiving supervision and support from building and program staff.¹⁶ Other programs, like some registered teacher apprenticeships and residencies, wait until the teacher has gone through years of training and passed their certification test before they lead a classroom on their own.¹⁷ EdTrust-Midwest considers high-quality registered teacher apprenticeships and residencies, in which program participants receive extensive, paid, and hands-on training under mentor teachers as they work toward certification, as the best practice. However, recognizing that not all programs operate under this model, it's important that any teacher certification training program offers robust support and continuous feedback loops for the teachers-in-training.



Michigan follows the national trend, as alternative routes to certification are increasingly popular. As of January 2026, there were 9 alternative programs for teacher certification in Michigan.¹⁸ Enrollment in Michigan’s alternative teacher preparation programs has increased dramatically – from under 500 individuals in the 2017-18 school year to nearly 2,000 in 2019-20.¹⁹ By 2023, just over 40% of Michigan teacher candidates were enrolled in an alternative program.²⁰ To support the growing numbers of alternative route enrollees, Michigan should ensure these aspiring teachers have the resources needed to earn their certification and be successful in the classroom.

Preparation Program Enrollment and Completion in Michigan



Source: MDE Educator Workforce Data Report from 2018 – 2023 Report Years



Innovative Initiatives to Grow and Strengthen the Teacher Workforce

Michigan has promising paths in place to grow the teacher workforce, including through alternative preparation programs that often attract a broader and more diverse group of candidates than traditional programs. Additionally, different Grow Your Own (GYO) programs across the state serve as exemplars to strengthening and diversifying the teacher workforce.²¹ In the sections ahead, we explore some of those promising paths.

★ **Apprenticeship Spotlight: Talent Together**

Talent Together provides a free route to teacher certification and includes a registered apprenticeship to obtain paid work experience.²² Talent Together prioritizes applications from current school employees without teacher certifications who work in partner districts.²³ An innovative partnership between 56 intermediate school districts in Michigan and 18 colleges and universities,²⁴ Talent Together accepted 950 individuals in their first cohort and received 2500 applications for 600 spots in its second cohort year.²⁵ Talent Together candidates are also more diverse than the current Michigan teaching pool: while only 11.3% of Michigan teachers identify as people of color, 24% of the first Talent Together cohort were people of color.²⁶ In the second cohort, 41% of participants were people of color.²⁷

★ **District Partnership Spotlight: On the Rise Academy & New Paradigm for Education**

In southeast Michigan, Detroit's On the Rise Academy recruits new teacher candidates from the local community. Seventy-five percent of participants work in Detroit Public Schools Community District (DPSCD) as paraprofessionals, attendance agents, and academic interventionists. In 2021, about 90% of On the Rise Academy candidates were teachers of color, starkly contrasting the 20% teacher of color enrollment among Michigan's traditional teacher certification program enrollment in 2022-23.²⁸ The program has also helped with the district's overall teacher shortages: DPSCD credits their dramatic improvement in teacher vacancies in part to On the Rise Academy as it facilitates a healthy pipeline of new teachers to offset retirements or resignations.²⁹

Another alternative program in Michigan operated by New Paradigm for Education, a charter school network in Detroit, offers a residency program called the Educator Development Institute (EDI) specifically focused on training teachers of color, male teachers, and international teachers for Michigan schools.³⁰ The program was created in 2021 in response to Michigan's teacher shortage, with the aim of decreasing teacher vacancies in both the New Paradigm for Education network and the broader Detroit metropolitan area.³¹ Since its inception, the Educator Development Institute has supported 49 teachers.³²

★ **University Partnership Spotlight: West Michigan Teacher Collaborative**

The West Michigan Teacher Collaborative is another program with potential to diversify the Michigan teacher workforce through a tuition-free degree at Grand Valley State University leading to a teacher certification. Current educators can also earn advanced degrees and endorsements at no cost.³³ Innovative programs like Golden Apple Scholars aim to address teacher shortages and increase teacher diversity early in the teacher preparation pipeline, by recruiting high school seniors through college sophomores to their Scholars program.³⁴



Deeper Dive: In Any Teacher Preparation Program, Support is Critical

Strong coaching and support are essential ingredients for alternative programs to be successful, according to program administrators and the teacher candidates.

