

Your Future is Waiting for YOU!

TalentTogether

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.MItalenttogether.org
to learn more!



How does Talent Together work?

- 1 Individuals wishing to become Talent Together candidates can submit an interest form at www.MItalenttogether.org. Talent Together will notify interested individuals once the program application officially opens (in mid-May).
- 2 With personalized support from Talent Together staff, accepted applicants will enroll in a Talent Together partner degree or certification program through a partnering college or university.
- 3 Candidates will complete required coursework while working full-time - and earning a wage - in a school in their own communities.
- 4 While finishing certification courses, most candidates will become an apprentice teacher for one year, working in a classroom alongside an experienced mentor teacher. Those already in teaching roles under permits will receive intensive, job-embedded supports.



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:

- **Paraeducators** who have yet to complete their bachelor's degree
- **Substitute teachers** who have a bachelor's degree and still need to earn certification
- **Parents and community members** interested in teaching as a career
- **Professionals** who wish to change careers

Program Benefits:

- **FREE** degree and certification from an **accredited and approved Michigan Educator Preparation Program**
- **Earn an income and full benefits** while working in a Talent Together district and taking coursework
- **Rigorous, on-the-job training** and mentorship from experienced educators
- **Flexible, comprehensive guidance** to support success in the program

TalentTogether

Don't wait! Your future is waiting for you!
Learn more by visiting
www.MItalenttogether.org!

Talent Together does not discriminate on the basis of race, color, national origin, sex (including sexual orientation or sexual identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities.

Talent Together

Frequently Asked Questions



Eligibility, Application Process, and Cost

Who is eligible to apply for Talent Together?

In partnership with several Michigan Department of Education (MDE) approved Educator Preparation Programs (EPPs), Talent Together offers different pathways to degree and teacher certification for the following aspiring teacher candidates:

- Candidates with no college credits who are interested in seeking both a degree and teacher certification.
- Candidates who have some credits toward a degree or an earned associate degree and are interested in completing their bachelor's degree and seeking initial teacher certification.
- Candidates who have a bachelor's degree and are interested in seeking initial teacher certification.

Which districts and schools are included in the Talent Together consortium?

Talent Together is a consortium of 48 Intermediate School Districts (ISDs) and Regional Education Service Agencies (RESAs) serving over 1.1 million Michigan students. All school districts and charter schools served by Talent Together ISDs and RESAs can participate in Talent Together. Visit www.MItalenttogether.org to see if there is a partner district near you.

Are non-school employees eligible to apply?

Yes, non-school employees are eligible to apply, though the consortium will prioritize applications from candidates who are currently employed by Talent Together districts and schools, including Great Start Readiness Programs at community-based organizations within a participating intermediate school district.

What is the cost to participants?

There will be no cost to apply or enroll in the program. All costs associated with the program including tuition, fees and materials will be covered for accepted candidates.

I am currently enrolled in another degree and/or teacher certification program. Am I able to transfer to a Talent Together program?

Transfer candidates will be reviewed on a case-by-case basis and may be eligible for one of Talent Together's degree and/or certification programs. If you are interested in being considered for transfer from another program, please email info@MItalenttogether.org before applying.

Application and Selection Process

When does Talent Together's application open?

Talent Together's pre-application is now open. The pre-application is the first step in the participant selection process. The application can be found at www.MItalenttogether.org.

How are participants selected into the program?

Candidates will begin the selection process by submitting the pre-application, including submission of a recommendation form from a Talent Together school or district administrator (for current school district employees). Talent Together staff will screen applications to ensure candidates meet the minimum requirements for at least one of the consortium's partner college/university programs. From there, candidates will participate in an interview with consortium and intermediate school district staff. Once accepted into Talent Together, Success Navigators will support candidates through the application process to identify the college/university program that best meets their needs.

What are the eligibility requirements for Talent Together?

Eligibility requirements vary by pathway and Educator Preparation Program. At a minimum, a candidate must have a high school diploma to be eligible for participation in a Talent Together program. Educator Preparation Programs typically have minimum grade point average requirements for admission into their programs. During the Talent Together application process, Success Navigators will also work with ineligible candidates to create a support plan that addresses gaps in eligibility (e.g., missing coursework).

