



DATE OF MEETING: January 24, 2024

TIME OF MEETING: Immediately following organizational meeting

PLACE OF MEETING:

Renaissance Center – Greco Room on Level 4

400 Renaissance Drive

Detroit, Michigan 48243

Regular Meeting of the Talent Together Board

- I. Call to Order
- II. Consent Agenda
- III. Approval of Minutes (Placeholder for next meeting)
- IV. Hearing of Citizens Present
- V. Reports, Recommendations of Talent Together Executive Director
- VI. Informational Items
- VII. Financial Items
- VIII. New Business
 - A. Acceptance of Macomb ISD
 - B. Identification of At-Large Members
 - C. Scope of Work with MEWI
 1. Relationship with board of directors
- IX. MEWI Report
 - A. Communications/Funding/Programmatic/Strategic Decisions
 1. Expansion of University Partnerships
 2. Expansion of Programmatic Offerings: social work, school psych, CTE
 3. Executive Director Role
 - a) Timeline
 - b) Evaluation
 - c) Transition
 - d) Reporting Structure
- X. Adjournment

Michigan Educator Workforce Initiative - Talent Together Scope of Work DRAFT

This document outlines a proposed Scope of Work (SOW) for Michigan Educator Workforce Initiative's (MEWI) continued partnership with Talent Together.

Between October 2023 and December 2024*, MEWI will provide staff/financial support focused on the following priorities.

- 1.) Provide strategic direction and advising on Talent Together's launch, expansion, and sustainability.
- 2.) Oversee and manage the program and operational work of the Talent Together staff until a long-term Executive Director is hired and onboarded.
- 3.) Provide ongoing technical assistance and design expertise.

Staff and Financial Support	Activities	Key Deliverables
<ul style="list-style-type: none"> • MEWI staff capacity • Marketing and Communication vendor support contracted through Lambert • Public relations support 	<p>MEWI will provide strategic direction and advising focused on:</p> <ol style="list-style-type: none"> 1. Finance and sustainability, including development of a braided funding strategy that ensures Talent Together's long-term sustainability and impact. 2. Talent Together Board vision casting and training, including: <ol style="list-style-type: none"> a. Board orientation, onboarding, and training to ensure Board members have relevant historical context b. Individualized support for the Board chair in outlining Board decisions, committee work, and priorities c. Support in coordinating the work of Talent Together's Board and Marquette Alger RESA Board d. Support in determining structures to align Talent Together program design with ISD led initiatives and priorities 3. External stakeholder and partner engagement, 	<p>Finance and Sustainability</p> <ul style="list-style-type: none"> • Talent Together 3-year strategic plan, including braided funding strategy <p>Board Management & Training</p> <ul style="list-style-type: none"> • Meeting materials • Communications <p>Marketing and Communications</p> <ul style="list-style-type: none"> • Public relations materials, including press release and media materials • Email newsletters <p>Program Expansion</p> <ul style="list-style-type: none"> • Concept paper/strategic plan for expansion to other professions and certification areas

	<p>including Interim management of Talent Together's most critical partners, including the Department of Labor, Michigan Department of Education, colleges and universities, education associations, and REACH University/CRAFT</p> <ol style="list-style-type: none"> 4. Marketing and communications, including financial support and strategic management to expand and refine Talent Together's current marketing and communications resources. 5. Leading the exploration of additional content areas/certifications for Talent Together, such as school psychologists or social workers. 	
2.) Oversee and manage the programmatic and operational work of the Talent Together staff until a permanent Executive Director is hired and onboarded.		
Staff and Financial Support <ul style="list-style-type: none"> ● MEWI staff capacity, including <ul style="list-style-type: none"> ○ Becca Tisdale as Interim Executive Director ○ MEWI Program Directors to coach and build capacity of various Talent Together Management Team (MT) members ○ Other MEWI team members as required for Talent Together's success ● Financial support of Talent Together's Diversity, Equity, Inclusion, and Belonging (DEIB) initiatives through external vendor/expert support ● Financial support of various in-person convenings and other staff culture building activities 	Activities <p>MEWI will oversee and manage the programmatic and operational work of the Talent Together team through the following core activities:</p> <ol style="list-style-type: none"> 1. Becca Tisdale will act as the Interim Executive Director until a permanent Executive Director is hired. <ol style="list-style-type: none"> a. Oversee the Talent Together team, including direct management and evaluation of the Senior Director of Finance and Operations (1), Project Director (1) Regional Program Directors (5), Lead Success Navigator (1), Director of Instruction (1) b. Provide regular progress updates to the Talent Together Board and key stakeholders c. Liaise with Marquette Alger RESA leadership to ensure effective fiscal and personnel management d. Oversee and manage relationships with Talent Together's post-secondary institution partners <p>In the Interim Executive Director role, Becca will report to and be evaluated by the Talent</p>	Key Deliverables <p>Strategy and Accountability</p> <ul style="list-style-type: none"> ● Quarterly board reports and materials ● Monthly status updates on progress towards Talent Together's Objectives and Key Results ● Other reports and deliverables as determined by the board <p>Staff Management and Development</p> <ul style="list-style-type: none"> ● Staff performance management system and manual, including goal-setting and progress monitoring documents ● Structures and templates for staff management and engagement, including meeting agendas/materials, protocols, and routines ● End-of-Year staff audit to assess the Talent Together organizational structure, including recommendations for staff structure changes for year 2 ● Coaching plans, including measurable goals and progress reports for key Management Team members ● Staff Professional Development scopes and sequences, including role-specific onboarding and development session materials and a staff DEIB learning agenda

