

## **In Session with the “Oriole” Superintendent**

By, Mark D. Rosekrans, Superintendent of Charlotte Public Schools

# Recognize and Celebrate Michigan Educators

On Monday, September 26, 2016, the Michigan Department of Education had a press release launching a campaign to recognize and celebrate Michigan educators. The campaign is called “Proud Michigan Educator” and is a joint venture with the Skillman Foundation to elevate the prestige and respect of the teaching profession. Emphasis will be placed upon social media use of #proudMleducator to support and value teacher contributions to the education of our children and society.

In the MDE press release, they site statistics showing the education profession is facing a looming crisis in attracting and retaining talent. A root cause for the lack of talent and keeping quality individuals in the profession is a lack of appreciation and respect for teachers, support staff and educational leaders. The statistics also indicate in the next decade, 50% of the nation’s teachers, approximately 1.72 million, are expected to retire. Additionally, as many as one third of the teachers leave the profession in their first three years and almost 50% leave after five years. Furthermore, 50% of principals leave the profession within their first three years. Statistics show enrollment in teacher preparation programs are down by more than one third since 2009-2010. These numbers are extremely alarming and should be to you also especially if you are a parent, or a student. This trend data is troubling and this campaign effort is well timed for our state and the nation.

I fully support this effort across our state. It is also very appropriate here in Charlotte. We have great teachers and educators working in our district for the benefit of our students. Every day, they come to our schools and give their very best to our students and youth. They work tirelessly to create conditions for our students to experience growth, success and achievement.

The jobs of our teachers and principals are of utmost importance and they should be treated with respect and appreciation. Finding quality educational professionals is one of the most important and critical priorities we have as a school district. It is taken seriously. The process of posting positions with the qualifications and certifications needed is done with great care. Following the posting, the process includes screening applications; interviewing candidates; conducting thorough background checks; making an employment offer and securing Board of Education approval of the hired professional. This takes much time and effort. This process is important and critical to our success as a school district.

We show respect and appreciation to our new staff members by welcoming them in articles each week in the local paper. In addition, on a monthly basis at our regular Board of Education meetings, we recognize one certified and one support staff member as an employee of the month. Please consider joining the campaign effort to recognize and celebrate Michigan educators. Staff members can be nominated by parents, students, community members or other staff members. If you want to recognize and appreciate a staff member for going above and

beyond for you or your student, please go to our website at **charlottenet.org** and click on the staff tab. You will see the employee of the month nomination link.

At the end of each year, we acknowledge a certified and a support employee of the year which are taken from the monthly nominations. Last year (2015-16), Ms. Erin McLain (District Registrar and Facility Scheduler) was named support staff member and Mr. Brent Crossman (HS Social Studies teacher, coach and Relay for Life coordinator) was named certified staff member of the year. Both were well deserving of this honor as were the staff recognized each month.

We are well into the 2016-17 school year, please consider nominating one of our outstanding educators that should be recognized and celebrated.

Go Orioles! Oriole Pride!!