That support shows up in many ways, including intensive summer institutes, classroom observations, and frequent professional development sessions throughout the academic year.³⁵

“For us, it’s giving teachers what they really need in different stages of their development, so they can stand in front of students and deliver quality instruction,” said Ralph Bland, CEO of New Paradigm for Education.³⁶

The Educator Development Institute (EDI), New Paradigm’s teacher training program, is housed directly in the school building, allowing teachers to have on-site coaching throughout their experience.

“Having a program directly entwined with the school is 100% beneficial, not only for the school, but also for the teacher as well. It shows that the school wants to invest in you, and it shows that the more that you invest into the school, the better opportunities there are for you to advance,” said Evan Morton, a first year EDI teacher candidate.³⁷

Fellow teachers in the program agree that the support is essential.

“Everything that we do, we’re supported on... And if there’s something that we are lacking on, they’re making sure that we are growing and providing us the support to grow,” said DeLauren Bradshaw, a third year EDI teacher candidate.³⁸

At On the Rise Academy, teacher candidates also receive support in many ways as they are working through their certification process. Administrators at Detroit Public Schools Community District (DPSCD), which runs the Academy, are also very intentional about where teacher candidates are placed to provide the best support.

“We don’t just place fellows anywhere. We make sure that it’s in a building where there’s a principal who really understands the model, who’s committed to their success, who’s going to make sure that they can also wrap their arms around them,” said Ben Jackson, Chief Human Resources Officer at DPSCD. “[Teacher candidates are] engaging in coaching cycles on their practice. We go out there, observe them, give them feedback, so they’re not just thrown into the wilderness. They get a ton of support.”³⁹



State Program Spotlight: Rural Credentialing Hubs

Rural communities face unique barriers in growing their teacher workforce, from housing affordability to recruiting and retaining local talent.⁴⁰ The Michigan Consortium for Addressing Rural Education Expansion and Retention (MiCareer) Resource Hub is an innovative partnership between educator preparation institutions and rural school districts that works to increase the number of qualified and credentialed educators in rural classrooms.⁴¹ MiCareer engages individuals living in rural communities who are either (1) not yet certified but have completed all or most of their educator preparation coursework, (2) hold temporary credentials, or (3) are veteran teachers certified in another state. For little to no cost to the teacher, MiCareer helps aspiring rural teachers earn the credentials and experience needed to be successful in the classroom.

Statewide Partnership Spotlight: Educator Preparation Program (EPP) Collaborative

A new initiative from educator preparation providers (EPPs) is a recognition of the multi-level, collaborative efforts it will take to address Michigan's teacher shortage. Modeled after a program in Arkansas, a state also grappling with a teacher shortage, five of the state's public universities are collaborating with the Michigan Educator Workforce Initiative (MEWI) to improve teacher preparation, recruitment, retention, and quality.⁴² Central Michigan, Eastern Michigan, Northern Michigan, and Western Michigan Universities, along with Michigan State University, who together provide at least 40% of the state's new teachers each year, will work together to become more responsive to district needs and develop more flexible and affordable pathways to the teacher profession.⁴³ MEWI will pay each university \$100,000 over two years in state-allocated funds to revitalize EPPs across the state.⁴⁴

Funding the Future: Financial Support for Teacher Preparation and Innovative Pathways

Michigan Grow Your Own (GYO) programs are funded through grants from the state and are focused on creating pathways for professionals already working in local schools, such as paraprofessionals, teacher's aides, substitute teachers, bus drivers, and other school-based staff.

Michigan's GYO program grant funding is available to partnerships between educator preparation providers and school districts, intermediate school districts, or public school academies.⁴⁵ In 2024, 162 intermediate school districts (ISDs), charter schools, and school districts across the state were awarded grant money to support their GYO programs through the Future Proud Michigan Educator program, totaling \$175 million in investment through FY 2025.⁴⁶ The intent of GYO programs is that, by focusing on individuals already working in schools, local communities can build a pipeline of individuals rooted in the community and who will be more likely to stay teaching in the district.