	<p>Together Board</p> <p>2. MEWI Program Directors will provide coaching and capacity building support to Talent Together Management Team (MT) members</p>	<p>Program Design and Expansion</p> <ul style="list-style-type: none"> • Post-secondary institution (PSI) expansion plan • Registered Apprenticeship Program expansion plan <p>Internal Operations</p> <ul style="list-style-type: none"> • Systems adoption and launch plans, including staff training materials and manuals • Internal staff operations manual, including internal staff policies and procedures • Teacher Leader Facilitator and Success Navigator “Playbooks” that operationalize the work of Talent Together’s support roles <p>External Stakeholder Management</p> <ul style="list-style-type: none"> • Partnership cycle overview and routines, including those related to post-secondary institution partnerships
<p>3.) Provide ongoing technical assistance and design expertise.</p>		
<p>Staff and Financial Support</p> <ul style="list-style-type: none"> • MEWI staff capacity 	<p>Activities</p> <p>MEWI team members will provide ongoing technical assistance and program design/execution expertise through the following activities:</p> <ol style="list-style-type: none"> 1. Becca will conduct side-by-side work with the permanent Executive Director, minimally, for a period of 3-6 months, as determined jointly by the Board to build the capacity of and coach the permanent Executive Director so that the ED has the historical context and skill/knowledge development needed to lead the team and sustain the work long-term 2. External stakeholder and partner engagement, including ongoing management of Talent Together’s most critical partners, including the Department of Labor, Michigan Department of Education, education associations, and REACH University/CRAFT 	<p>Key Deliverables</p> <p>Executive Director Coaching</p> <ul style="list-style-type: none"> • Executive Director transition and coaching plan <p>External Stakeholder and Partner Engagement</p> <ul style="list-style-type: none"> • Project plan and aligned deliverables as determined jointly with the Board <p>Program Design</p> <ul style="list-style-type: none"> • Step back materials • Advisory and/or focus group materials • Additional deliverables depending on needs, based on Executive Director skillset/knowledge base

	<p>3. Facilitate program design and implementation step-backs and stakeholder engagement activities, to assess and iterate on program design and to ensure the Consortium's work is aligned to ISD-network system and ISD-led initiatives</p>	
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Talen Together

Board Update

January 2024

Content

1. Program Updates
 - a. General Progress Updates
 - b. Team/Staffing
 - c. Program Design and Expansion
2. Finance Updates
3. Cohort 2 Key Dates and Resources



Meet Justin

Educational Background	Employment History
Associates Degree	Substitute Teacher
Pathway	Certification Area
Initial Certification	K-5
District	PSI
Port Huron	Northern Michigan

“Getting my bachelors is something I always thought about but the thought of going through the financial aid process was hard. I’m married with two children so I was going to let it go... Youth have always been a priority... being able to make a career out of it is exciting!”

Via Talent Together, Michigan Leads the Country



Largest district collaboration in Michigan's history



Largest "grow your own program" nationally



Breaks the mold by offering pathways to earn a Bachelor's Degree



On track to become one of the largest Registered Apprenticeship Programs (RAPs) for teaching nationally

Talent Together Consortium Goals

Improve Educational Outcomes

Improve outcomes for Michigan students served by participants through the development of essential skills and mindsets.

