



**DATE OF MEETING: January 24, 2024**

**TIME OF MEETING: 9:30 a.m.**

**PLACE OF MEETING:**

**Renaissance Center – Greco Room on Level 4**

**400 Renaissance Drive**

**Detroit, Michigan 48243**

## Organizational Meeting of the Talent Together Board

- I. Call to Order
- II. Slate of Board Officers (Chair/President, Vice-Chair/Vice President, Secretary, Treasurer)
  - A. Election of Officers
- III. Board Committees
  - A. Committee Structure and Population
    1. Finance - reviews budget, considers revenue strategies, vets significant expenditures
    2. Program - vets/recommends programmatic changes
    3. Personnel - creates/approves postings, compensation, evaluations
    4. Executive - creates agendas, sends emails, curates presentations, posts meetings, takes minutes/sends minutes, approved outward facing communications, etc.
    5. Other
- IV. Hearing of Citizens Present
- V. Board Meeting Schedule
  - A. Selection of Regular/Special Meeting Dates/Posting Designee
  - B. Posting requirements/responsibilities
  - C. Secretarial Support
    1. Remuneration for support
- VI. Appointment of Fiduciary
- VII. Appointment of Legal Counsel
- VIII. Appointment of Interim Executive Director of Talent Together
  - A. Compensation, evaluation, and reporting structure of ED



- B. Posting of Permanent ED
  - 1. Job Description
- IX. MEWI Updates
  - A. Report from MEWI
    - 1. Funding, Communications, Programmatic changes, etc.
- X. Policy Development
  - A. Legal Counsel
  - B. Reimbursement of Board Expenses
- XI. Board Relationship with Marquette-Alger RESA (e.g. approval, policy, conflict etc.)
- XII. Adjournment

# Rebecca Tisdale



## Profile

High performing leader with a versatile skill set in change management, talent strategy, program design and execution.

## Education

### Michigan State University

East Lansing, MI  
Ph.D. (coursework and preliminary exams completed)  
2009-2012

### Michigan State University

East Lansing, MI  
MA Curriculum and Teaching  
2004-2005

### Michigan State University

East Lansing, MI  
Post BA Teacher Certification (K-12 Special Education, EI)  
1998-2000

### Western Michigan University

Kalamazoo, MI  
BA Psychology  
1993-1997

## Experience

### Michigan Educator Workforce Initiative (October 2023-Present)

Partner & Vice President of Programs

- Serve on the organization's senior leadership team, working closely with CEO to set organization-wide strategy, goals, and priorities
- Lead all Program efforts, including strategy, program budget, and team management
- Serve as Interim Executive Director of Talent Together, a statewide consortium of educational service agencies working collaboratively to design and execute grow-your-pathways to educational careers

### Independent Consultant (September 2022-October 2023)

- Provided strategic advising, program design, and content expertise to various statewide talent initiatives, school districts, and national non profits

### EdNavigator (April 2022-February 2023)

- Led content design and delivery for new service delivery model; developed programs and resources to support families as they navigated complex educational systems
- Oversaw team of Lead Navigators and Navigators who provided direct support to parents through 1:1 navigation including intensive supports in college and career planning, K12 literacy/mathematics, and special education
- Served as a member of the organization's leadership team

### Detroit Public Schools Community District (February 2020-April 2022)

Executive Director, Talent Pipelines and Professional Growth • Feb 2020-April 2022

- Member of Human Resource leadership team; oversight of Talent Pipelines and Professional Growth divisions
- Collaborated cross-departmentally with Cabinet members, central office senior leaders, and school leaders to develop and execute talent and professional growth strategy
- Developed long-term strategy to expand professional learning supports, career pathways, and continuing education opportunities for instructional and non-instructional support staff members
- Designed and launched multiple grow-your-own pathways to careers in education including:
  - The state's first district-based alternative teacher certification program, On the Rise Academy: Surpassed all recruitment and diversity targets under a short timeline
  - Awarded funding from the Michigan Department of Education to launch Rise to Teach to offer multiple, fully funded pathways to degree and teaching certification for DPSCD's high school students
  - Oversight of internship and pre-service teacher program which included development of strategic partnerships with universities; increased number of university partnerships from 5 to 16 and the number of pre-service teachers from 55 to 146 in less than one year

### TNTP – Various Locations (August 2011-February 2020)

Partner • 2018-Feb 2020

- Cultivated new business, working with national philanthropic funders and school systems to provide students equitable access to a high-quality education; managed project budgets, up to \$3M annually
- Organized and managed teams with management lines of up to 20 staff members