The state has also created many financial incentives for individuals who wish to become teachers. The MI Future Educator Fellowship program offers \$10,000 scholarships to up to 2,500 future educators each year.⁴⁷ Stipends for student teachers reduce the financial burden many potential teachers face during a critical time in their preparation, and the Future Proud Michigan Educator EXPLORE grants allow Michigan students in grades 6 through 12 to learn more about educational careers.⁴⁸

High-quality teachers are essential to achieving Michigan's goals of becoming a top 10 state for education. By investing in programs for aspiring teachers, Michigan can grow and sustain a strong and diverse teacher workforce. The time, energy, and money we put into tomorrow's teachers will have ripple effects for generations of Michigan students.

Read more for actionable policy recommendations that will strengthen Michigan's teacher preparation programs and the overall pipeline.

Policy Recommendations

Michigan is taking important steps to strengthen its teacher pipeline, yet there are additional steps policymakers and district leaders can take now to support pathways to teaching and build a strong and diverse teacher workforce that helps ensure all K-12 public school students reach their academic potential.

- 1. Increase the MI Future Educator student teaching stipend to make teacher training more affordable.**
 - Currently, state funding provides \$9,600 per semester, but it should be at least \$15,000 to keep pace with a competitive living wage based on current living wage estimates.⁴⁹
- 2. Build talent locally by continuing to support and fund Grow Your Own and apprenticeship programs.**
 - Expand high-quality student teaching apprenticeship models to include more districts across the state, using best practices to support and certify teachers before they lead a classroom.
- 3. Improve data transparency for Grow Your Own programs and alternative routes to certification.**
 - Advocate that the state requires grant recipients to report data surrounding the efficacy of the programming. Data components could include demographics of participants, participant completion rates, and percentage of participants that remained in high-needs schools for a specified duration after completion. These data would be used to identify best practices in GYO programming to ensure future funding is allocated towards programs with greater likelihood of success.

Taken together, it is clear that many individuals and organizations are intensely focused on improving the Michigan teacher workforce. Research shows that teachers are the most powerful school-based factor when it comes to student success, and with sustained efforts to grow and strengthen the teacher pipeline, there is reason to be hopeful.⁵⁰ By investing deeply and intentionally in teacher training, Michigan teacher preparation programs can repair the leaky talent pipeline and ensure that increased enrollment rates are accompanied by increased completion rates. This investment, coupled with leadership in innovative teacher certification pathways, can help to elevate Michigan to a top 10 state for education with strong teachers at the helm.



Endnotes

- 1 Opper, I.M. (2019). Teachers Matter: Understanding Teachers' Impact on Student Achievement. RAND Corporation. https://www.rand.org/pubs/research_reports/RR4312.html
- 2 DeNeal, J. & Pierce, C. (2025). Closing the Opportunity Divide: Addressing Michigan's Teacher Shortage Problem for Students Most in Need. EdTrust-Midwest. <https://midwest.edtrust.org/resource/closing-the-opportunity-divide-addressing-michigans-teacher-shortage-problem-for-students-most-in-need/>
- 3 DeNeal, J. & Pierce, C. (2025). Closing the Opportunity Divide: Addressing Michigan's Teacher Shortage Problem for Students Most in Need. EdTrust-Midwest. <https://midwest.edtrust.org/resource/closing-the-opportunity-divide-addressing-michigans-teacher-shortage-problem-for-students-most-in-need/>

Pierce, C. (2025). Hope & Hard Work Ahead: Building a Strong & Diverse Teacher Workforce for Michigan Students. EdTrust-Midwest. <https://midwest.edtrust.org/resource/hope-and-hard-work-ahead-building-a-strong-and-diverse-teacher-workforce-for-michigans-students/>
- 4 Michigan Department of Education. (2023). Preparation: Enrollment. Educator Workforce Data Report. <https://www.michigan.gov/mde/services/ed-serv/educator-workforce-research/educator-workforce-data-report>