Reduce Barriers

Reduce barriers to entry and persistence in the teaching field by creating flexible and accessible pathways for aspiring teachers.

Significantly Reduce Vacancies

Significantly reduce vacancies in the certification areas identified as highest-need.

Increase Educator Diversity

Increase the number of BIPOC teachers so that students can see themselves in their teachers and learn from a more diverse teacher workforce.

Increase Retention

Increase retention of novice and experienced teachers through professional learning experiences & career advancement opportunities.

Increase Economic Mobility

Increase earnings of candidates by providing paid, job-embedded opportunities to advance their careers.



Our Objectives and Key Results



Objective 1: Recruit and retain a high-quality, and diverse pipeline of participants for TT programs.



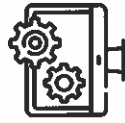
Objective 2: Provide effective and inclusive professional learning experiences for aspiring teachers, teacher leaders, and the Talent Together team.



Objective 3: In partnership with PSIs, develop innovative and barrier-free pathways into the teaching profession.



Objective 4: Create a suite of robust communication tools and resources to ensure TT's stakeholders are informed and equipped to share information about TT with their constituents.



Objective 5: Create internal and external systems that ensure quality, fiscal responsibility, sustainability, and visibility.

Our Objectives and Key Results

Objective	Key Results
<p>Objective 1: Recruit and retain a high-quality, and diverse pipeline of participants for TT programs.</p>	<ul style="list-style-type: none"> ● Progress towards certification, diversity, and locality targets ● Acceptance/enrollment rates by region/ISD ● Retention of teacher candidates of color
<p>Objective 2: Provide effective and inclusive professional learning experiences for aspiring teachers, teacher leaders, and the Talent Together team.</p>	<ul style="list-style-type: none"> ● Progress on TT Teacher Development framework ● School leader feedback on instructional quality improvements ● Teacher candidate feedback on growth
<p>Objective 3: In partnership with PSIs, develop innovative and barrier-free pathways into the teaching profession.</p>	<ul style="list-style-type: none"> ● Establishment of new pathways (eg. community college, high school) ● Teacher candidate feedback on preparedness
<p>Objective 4: Create a suite of robust communication tools and resources to ensure TT's stakeholders are informed and equipped to share information about TT with their constituents.</p>	<ul style="list-style-type: none"> ● Launch of communications "hub" ● Stakeholder feedback on communication from TT
<p>Objective 5: Create internal and external systems that ensure quality, fiscal responsibility, sustainability, and visibility.</p>	<ul style="list-style-type: none"> ● Adoption of tech platforms ● Establishment of sustainability plan

Our results so far...

\$8,595,024

Reduce barriers

Total savings our teacher candidates have experienced so far.

900+

Reduce vacancies

Aspiring teachers currently working on track to earn their degree and teacher certification.

+12.8%

Increase educator diversity

Percent greater teachers of color compared with Michigan average.

