



STATE OF MICHIGAN  
DEPARTMENT OF EDUCATION  
LANSING

RICK SNYDER  
GOVERNOR

BRIAN J. WHISTON  
STATE SUPERINTENDENT

June 26, 2017

State Superintendent Brian J. Whiston  
**Executive Directive**

*To Implement Recommendations of the Career Pathway Alliance*

Governor Rick Snyder requested that Michigan Department of Talent and Economic Development Director Roger Curtis and I collaborate and develop a series of recommendations to ensure Michigan students are best prepared for a prosperous career, and address the talent shortages threatening the state's continued growth. The Career Pathway Alliance was formed.

In addition to input received from our interactions with the education community, the business community, parents, and students, Director Curtis and I facilitated a series of roundtable discussions with some of the education and business community's best practitioners in career preparation.

A series of recommendations were developed to make professional trades programs a pathway to a career, higher education, and lifelong learning. Some will require legislation to be adopted and enacted. Others can be done administratively by the Michigan Department of Education.

Therefore, with the authority as State Superintendent and Executive of the Michigan Department of Education (MDE), I direct the MDE staff to administratively implement the following recommendations of the Career Pathway Alliance:

**Recommendation 3A**

Required productive use of education development plans (EDPs) and talent transcripts – Put meaningful and regular use of education development plans in School Improvement Plans.

**Recommendation 3B**

Require career exploration and job readiness education – As part of School Improvement Plans, schools must submit a plan with a series of milestones for career exposure in elementary, middle, and high school.

**STATE BOARD OF EDUCATION**

CASANDRA E. ULBRICH – CO-PRESIDENT • RICHARD ZEILE – CO-PRESIDENT  
MICHELLE FECTION – SECRETARY • TOM MCMILLIN – TREASURER  
NIKKI SNYDER – NASBE DELEGATE • PAMELA PUGH  
LUPE RAMOS-MONTIGNY • EILEEN LAPPIN WEISER

608 WEST ALLEGAN STREET • P.O. BOX 30008 • LANSING, MICHIGAN 48909  
www.michigan.gov/mde • 517-373-3324

**Recommendation 4A**

Keep professional trades instructors on the critical shortage list – Adopt and communicate MDE policy change allowing for non-teacher certified Career and Technical Education (CTE) instructor authorization for up to 10 years.

**Recommendation 4C**

Promote non-taxable deductions for professional trade instructors and courses – Work with the Department of Talent and Economic Development (TED) to promote the possibility of non-taxable deductions to support and increase the pool of professional trades instructors.

**Recommendation 4D**

Externships for continuing education and professional development – Allow teachers and counselors to use externships with employers and meaningful job shadow opportunities to qualify as professional development and continuing education credit.

**Recommendation 5A**

Maximize Michigan Merit Curriculum Flexibility – Provide technical assistance to local school districts on how to integrate Michigan Merit Curriculum requirements with career programs (ex. carpentry and geometry) and extracurricular activities, such as FIRST Robotics and Square One.

**Recommendation 6**

Require state-funded CTE programs must lead to an industry-recognized credential - Require an industry-recognized credential as determined by the state (TED & MDE) through discussions with regional employers.

**Recommendation 8**

Establish a Career Programs Playbook – Develop and provide a playbook of best CTE practices to schools and support those that need help implementing best practices.

**Recommendation 9**

Establish a “Rising Tide” (technical assistance teams) for professional trades programs – Bring education, parents and employers together to identify needs, gaps, and solutions.