## Key Skills

Strategic Planning  
Talent Management  
Fundraising  
Grant Writing  
Program Design  
Teacher Development  
Team Building  
Budget Management

## Additional Assets

Trained in organizational diversity, equity and inclusion

Expertise in special education

Focus on goals-based management

Recognized as exemplar manager

- Led TNTP's national Special Education and grow-your-own educator strategies
- Managed portfolio of projects nationally aimed at bringing communities together around improved educational outcomes

Site and Project Director • 2014-2018

- Designed and secured program approval from state departments of education for multiple alternative teacher preparation programs in various locations including Michigan, Illinois, and Louisiana
- Provided coaching and capacity building supports to district and school leadership teams in turnaround schools, resulting in significant student achievement gains

Site Manager • 2012-2014

- Directed Chicago Teaching Fellows' Pre-Service Training which included managing staff hiring, school partnerships, and Fellow performance management
- Managed team of 7 full-time staff members and 20 part-time staff members to execute instructional and coaching strategy towards teacher quality goals

Site Advisor • 2011-2012

- Collaborated with TNTP's executive leadership team and served as a project lead for TNTP's Fast Start pilot to revise national Teaching Fellows training model
- Advised Teaching Fellows site-based instructional staff in Chicago, Washington DC, New York City, Phoenix, Atlanta, and Indianapolis on issues related to instructional quality and staff training

### Higher Education Faculty – Various Locations

Central Michigan University (Mount Pleasant, MI) • Adjunct Faculty • 2014-present

- Design and facilitate undergraduate and graduate courses in Special Education teacher preparation

Michigan State University (East Lansing, MI and Chicago, IL) • Graduate/Research Assistant • 2009-2012

- Developed syllabi and taught undergraduate and graduate courses focused on various topics in Special Education
- Collected, analyzed, and presented data for projects on diversity, disability, and literacy topics

### K-12 Teaching Experience, Special Education – Various Location

East Lansing Public Schools (East Lansing, MI) • Behavior Focus • 2008-2009

Grand Ledge Public Schools (Grand Ledge, MI) • Self-Contained EI • 2001-2008

Kalamazoo Public Schools (Kalamazoo, MI) • Cross Categorical • 2000-2001

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## Presentations and Publications

**Invited Speaker – Inclusive Education in the United States** • Universidad Nacional, Bogota, Colombia • 2011

**Presenter – A two-year study of content area literacy in the middle grades: The ACCEL project.** • American Educational Research Association (AERA), Chicago • 2008

**Presenter – Preparing Pre-Service Teachers for Inclusive Classrooms** • Teacher Education Division (TED) of the Council for Exceptional Children, Dallas • 2008

**Presenter – ACCEL Writing Project** • American Educational Research Association, New York • 2007

## Awards and Honors

**Invited Participant – “All Means All” professional learning cohort** • National Center for Learning Disabilities • 2018-2020

**Fellowship Recipient – Diversity and Disability in the United States (DDU)** • U.S. Department of Education, Michigan State University • 2007-2011

## References

Available upon request



## **TALENT TOGETHER EXECUTIVE DIRECTOR - JOB DESCRIPTION**

### **Who We Are**

Talent Together is a consortium of 55 Intermediate School Districts (ISDs) and Regional Educational Service Agencies (RESAs). The consortium has committed to working closely together and with key partners, post-secondary institutions and Educator Preparation Programs, the Michigan Department of Education, the Department of Labor, and the Michigan Educator Workforce Initiative to design and implement a suite of programs that provide pathways into the teaching profession.

Talent Together seeks to provide equitable access and opportunity to the teaching profession by eliminating barriers and providing multiple levels of support to ensure candidates can complete a high-quality teacher preparation program. We acknowledge and respect participants' diverse identities, cultures, and traditions and create environments where participants feel a sense of belonging so that, ultimately, children across Michigan learn from a more diverse and well-prepared teacher workforce.

### **What We Do**

The Talent Together consortium has pledged to significantly increase access to the teaching profession by innovating to overcome common barriers such as the cost of coursework and the need to earn a living wage while seeking certification. By creating a Registered Apprenticeship Program that includes job-embedded coursework and comprehensive on-the-job support and learning from expert teachers, our consortium will create more opportunities for people in communities across our state, many of whom are already working and serving students in our schools, to successfully join and remain in the teaching profession.