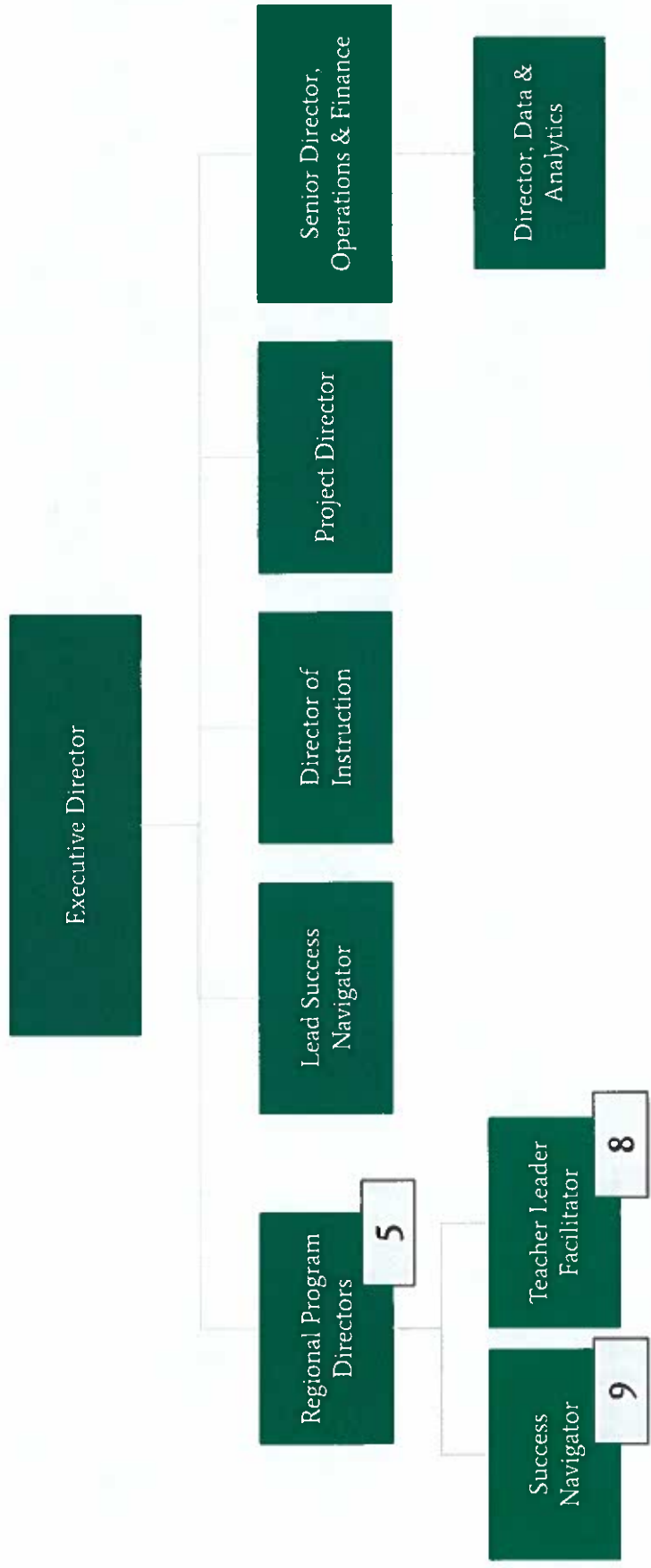
\$581,330

Improve economic mobility

Expected increased earnings a participant can expect to see if they move from a para to teacher role.

Staffing & Team Updates

Org Chart



Support Team



Success Navigator

- Identifies best fit post-secondary program
- Co-creates program plan, including MTTC study plan
- Identifies and secures wrap-around supports



Post-Secondary Program

- Deliver quality teacher preparation coursework in an accessible format at no-cost to teacher candidates



Teacher Candidate



Mentor Teacher

- Job-embedded support during apprentice year
- Model instruction and gradually release responsibilities to apprentice teacher
- Provide feedback and assess apprentices' demonstration of on-the-job competencies



Teacher Leader Facilitator

- Provide 1:1 and small group coaching
- Facilitate supplementary learning experiences for participants

Team Accomplishments - Highlights

- In addition to providing 1:1 supports to Teacher Candidates (TCs) who started in the Fall, our **Success Navigators** have conducted 130 interviews and matched 200+ TCs to programs
- Our **Teacher Leader Facilitators** have developed a series of robust training sessions for Mentor Teachers.
- Our **Strategy & Operations** team developed a comprehensive process for vetting and selecting systems to streamline our work

“I was reminded that we should be talking about not only WHAT decisions are made, but also the thought processes that led to those decisions.”

-Talent Together Mentor Teacher

Accomplishments & Staff Feedback



“Each day my onboarding experience builds my confidence in Talent Together an organization, staff, and culture that centers humanity and supports human beings with the healthiest expression of themselves. This assures me that I will be able to center the humanity of the teacher candidates, partners, stakeholders, and young people in my care. Most importantly, it restores my hope that I will be able to live in my purpose as a Talent Together Team member with ease and joy. Thank you!”



Program Design & Expansion

Post-Secondary Institutions Matching & Enrollment



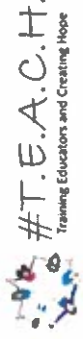
Coming Soon



Exploring Partnerships With:



FERRIS STATE UNIVERSITY

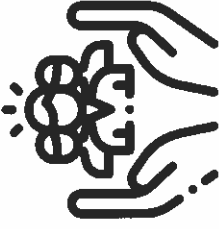


Post-Secondary Institution Partnership Guiding Principles

Our Talent Together PSI partnerships will...



Work toward the **highest quality teacher preparation** in order to ensure teacher candidates are well-prepared beginning teachers to serve the learning needs of all Michigan students.