Data was analyzed by EdTrust-Midwest in 2025, but data was used from the most recent report year available, which reflects data from the 2022-2023 academic year.
- 5 Kilbride, T., Rogers, S., Powell, T., & Moriarty, J. (2026). Michigan Teacher Shortage Study: 2026 Report. Education Policy Innovation Collaborative. <https://epicedpolicy.org/michigan-teacher-shortage-study-2026-report/>
- 6 Kilbride, T., Rogers, S., Powell, T., & Moriarty, J. (2026). Michigan Teacher Shortage Study: 2026 Report. Education Policy Innovation Collaborative. <https://epicedpolicy.org/michigan-teacher-shortage-study-2026-report/>
- 7 U.S. Department of Education, National Center for Education Statistics. (2024). Number and percentage distribution of persons who were enrolled in and who completed a teacher preparation program, by program type: Academic years 2012-13 through 2020-21. https://nces.ed.gov/programs/digest/d23/tables/dt23_209.02.asp
- 8 U.S. Department of Education, National Center for Education Statistics. (2022). Number and percentage distribution of persons who were enrolled in and who completed a teacher preparation program, by program type and state or jurisdiction: Academic year 2019-20. https://nces.ed.gov/programs/digest/d23/tables/dt23_209.05.asp

Michigan Department of Education. (2023). Preparation: Enrollment. Educator Workforce Data Report. <https://www.michigan.gov/mde/services/ed-serv/educator-workforce-research/educator-workforce-data-report>
- 9 Ackley, M. (2023). Michigan is Making Progress in Responding to the Teacher Shortage. Michigan Department of Education. <https://www.michigan.gov/mde/news-and-information/press-releases/2023/06/27/michigan-is-making-progress-in-responding-to-the-teacher-shortage>
- 10 Michigan Department of Education. (2025). Directory of Educator Preparation Providers and Programs. <https://mdoe.state.mi.us/moecs/ProPrepProviders.aspx#/>

The count of traditional teacher prep programs includes Siena Heights University, which is closing at the end of the 2025-2026 academic year.
- 11 Rogers, S. & Kilbride, T. (2024). The Shifting Landscape of Alternative-Route Teacher Certification in Michigan. Education Policy Innovation Collaborative. <https://epicedpolicy.org/the-shifting-landscape-of-alt-route-teacher-certification-in-mi/>
- 12 U.S. Department of Education, National Center for Education Statistics. (2024). Number and percentage distribution of persons who were enrolled in and who completed a teacher preparation program, by program type: Academic years 2012-13 through 2020-21. https://nces.ed.gov/programs/digest/d23/tables/dt23_209.02.asp
- 13 U.S. Department of Education, National Center for Education Statistics. (2024). Number and percentage distribution of persons who were enrolled in and who completed a teacher preparation program, by program type: Academic years 2012-13 through 2020-21. https://nces.ed.gov/programs/digest/d23/tables/dt23_209.02.asp
- 14 U.S. Department of Education, National Center for Education Statistics. (2024). Number and percentage distribution of persons who were enrolled in and who completed a teacher preparation program, by program type: Academic years 2012-13 through 2020-21. https://nces.ed.gov/programs/digest/d23/tables/dt23_209.02.asp