### **What You'll Do**

The Executive Director, you will lead the Talent Together team towards ambitious goals and outcomes. You will oversee program execution and design iteration, external stakeholder engagement, and the consortium's partnerships with post-secondary institutions.

### **Who You Are**

The ideal candidate for this role:

- Is visionary and strategic. This person has demonstrated success managing a team to ambitious goals.
- Has an entrepreneurial spirit. This person enjoys working in a fast-paced environment and does not get easily overwhelmed by shifting priorities and projects.
- Is detail-oriented and a creative problem solver. This person anticipates challenges in advance and provides proactive solutions to complex problems.

- Can build trusting and authentic relationships quickly with a variety of stakeholders who have diverse life and work experiences.
- Is self-directed and independent. This person will work independently to build systems from the ground up which requires discipline and focus.
- Has excellent communication skills. This person is skilled at both written and verbal communication and can adapt communications for different audiences.
- Believes there is more than one right way for someone to be successful. This person knows that overcoming challenges in order to achieve education and career goals often involves creative problem-solving. This person believes that every candidate *can* be successful, with the right combination of customized support and advocacy.

### **Minimum Qualifications**

- Master's degree (or higher) from an accredited college or university in educational leadership or similar field
- Experiencing designing and executing new teacher preparation programs
- At least 10 years of experience in an executive or senior leadership role, including significant experience managing large, cross-functional teams to ambitious goals in large school districts or educational service agencies
- Experience and proven success building a strong, inclusive team culture in a virtual setting
- Prior knowledge and experience with equity-focused and/or culturally responsive instruction
- Knowledge of Michigan Department of Education's teacher preparation and certification requirements, rules/regulations, and standards
- Knowledge of and experience executing Registered Apprenticeship Programs (preferred)
- Prior experience working in faculty or leadership roles within or alongside Educator Preparation Programs (EPPs) (preferred)
- Experience designing and implementing teacher development and training programs

### **Essential Duties and Responsibilities**

- Lead Talent Together's Executive leadership team, reporting directly to the Talent Together Board to establish the consortium strategy, objectives, and key results for all program workstreams, including:
  - Team oversight and management
  - Program design and execution
  - Stakeholder engagement and management, including relationships with ISD and District stakeholders, the Michigan Department of Education, the Department of Labor, Michigan Educator Workforce Initiative, and partner post-secondary institutions and Educator Preparation Programs

- Finance and operations
- Marketing and communications
- Develop a long-term strategy to monitor Talent Together's existing programs and partnerships, refine and improve partnerships, and expand partnerships to other education professions and certification areas
- Liaise with Talent Together's fiscal agent (Marquette Alger RESA) Superintendent and other Cabinet members to ensure:
  - Alignment with Marquette Alger RESA's staffing and personnel policies
  - Compliance with all federal, state, and local financial reporting
  - Manage distribution of Talent Together funds to partner colleges and universities, participants, and local education agencies
- Oversee the Talent Together team including:
  - Building and maintaining a strong and inclusive team culture
  - Analyzing staffing needs against Talent Together's goals, objectives, and key results
  - Leading the Talent Together Management Team to be culture leaders and manage their teams towards ambitious goals
  - Directly supervising and evaluating members of the Management Team, including Regional Program Directors, the Senior Director of Finance & Operations, Project Director, the Director of Instruction, and Lead Success Navigator
- In collaboration with the Talent Together Board, ISD leaders, and Talent Together's Senior Director of Finance & Operations, develop a long-term financial sustainability plan that leverages various funding streams including school/state aid, federal education funding, state and federal grant funds, workforce development funding, and philanthropic funding
- Monitor progress of all Talent Together programs, ensuring a high-quality preparation experience for Teacher Candidates and alignment to Talent Together's overarching goals and commitments to diversity, equity, and inclusion
- Represent Talent Together publicly, including sitting on relevant task forces/committees and presenting at conferences and speaking engagements

## **Salary and Benefits**

Salary range of \$165,00-\$180,000 based on qualifications and experience. Benefits include: health, vision, and dental insurance; paid time off; employee assistance program, long term disability insurance; life insurance; and retirement benefits through the Michigan Public School Employees' Retirement System (MPSERS).

## **Terms of Employment**

Full time, non-union position; hybrid work environment. This position reports to the Talent Together Board. Some in-state travel will be required.





# Talen Together

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**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

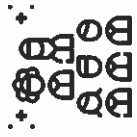
Increase retention of novice and experienced teachers through professional learning experiences & career advancement opportunities.

