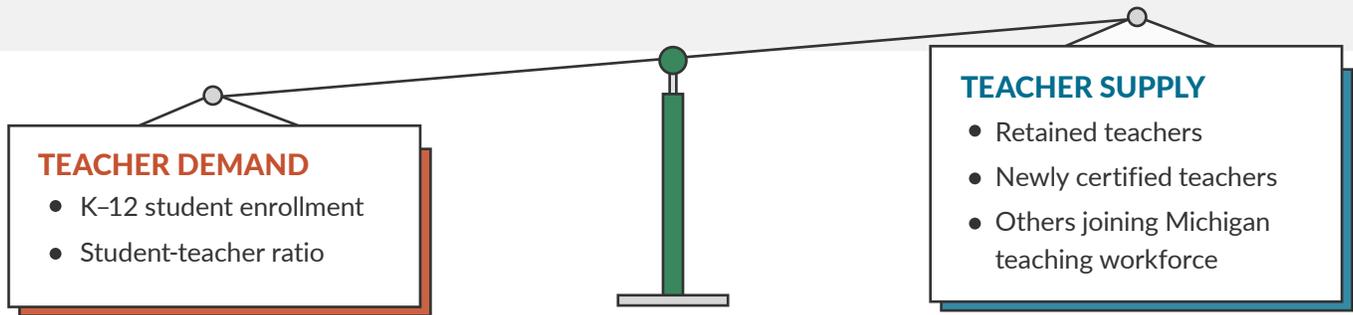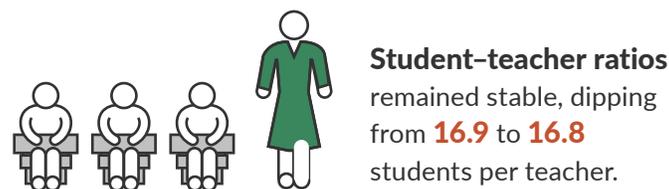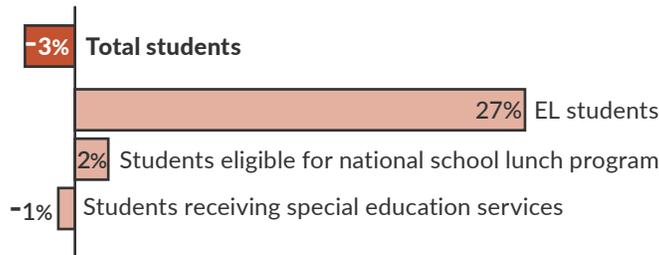# Unpacking Teacher Demand and Supply in Michigan

Teacher shortages can force school districts to make tough decisions to fill vacancies. Often, districts must hire less-qualified teachers or drop certain courses or programs, to the detriment of students. Through the Midwest Alliance to Improve Teacher Preparation, the **Michigan Department of Education** partnered with the **Regional Educational Laboratory (REL) Midwest** to study past and projected trends in teacher demand and supply in Michigan public schools.

TEACHER DEMAND
- K–12 student enrollment
- Student-teacher ratio

TEACHER SUPPLY
- Retained teachers
- Newly certified teachers
- Others joining Michigan teaching workforce

Past trends: 2013/14 to 2017/18

TEACHER DEMAND in Michigan declined overall, with variations by specific subgroups of students.

Total **K–12 student enrollment** in Michigan public schools fell slightly, while enrollment of English learner (EL) students rose significantly, particularly in rural areas.
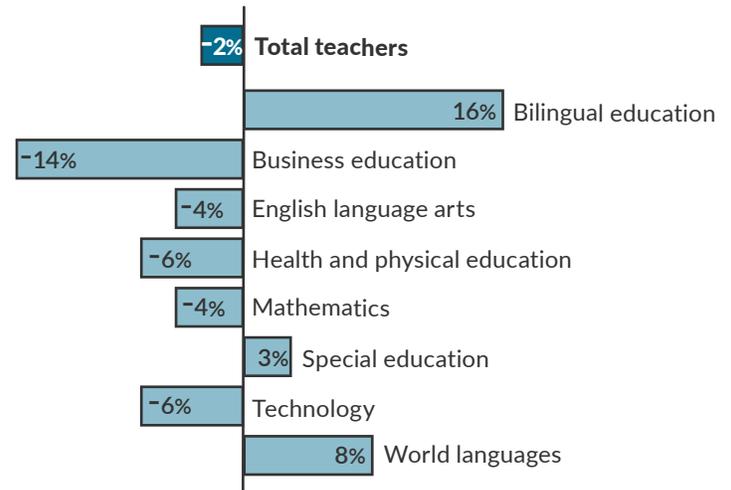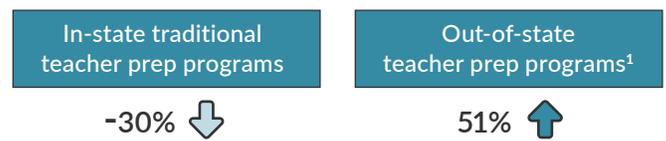
- −3% Total students
- 27% EL students
- 2% Students eligible for national school lunch program
- −1% Students receiving special education services

Student–teacher ratios remained stable, dipping from **16.9** to **16.8** students per teacher.

