



### Overview of Education Workforce Report (Sec. 27f)

The Michigan Alliance for Student Opportunity, formerly the Middle Cities Education Association, in partnership with Public Policy Associates (PPA), is conducting analysis of Michigan’s education workforce. PPA, along with researchers from Michigan State University and the University of Michigan, will investigate current challenges facing the education workforce with the goal of sharing recommendations for policy and practice. This project is funded through an appropriation in Michigan’s FY 2023 budget. The research will be led by Drs. Nathan A. Burroughs (P5PA), Chris Torres (U of M), Daniel J. Quinn (PPA), Dirk F. Zuschlag (PPA), and Jacqueline Gardner (MSU’s Office of K-12 Outreach).

#### WHAT: Understand the Michigan Education Workforce and Identify Short-Term and Long-Term Solutions

The overarching goal of this proposed study is to understand whether and how districts and schools across the state have experienced and responded to education workforce challenges. Through a systematic analysis we hope to describe strategies for stabilizing the education workforce in the short term and to inform long-term structural local staffing reforms that will better support students’ academic, social, emotional, and mental health needs. Our data collection will include:

- Brief surveys and follow-up interviews with district administrators, principals, and substitute teachers across the state.
- Case studies with partner districts, which may include an analysis of workforce data alongside interviews with teachers, administrators, and education support professionals.

#### Step 1 of the Study: School District Surveys and Interviews

Over the next few months, district superintendents and human resources directors will receive a short, 15-minute survey that asks for their perceptions of the Michigan education workforce. It is crucial to collect as many responses as possible. We ask that you complete the survey upon receipt of it. The research team may be in contact with you about the potential for follow-up interviews with you or others in your district, such as teachers, building administrators, and support professionals. These interviews should take no longer than 45 minutes.

#### USE: How Will This Research be Used?

Although anecdotal data suggests that leaders and educators are experiencing significant staffing challenges with hiring and workforce shortages, your participation in this study will allow us to describe the trends and patterns we see across the state more systematically to better identify policy options that can address educator workforce issues and how best to build and sustain the workforce to better serve students and families.

#### HOW: A Rigorous Analysis of Michigan’s Education Labor Market

This project is committed to investigating the entire educator labor market, including teachers, substitute teachers, administrators, and support personnel. To do so, this project will use surveys and targeted interviews of teachers, school principals, and district superintendents and human resources directors. Additionally, this study will analyze a selection of district-level personnel data from school districts that have faced the largest decline in candidates and face the greatest burdens filling gaps. A comprehensive scan and review of educator workforce policies in other states will also be considered.



## CONTACT

If you have any questions or concerns about this research, please feel free to contact PPA's Director for Education Policy who is managing this study, Dr. Daniel J. Quinn ([dquinn@publicpolicy.com](mailto:dquinn@publicpolicy.com)) or (202) 854-8077. The other researchers working on this project can also be contacted by email: Dr. Nathan Burroughs ([nburroughs@publicpolicy.com](mailto:nburroughs@publicpolicy.com)), Dr. Chris Torres ([chtorres@umich.edu](mailto:chtorres@umich.edu)), Dr. Dirk Zuschlag ([dzuschlag@publicpolicy.com](mailto:dzuschlag@publicpolicy.com)), and Dr. Jacqueline Gardner ([swans126@msu.edu](mailto:swans126@msu.edu)).