## 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.



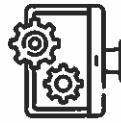
Objective 2: Provide effective and inclusive professional learning experiences for aspiring teachers, teacher leaders, and the Talent Together team.



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

# 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**

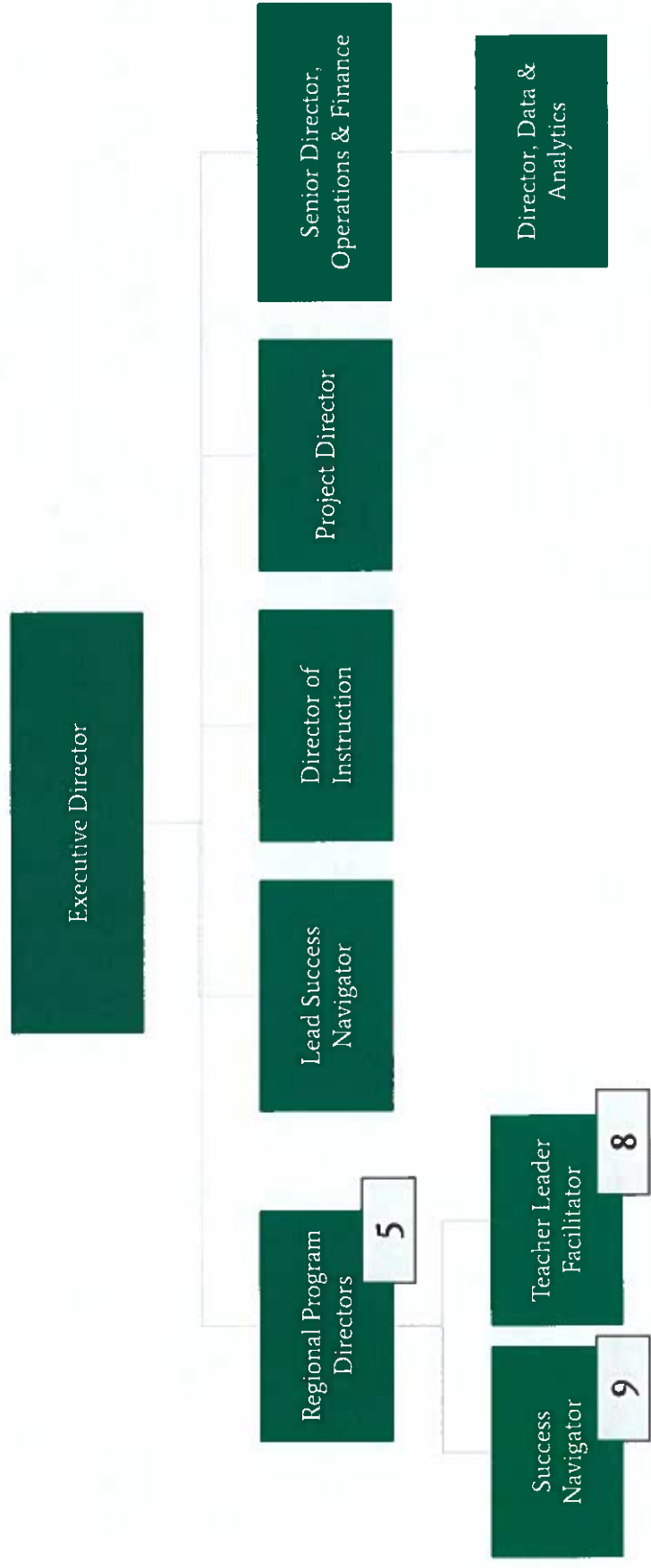
## Improve economic mobility

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

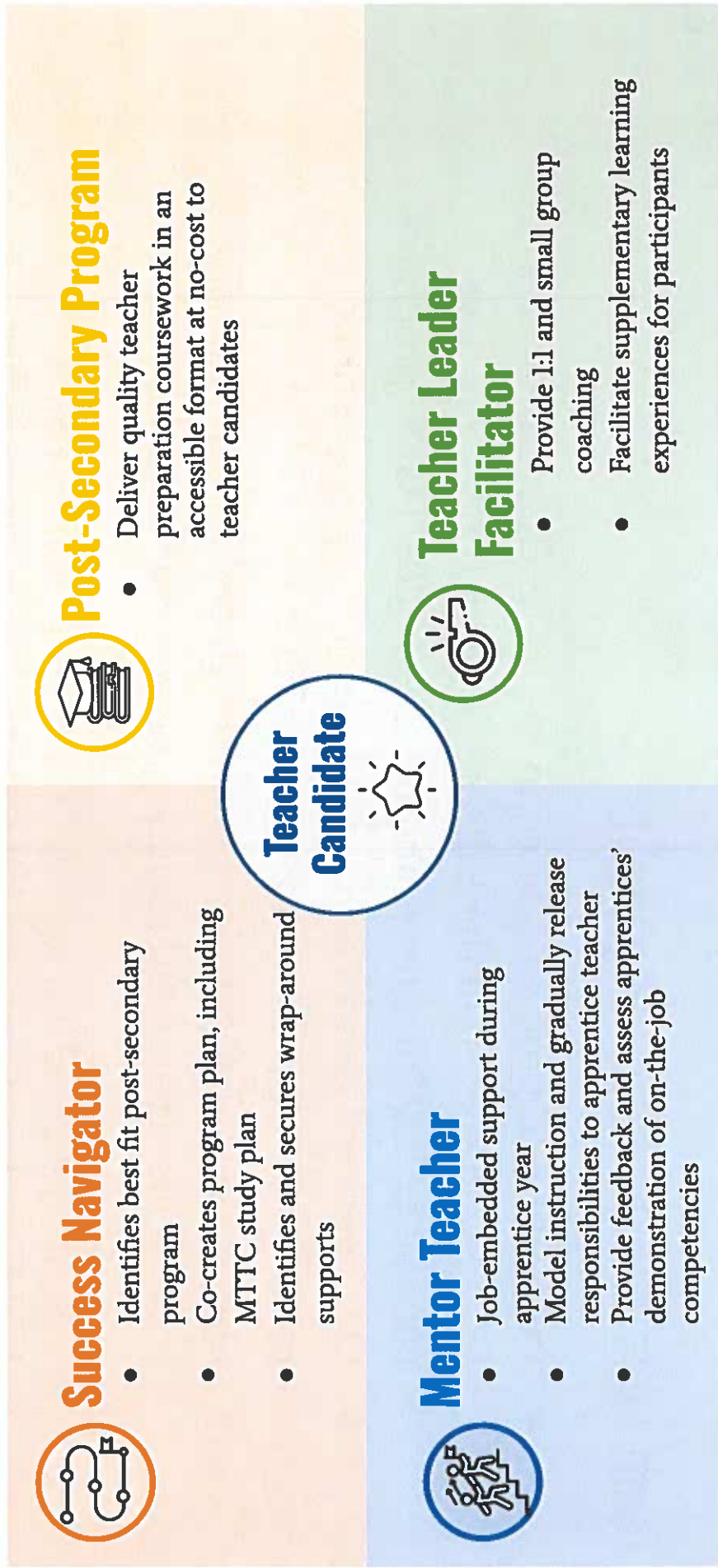


# Staffing & Team Updates

# Org Chart



# Support Team



## 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 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

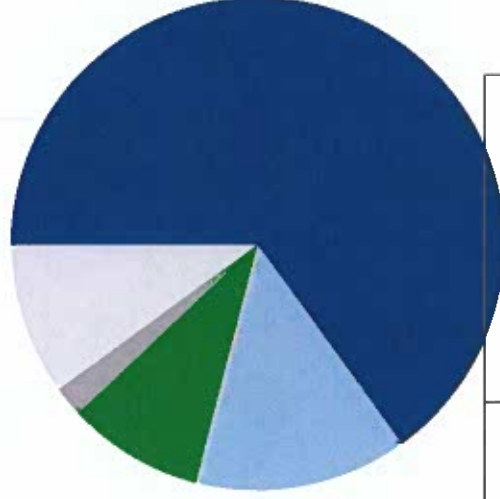
Current Certification Areas	Certifications Being Considered
<ul style="list-style-type: none"> <li>● <b>Elementary Education</b> <ul style="list-style-type: none"> <li>○ Early Childhood General Ed (Birth to K)</li> <li>○ Lower Elementary (Pre-K to 3rd Grade)</li> <li>○ Upper Elementary (3rd-6th Grade)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

# Finance Update

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

# Budget

<b>Revenue</b>	
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](http://mitalenttogether.org) for more information