View the full report:
https://ies.ed.gov/ncee/edlabs/projects/project.asp?projectID=4572

TEACHER SUPPLY in Michigan declined overall, with variations by subject area and newly certified teachers.

The number of **full-time equivalent teachers** fell slightly, with the largest percentage increase in bilingual education and the largest percentage decrease in business education.

- −2% Total teachers
- 16% Bilingual education
- −14% Business education
- −4% English language arts
- −6% Health and physical education
- −4% Mathematics
- 3% Special education
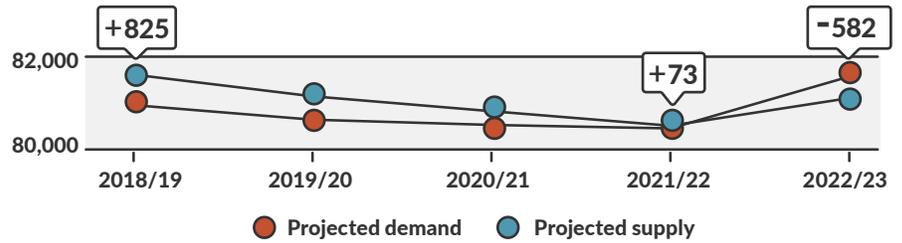- −6% Technology
- 8% World languages

The number of **newly certified active teachers** fell, especially from in-state traditional preparation programs, while the number of newly certified active teachers from out-of-state preparation programs rose.

In-state traditional teacher prep programs	Out-of-state teacher prep programs[1]
-30% ⬇	51% ⬆

Some **subject areas and regions** of the state are projected to experience **teacher shortages** between 2018/19 and 2022/23. However, the total active teacher supply in Michigan public schools is projected to meet statewide demand[2] through 2021/22, with slight shortages (of 582 teachers) projected for 2022/23.

Note: State- and region-level projections are based on past trends and may not reflect district variations. Individual districts may still face staffing challenges as a result of market forces and other factors even when overall supply is projected to meet demand.

+825   +73   −582

82,000

80,000

2018/19   2019/20   2020/21   2021/22   2022/23

● Projected demand   ● Projected supply

Teacher shortages of more than 5 percent are projected statewide for **two subject areas**: career and technical education and business education. Similar shortages are projected for **two regions**: Upper Peninsula and Northwest.
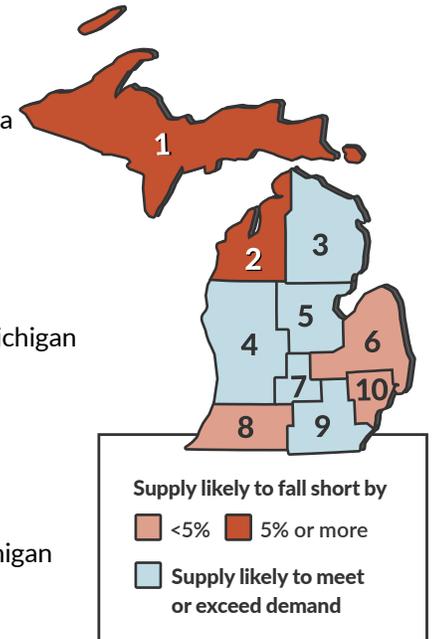
Subjects[3]

Supply likely to fall short of demand

Career and technical education

Business education

English language arts

Supply likely to meet or exceed demand

Arts

Science

Technology

Regions[4]

1 Upper Peninsula
2 Northwest
3 Northeast
4 West Michigan
5 East Central Michigan
6 East Michigan
7 South Central
8 Southwest
9 Southeast Michigan
10 Detroit Metro

Supply likely to fall short by

☐ <5%   ☐ 5% or more

☐ **Supply likely to meet or exceed demand**

Recommendations for education leaders

Target projected teacher shortfalls in specific **subjects and regions**. Consider strategies such as forgivable loans, service scholarships, and teacher induction and residency models.

Plan for projected shortages of teachers to meet the needs of **English learner students and low-income schools**. Retraining or relocating high-quality teachers is one possible strategy.

Develop **strong partnerships** between teacher preparation programs and local districts to align teacher production to local demand. Grow Your Own programs are one possible model.

View the full report: **https://ies.ed.gov/ncee/edlabs/projects/project.asp?projectID=4572**