- 15 Holston, S. (2020). NCTQ Databurst: State Oversight of Alternate Routes into Teaching. National Council on Teacher Quality. https://www.nctq.org/dmsView/NCTQ_Databurst_State_Oversight_of_Alternate_Routes_into_Teaching_Dec2020
 - 16 Michigan Teachers of Tomorrow. How to become a teacher in Michigan. <https://www.teachersoftomorrow.org/michigan/>
 - 17 Kriha, N., George, D., Feinstein, J., & Skubel, A. (2025). Building Futures: Strengthening the Educator Workforce Through Teacher Apprenticeships. EdTrust. <https://edtrust.org/rti/building-futures-strengthening-the-educator-workforce-through-teacher-apprenticeships/>
 - 18 Michigan Department of Education. (2024). Directory of Educator Preparation Providers and Programs. <https://mdoe.state.mi.us/moecs/ProPrepProviders.aspx>
 - 19 Michigan Department of Education. (2023). Educator Workforce Data Report. <https://www.michigan.gov/mde/services/ed-serv/educator-workforce-research/educator-workforce-data-report>
 - 20 Michigan Department of Education. (2023). Educator Workforce Data Report. <https://www.michigan.gov/mde/services/ed-serv/educator-workforce-research/educator-workforce-data-report>
 - 21 Moriarty, J., Burns, J., & Okoro, C. (2025). Grow Your Own Teacher Initiatives in Michigan At-A-Glance. Education Policy Innovation Collaborative. <https://epicedpolicy.org/gyo-teacher-initiatives-in-mi-at-a-glance/>
 - 22 Michigan Department of Education. (2024). Successful Initiatives That Have Reduced Teacher Shortage Hailed at East Lansing Event. Press Release. <https://www.michigan.gov/mde/news-and-information/press-releases/2024/09/06/successful-initiatives-that-have-reduced-teacher-shortage-hailed-at-east-lansing-event>
 - 23 Talent Together. FAQs. <https://mitalenttogether.org/f-a-q/>
 - 24 Talent Together. About. <https://mitalenttogether.org/about/>
 - 25 Bennett, C. (2024). Talent Together Program Seeks More Funds as Teacher Applications Rise. Talent Together. <https://mitalenttogether.org/news/michigan-responds-to-teacher-shortage-with-talent-together-initiative-2/>
 - 26 Center for Educational Performance and Information. (2025). Staffing Count Report. Accessed 19 December 2025. <https://www.mischooldata.org/staffing-count/>
- Garica, R., Chapman, D., & Harmala, M. (2025). Update on Selected Diversity, Equity, and Inclusion Efforts at MDE. Michigan Department of Education. <https://www.michigan.gov/mde/-/media/Project/Websites/mde/State-Board/Meeting-Minutes/2025/January/ITEM-H---PPT---Update-on-Selected-Diversity-Equity-and-Inclusion-Efforts-at-MDE.pdf>
- 27 Garica, R., Chapman, D., & Harmala, M. (2025). Update on Selected Diversity, Equity, and Inclusion Efforts at MDE. Michigan Department of Education. <https://www.michigan.gov/mde/-/media/Project/Websites/mde/State-Board/Meeting-Minutes/2025/January/ITEM-H---PPT---Update-on-Selected-Diversity-Equity-and-Inclusion-Efforts-at-MDE.pdf>
 - 28 Higgins, L. (2021). New Detroit Program Puts Support Staff on The Fast Track to Become Teachers. Chalkbeat Detroit. <https://detroit.chalkbeat.org/2021/10/13/22725117/detroit-schools-alternative-teacher-certification-classroom-dpscd>
- Michigan Department of Education. (2023). Preparation: Enrollment. Educator Workforce Data Report. <https://www.michigan.gov/mde/services/ed-serv/educator-workforce-research/educator-workforce-data-report>
- 29 B. Jackson (personal communication, January 29, 2026)
- Burch, B., Miller, W., & Pogodzinski, B. (2025). Teacher Recruitment, Retention, and Racial Composition in Detroit. Detroit Partnership for Education Equity & Research. <https://detroitpeer.org/wp-content/uploads/2025/01/Teacher-Mobility-Brief.pdf>- 30 Ackley, M. (2021) MDE Approves Second Licensure Program to Provide Alternative Route to Teacher Licensure. <https://www.michigan.gov/mde/news-and-information/press-releases/2021/05/06/mde-approves-second-program-to-provide-alternative-route-to-teacher-licensure>
- 31 R. Bland (personal communication, January 22, 2026)

Ackley, M. (2021) MDE Approves Second Licensure Program to Provide Alternative Route to Teacher Licensure. <https://www.michigan.gov/mde/news-and-information/press-releases/2021/05/06/mde-approves-second-program-to-provide-alternative-route-to-teacher-licensure>

 - 32 A. Johnson (personal communication, January 22, 2026)