If I am currently employed by a Talent Together school district, am I guaranteed admission into the program?

Talent Together's goal is to support current employees to find an appropriate, right-fit pathway into the teaching profession. Consortium-based Success Navigators will support candidates through the application process to help candidates identify the pathway and programs that are the right fit for each individual to increase the likelihood of acceptance. Because eligibility requirements vary by Educator Preparation Program provider, admission into a Talent Together program is not guaranteed.



Coursework and Mentorship

Who are Talent Together's Educator Preparation Program partners?

Talent Together is currently partnered with 9 colleges and universities located all across the state, including: Adrian College, Alma College, Aquinas College, Central Michigan University, Davenport College, Lake Superior State University, Northern Michigan University, University of Michigan – Flint, and Western Michigan University. The consortium anticipates expanding college/university EPP partnerships in the future.

What if participants do not live near one of Talent Together's partner EPPs?

All Talent Together programs provide online or hybrid coursework options to ensure Talent Together individuals across the state can participate.

How will participants be trained, coached, and mentored?

Most Talent Together participants who are seeking initial certification will participate in a Registered Apprenticeship Program that uses a “learn and earn” model of preparation. Though course requirements will be based on the number of credits a participant has towards a bachelor's degree and will vary by college/university Educator Preparation Program, all candidates will have opportunities to earn credit for prior learning experiences and will earn credit for their work in school-based roles. During the final year of training, participants will become “Apprentice Teachers” and co-teach with experienced mentor teachers to demonstrate program standards before becoming fully certified.

Non-certified candidates already working in teaching positions on permits (as long-term substitutes or teachers of record) will participate in differentiated training experiences that may allow them to remain in the substitute or teacher of record role while teaching.

Talent Together participants will receive extensive support from consortium-based staff and Talent Together teacher leaders including job-embedded coaching. As participants demonstrate proficiency in program competencies, will have opportunities for advancement, including financial incentives.

What additional support will Talent Together provide to participants?

In addition to the job-embedded support outlined above, Talent Together participants will receive extensive, wrap-around support to ensure success in the program. Participants will co-create Michigan Test for Teacher Certification (MTTC) study plans that include enrollment in an MTTC prep course. Participants will be placed in cohorts to ensure they can develop meaningful and supportive and success.

Applicants with diverse identities and life experiences are strongly encouraged to apply. Dedicated opportunities will be available to diverse participants to help build a sense of community, inclusion and belonging in the teaching profession and their schools.

Certification

In what areas can participants earn certification?

The following endorsements can be pursued through one of Talent Together's participating Educator Preparation Program partnerships:

- Elementary Education including options to earn endorsements in:
 - Early Childhood General and Special Education (Birth to Kindergarten)
 - Lower Elementary (Pre-Kindergarten to 3rd grade)
 - Upper Elementary (3rd-6th grade)
- English as a Second Language
- Special Education (Kindergarten-12th grade) including endorsements in:
 - Autism
 - Cognitive Impairment
 - Emotional Impairment
 - Learning Disabilities
- Secondary Certification Areas (7th-12th grades)
 - Secondary Integrated Science
 - Secondary Mathematics

Employment

Will I be required to leave my current school or district-based role to participate in Talent Together?

Talent Together participants are required to be working in school or district-based instructional roles or (for candidates seeking early childhood education certification) in community-based Great Start Readiness Programs within a participant Intermediate School District region for most of their programming. Applications will be accepted from people who are not currently employed in a school system.

Are Talent Together participants guaranteed a teaching job?

Talent Together participants who successfully complete all coursework and other program requirements will be guaranteed a teaching position. If a position is not available in a participant's host school or district, the participant will be eligible for teaching positions at other Talent Together districts.

Once hired as teachers, are participants required to remain at their Talent Together host school for a certain number of years?

Yes, Talent Together participants are required to commit to teaching in their host school or district for at least 5 years.

Talent Together does not discriminate on the basis of race, color, national origin, sex (including sexual orientation or sexual identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities, including employment opportunities.