Prioritize teacher candidate strengths, needs, and challenges in order to fully support their successful completion of certification programs.



Be **fully committed to Talent Together goals**, particularly to reduce barriers, increase retention of candidates, and increase educator diversity.

PSI Partnership 2024 Priorities

To ensure our current and future work with PSIs is in line with our PSI Partnership Guiding Principles, TT will focus on the following priorities **between January and June 2024**:

- 1.) Develop systems, processes, and routines that codify our work with PSIs so that we can establish and launch partnerships seamlessly.
- 2.) Assess the status of our current partnerships and refine partnerships and offerings to fully align with Talent Together's goals.
- 3.) Expand partnerships to include PSIs that address unmet needs and create experiences for diverse TC representation
- 4.) Secure additional partners to operate as Related Instruction Partners in Talent Together's Registered Apprenticeship Program.
- 5.) Develop innovative PSI partnerships to ensure high quality training options especially for science, math and special education endorsements.

Certification Areas

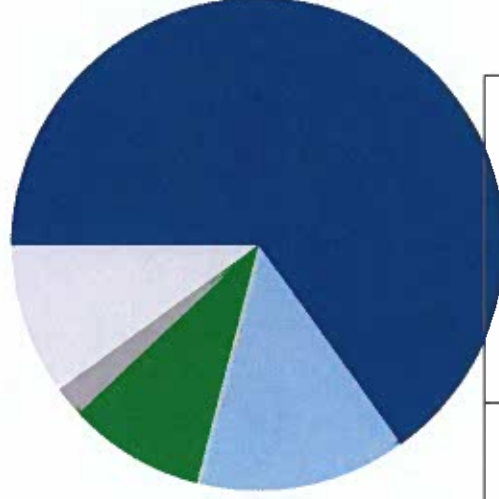
Current Certification Areas	Certifications Being Considered
<ul style="list-style-type: none"> ● Elementary Education <ul style="list-style-type: none"> ○ Early Childhood General Ed (Birth to K) ○ Lower Elementary (Pre-K to 3rd Grade) ○ Upper Elementary (3rd-6th Grade) ● English as a Second Language ● Special Education (Kindergarten-12th grade) <ul style="list-style-type: none"> ○ Autism ○ Cognitive Impairment ○ Emotional Impairment ○ Learning Disabilities ● Secondary Certification Areas (7th-12th grades) <ul style="list-style-type: none"> ○ Secondary Integrated Sciences ○ Secondary Mathematics 	<ul style="list-style-type: none"> ● School psychology ● School counseling ● School social work

Finance Update

- Tuition
- Year Round Staff
- Apprentice Allocation
- Participant Supplies
- Other

Budget

Revenue	
Y1 Allocation	\$42.3M
Y2 Allocation	\$24M
Total Allocation	\$66.3M



Major Expense Allocations

	Amount Allocated	% of Budget	YTD Spend
Tuition	\$27.3M	65%	\$151k
Year Round Staff	\$5.9M	14%	\$1.5M
Apprentice Allocation	\$3.9M	9%	\$570k
Participant Supplies	\$853k	2%	\$43k
Other (Systems, Technology, Travel)	\$4.3M	10%	\$922k

Payments

- 1) **Registered Apprenticeship Candidates**
 - Quarterly reimbursements to districts for salary, benefits and taxes
 - Q1 - Paid
 - Q2 - Receiving back from districts + currently processing
 - \$570,032.52 distributed

- 2) **Mentor Teacher Stipends**
 - Bi-annual direct to teacher stipends paid following district certifications
 - Stipend 1 - Paid
 - Stipend 2 - Certification in May, payment in June
 - \$143,500.00 distributed

- 3) **Post Secondary Institution Payments:**
 - Processing financials agreements with PSI and MARESA
 - As new PSIs join, require MARESA board approval of financial agreements
 - Currently waiting on PSI signatures and invoices - this distribution will grow significantly
 - \$151,601.45 distributed

Cohort 2

Cohort 2 - Application is Live!



Application Opened
January 15

Application Closes
March 3

Final Selection Decisions
April

Visit mitalenttogether.org for more information

Cohort 2 - Application is Live!