- 33 Bailey-Boorsma, J. (2023). Kent, Ottawa and Muskegon ISDs join forces to recruit and retain teachers. School News Network. <https://www.schoolnewsnetwork.org/2023/09/27/kent-ottawa-and-muskegon-isds-join-forces-to-recruit-retain-teachers/>
- 34 Golden Apple Scholars Program in Michigan. Golden Apple. <https://www.goldenapple.org/scholars-michigan>
- 35 R. Bland (personal communication, January 22, 2026)
B. Jackson (personal communication, January 29, 2026)
- 36 R. Bland (personal communication, January 22, 2026)
- 37 E. Morton (personal communication, January 22, 2026)
- 38 D. Bradshaw (personal communication, January 22, 2026)
- 39 B. Jackson (personal communication, January 29, 2026)
- 40 Michigan Education Association. (2024). Educator housing initiative launches in Northern Michigan. <https://mea.org/educator-housing-initiative-launches-in-northern-michigan/>
- 41 MiCareer Rural Education. (Accessed 16 January 2026). <https://www.micareer.net/>
- 42 Kozlowski, K. (2026). Five universities collaborate to address Michigan teacher shortage. Bridge Michigan. https://bridgemi.com/talent-education/five-universities-collaborate-to-address-michigan-teacher-shortage/?utm_source=Bridge+Michigan&utm_campaign=7cdccdf9ad-Education+Watch+01%2F23%2F2026&utm_medium=email&utm_term=0_c64a28dd5a-7cdccdf9ad-83139412
- 43 Kozlowski, K. (2026). Five universities collaborate to address Michigan teacher shortage. Bridge Michigan. https://bridgemi.com/talent-education/five-universities-collaborate-to-address-michigan-teacher-shortage/?utm_source=Bridge+Michigan&utm_campaign=7cdccdf9ad-Education+Watch+01%2F23%2F2026&utm_medium=email&utm_term=0_c64a28dd5a-7cdccdf9ad-83139412
Michigan Educator Workforce Initiative. What is the Educator Preparation Program (EPP) Collaborative? <https://www.miedworkforce.org/epp-collaborative>
- 44 Kozlowski, K. (2026). Five universities collaborate to address Michigan teacher shortage. Bridge Michigan. https://bridgemi.com/talent-education/five-universities-collaborate-to-address-michigan-teacher-shortage/?utm_source=Bridge+Michigan&utm_campaign=7cdccdf9ad-Education+Watch+01%2F23%2F2026&utm_medium=email&utm_term=0_c64a28dd5a-7cdccdf9ad-83139412
- 45 Michigan Department of Education. Frequently Asked Questions and Clarifications. <https://www.michigan.gov/mde/services/ed-serv/educator-recruitment/future-proudmieducator/individuals-working-in-pk12-schools/staff-grant/faq>
- 46 Michigan Department of Education. (2024). School Districts Can Help Grow Own Staff with \$175M in Funding. <https://www.michigan.gov/mde/news-and-information/press-releases/2024/10/03/school-districts-can-help-grow-own-staff-with-175m-in-funding>
- 47 MI Student Aid. MI Future Educator Fellowship. <https://www.michigan.gov/mistudentaid/programs/new-programs-for-future-educators/mi-future-educator-fellowship>
- 48 Michigan Department of Education. (2026). MI Future Educator Stipend. <https://www.michigan.gov/mistudentaid/programs/new-programs-for-future-educators/mi-future-educator-stipend>
Michigan Department of Education. Future PME Explore. <https://www.michigan.gov/mde/services/ed-serv/educator-recruitment/future-proudmieducator/explore>
- 49 Michigan Department of Education. (2026). MI Future Educator Stipend. <https://www.michigan.gov/mistudentaid/programs/new-programs-for-future-educators/mi-future-educator-stipend>
Living Wage Calculator. (2025). Living Wage Calculation for Michigan. <https://livingwage.mit.edu/states/26>
\$15,000 per semester recommendation is based on Michigan's living wage estimate of \$20.97 per hour for a single adult with no children. For an individual working 40 hours a week for 9 months (the typical academic year), they would earn approximately \$30,000.
- 50 Opper, I.M. (2019). Teachers Matter: Understanding Teachers' Impact on Student Achievement. RAND Corporation. https://www.rand.org/pubs/research_reports/RR4312.html