# Cohort 2 - Application is Live!

## Become a certified teacher.

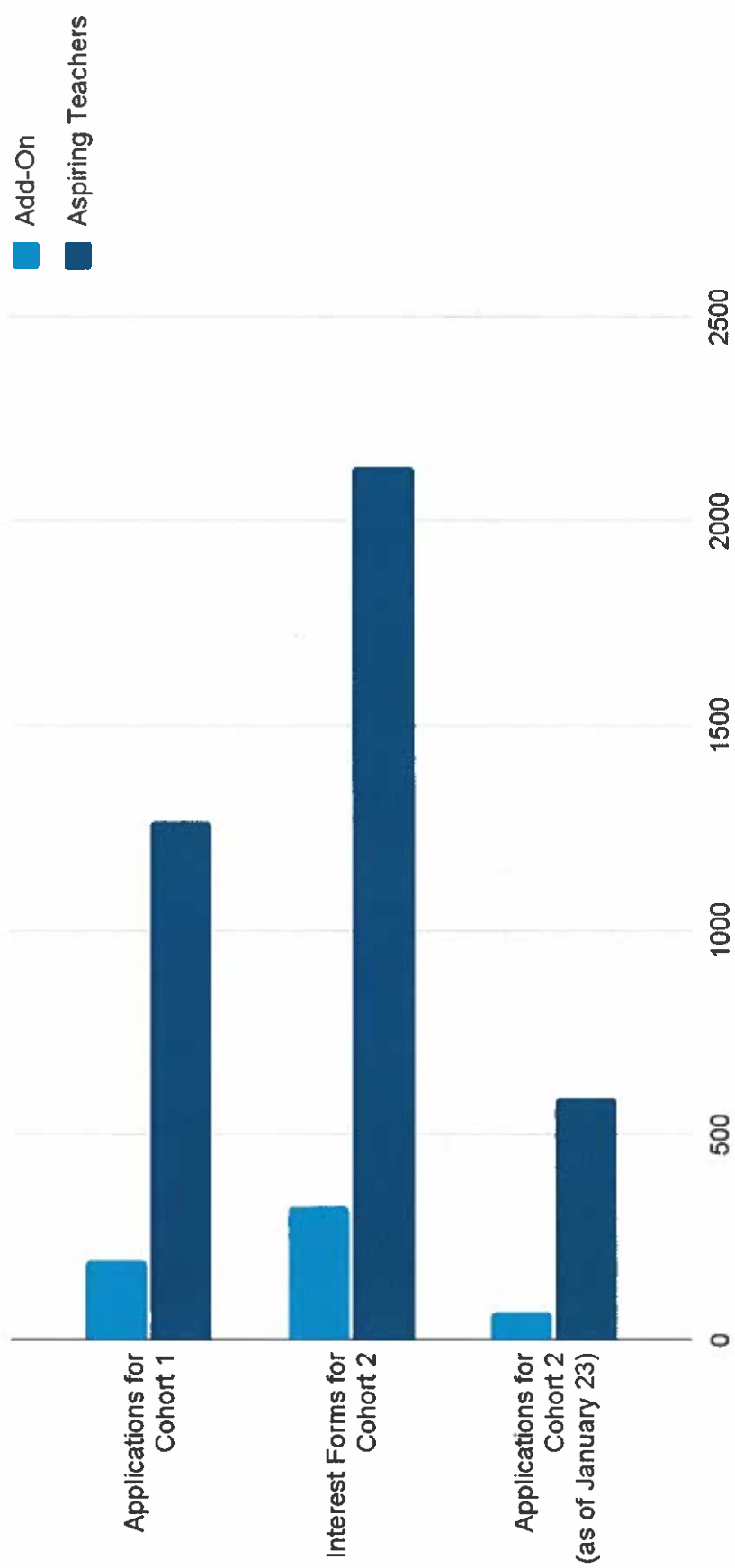
Talent Together helps Michiganders become certified teachers. Candidates receive their education for FREE while earning an income.

[Learn More](#)





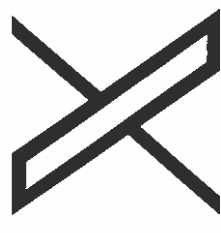
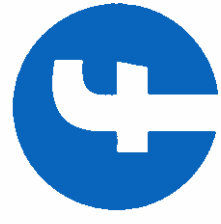
# Applications & Interest Forms



## Cohort 2 - Application is Live!

TT 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
<b>Grand Total</b>	<b>65</b>	<b>590</b>	<b>655</b>

# Spread the Word!



@MITalentTogether

@MITalentTogether

MI Talent Together

@TalentTogether

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?