



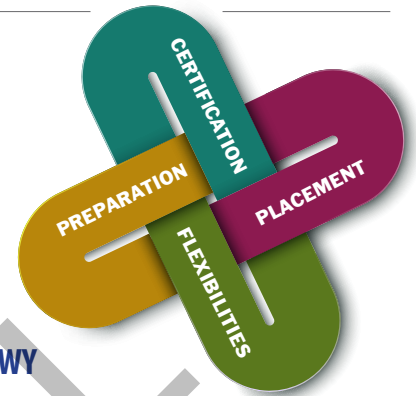
# Appropriate Placement

USING MICHIGAN'S RE-ENVISIONED STAFFING SYSTEM

In an effort to improve the quality of our educational system, Michigan has changed the way it prepares and certifies educators. By narrowing endorsements, focusing on differentiated supports and emphasizing connections to students through real-world experiences, educators will be able to better meet the needs of the whole child.

At the same time, Michigan is experiencing a critical, wide-spread educator workforce shortage. The revised preparation and certification structure comprises only part of a comprehensive staffing system. With the addition of flexible and innovative options for placement and growth, Michigan can address both quality and quantity.

For more detailed information, watch our 12-min. video: <https://youtu.be/vho84qRP5WY>



## PK-12 APPROPRIATE PLACEMENT GUIDELINES

- A certified teacher may always teach in the grade range and content area listed on their valid Michigan certificate.
- He/she may also be appropriately placed to teach, without the requirement of a permit, in accordance with the following expanded structure.

	B-K	PK-3	3-6	5-9	7-12	PK-12
<b>Ideal Placement</b>	Early childhood & Kindergarten	All subjects self-contained*	All subjects self-contained* and/or Departmentalized (ELA, math, science & social studies)	Endorsed content area(s) (ELA, math, etc.)	Endorsed content area(s) (ELA, math, etc.)	Endorsed content area(s) (music, arts, PE, etc.)
<b>Also Appropriate Placement</b>	N/A	May also teach grades 3-6	May also teach grades K-3 (not Early Childhood)	All subjects self-contained*	All subjects self-contained* and/or Grade 6 endorsed content area(s)	N/A

\*One teacher provides the majority of instruction to the same group of students within the grade range specified on their certificate.

### ➤ Micro-Districts

Although following the recommendations for ideal placement above is always the goal, in this time of shortage, districts that qualify as a "micro-district" do not have limitations on placement and are not required to obtain permits, as long as teachers hold valid Michigan certificates.

There are two options for district eligibility: classification as Rural: Remote in the Educational Entity Master (EEM) or having fewer than 100 students in one of the previous three fall counts.

### mi-cro-dis-trict:

**District EEM classification of Rural: Remote.**  
-OR-  
**District with fewer than 100 students.**

NOTE: Microdistrict flexibility does not apply to programs with specific requirements for funding (i.e., special education, CTE).

## FLEXIBILITY AND INNOVATION

Districts may also use permits, authorizations and approvals to support innovative recruitment, retention and professional growth efforts. These tools assist districts with both short-term fixes and long-term solutions to staffing challenges, while providing valuable data to inform our system and keep students safe. More information about MDE permits, authorizations and approvals may be found by visiting the Office of Educator Excellence's website at: <http://bit.ly/2JwDeht>.

Every Michigan educator must hold a valid Michigan certificate or permit BEFORE their first day of employment.

Certificates are valid for 5 years. Permits are valid for only 1 year.

MDE offers a multitude of permits and authorizations to expand flexibility and assist districts in covering needs, including daily, expert and other full-year options.