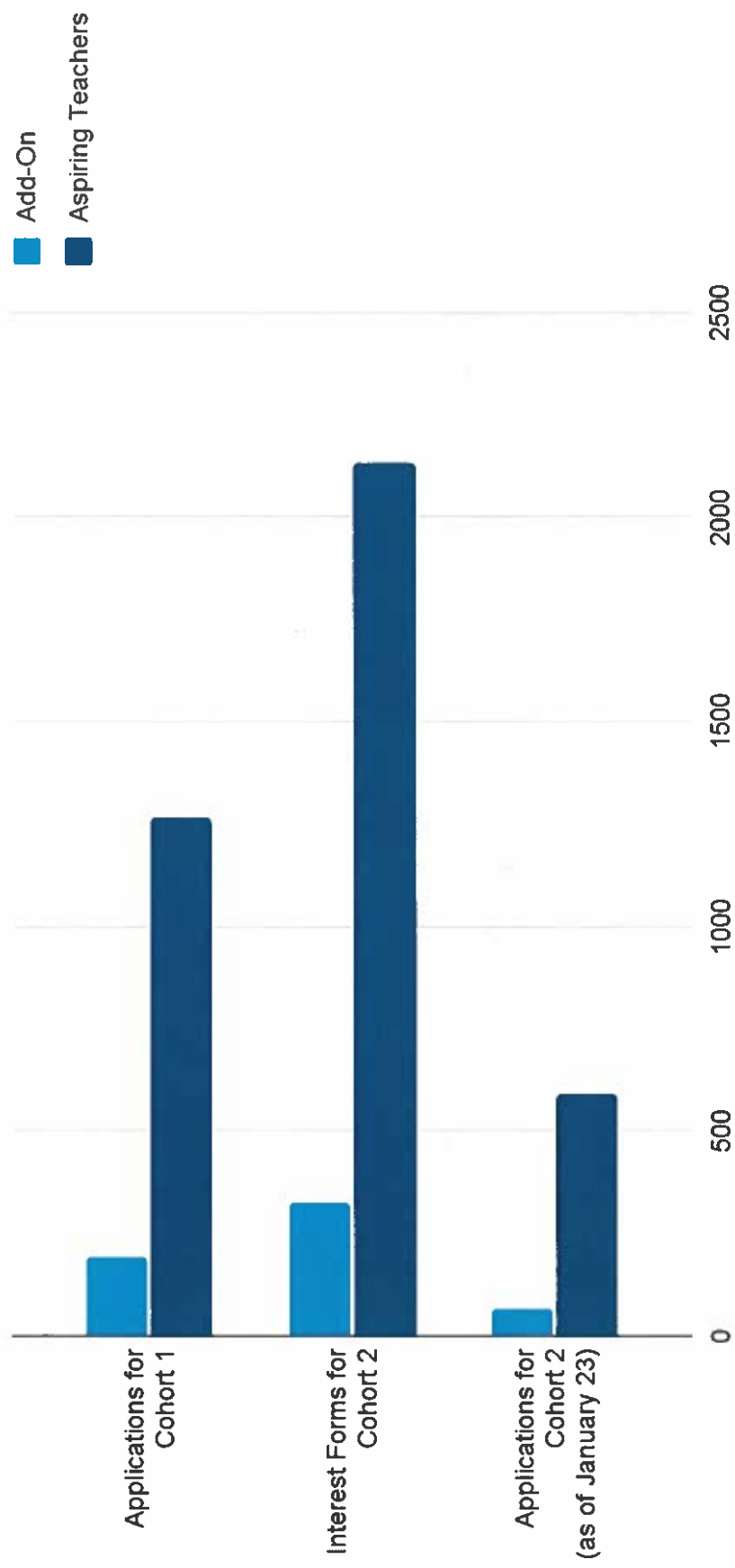
Become a certified teacher.

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

[Learn More](#)



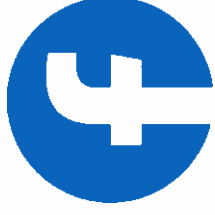
Applications & Interest Forms



Cohort 2 - Application is Live!

IT Region	Add-Ons	Aspiring	Grand Total
Mid-Michigan	13	137	150
Northern LP	16	95	111
Southeast	17	133	150
U.P.	7	50	57
West/SW	10	161	171
Unknown	2	14	16
Grand Total	65	590	655

Spread the Word!



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Please follow us and share our posts with your networks!

Questions for Feedback

What would you **keep** from today's Board update materials?

What would you **add** to future Board materials?

What would **change** about future Board materials?