



NECESSARY SUPPLIES

A fully funded public education system

PHENOMENAL PEOPLE



School leaders and teachers need flexible resources and training to succeed. For leaders like principals, this should include leadership development, access to funding, and collaboration with the school community. For teachers, this includes offering on-going training, a supportive working environment, and access to classroom materials and supplies. Competitive pay, benefits, and supportive working conditions are essential to attracting and retaining high-quality teachers and principals.

CHEF'S TIP

A well-stocked kitchen makes all the difference—fully funding public schools ensures every student gets the resources, teachers, and support they need to thrive.



PHENOMENAL PEOPLE:

PREPARED AND SUPPORTED TEACHERS AND ADMINISTRATORS IN EVERY SCHOOL AND DISTRICT.

INGREDIENTS

- Higher salaries for school leaders and teachers.
- Larger and more flexible budgets to use at the school and classroom level.
- More BIPOC principals, teachers and educators.
- Opportunities for principals to learn from each other.
- Salaries for student teachers.
- Mental and physical wellness programs.
- Ongoing training for teachers and principals.
- Technical assistance at the school and classroom level.

Reviews from Michiganders

"Administrators need paid trained support staff on specialized tasks, like a communication liaison, a D.E.I. liaison, a finance liaison. I'd love that-- support staff for every administrator."

"We need to hire more teachers of color, especially if you're in an urban school district [where] 90% of your population [of] students are [students] of color. Those students don't get a chance to see anybody that looks like them."

"I think we have to do a lot of work and put money and intention behind [educator] retention programs, training and development. [We should be] creating a sense of well-being for our teachers and understand that there are cultural differences."

"You get a \$30,000 internship if you do a business degree, and you get a \$9,000 internship if you do a teaching degree -- there's very little incentive, plus all the challenges that we face."

PHENOMENAL SPACES



Reducing class sizes and improving school resources allow teachers to provide more individualized attention to each student, leading to improved student outcomes, increased engagement, and the support every student needs to thrive. School schedules can be adjusted to meet students' needs, for example, adding short play breaks for young kids to refocus their energy or creating block classes to allow time for students to conduct experiments or engage in projects or field trips. These strategies help improve student learning, engagement, relationships, and behavior.

PHENOMENAL SPACES:

FEWER STUDENTS PER CLASS AND MORE FLEXIBLE CLASS SCHEDULES.

INGREDIENTS

- ▶ Smaller class sizes in all public schools.
- ▶ Local flexibility in school schedules.
- ▶ School schedules that center students' mental and physical health.
- ▶ Time for engaging and exciting learning opportunities.



Reviews from Michiganders

"In an ideal world... I would lower class sizes for sure, even reducing it a bit would be a big shock because [our classes] have way over 30 [students]."

"In my experience, when teachers work in the balanced calendar schools, there's less burnout and there's more joy in that type of schedule."

"[We should consider] Are we doing what's best for students in terms of how many students we have assigned to each person at one time? Are we genuinely meeting the needs of those students?"

"In terms of weekday scheduling, our fifth day could look like any number of things including going out in the community."

CHEF'S TIP

Too many cooks in the kitchen can ruin a meal—reducing class sizes and creating flexible schedules allows students to receive the attention and engagement they need to succeed.



PHENOMENAL PLACES



Safe and modern school buildings, transportation systems, and technology support teaching and learning. This includes everything from modern classrooms and technology to safe routes to school, to clean water and safe air quality. School systems need plans to create and maintain these places and systems over time.

CHEF'S TIP

It's harder to cook in an outdated kitchen—schools need modern, well-maintained buildings, reliable transportation, and up-to-date technology to provide students with a safe & effective learning environment.

PHENOMENAL PLACES:

STATE OF THE ART SCHOOL BUILDINGS, TRANSPORTATION AND TECH.



Reviews from Michiganders

INGREDIENTS

- ▶ A large one-time investment to update infrastructure.
- ▶ Space for Pre-K classrooms and smaller class sizes.
- ▶ Excellent air quality, including heating and cooling.
- ▶ Infrastructure that is accessible to students and staff with different abilities.
- ▶ Single-use bathrooms in all classrooms.
- ▶ Safe and reliable transportation including optimized bus routes and alternative transportation to meet students' different schedules and locations (especially in rural areas).
- ▶ Higher salaries for bus drivers and transportation staff.
- ▶ Up-to-date technology and reliable Wi-Fi for all students and teachers.
- ▶ Professional development for using technology in teaching, and strong IT support and maintenance at the building-level.

"We're constantly talking about getting a new school – building new schools – and it's a sad thing to me that we've been talking about building new buildings and still haven't built these new buildings yet."

"[We] need safe school facilities to support the learning environment for students."

"We don't have bus drivers because we don't pay them enough... I think schools – people need to prioritize [bus drivers]"

"[We should be] increasing transportation budgets to include transportation for after school programming... Trying to do extended day or additional enrichment, right now it's prohibitive for families."

"If you're asking for kids to do homework and things like that, then we need to provide internet and computers at home."

"The great equalizer to me when it comes to the access of optimal technology, transportation, and facilities, it would be everyone having the access to all of that."