MICHIGAN EPFP: THEN AND NOW

Highlights and Excerpts from

Michigan EPFP: A History

By Cynthia Kyle
The Michigan Educational Policy Fellowship Program is celebrating its 40th Anniversary and 1,000 Fellows this year. In commemoration of these auspicious milestones, Cynthia Kyle, educational coordinator at Michigan State University’s Institute for Public Policy and Social Research, is compiling EPFP’s history into a new publication. Here we present highlights and excerpts from this soon-to-be-published history.

The Beginning

The Michigan EPFP was launched in 1975 and co-directed by its founders: Carl Candoli, superintendent of Lansing School District, and Matthew Prophet who served as Candoli’s deputy superintendent and became superintendent when Candoli later left for Texas. Together, they were dedicated to equity and opportunity in schools and to a fresh look at public policy advancing both. Candoli brought his experience in designing Chicago Public Schools’ desegregation plan. Prophet, a former military leader, brought a commitment to developing educational leaders. John Porter, who served as Michigan State Superintendent of Public Instruction, and C. Philip Kearney, Associate State Superintendent, also provided key support, sponsoring state Department of Education employees to take part in the program, a tradition that has continued every year since 1975.

The work of Candoli and Prophet began a 40-year journey of preparing Michigan educators and policymakers to deal effectively with the people, processes, institutions and organizations that shape public policy. Michigan EPFP has done this by 1) creating opportunities for policy-level professionals to interact and share information about issues and best practices; 2) nurturing ongoing communications between leaders in education and leaders in other industry sectors; 3) enhancing individual capacity to work effectively in collaborative settings; and 4) building networks of diverse professionals.

Building Excellence: Michigan EPFP Coordinators

While Carl Candoli (1975-78) and Matthew Prophet (1975-81) gave Michigan EPFP its start, it has taken the commitment and dedication of those who succeeded the founders as program coordinators to create the effective and influential organization it is today. These coordinators include:

- Dan Schultz, 1981 to present
- Christopher Reimann, 2009-15
- Brian Boggs, 2014 to present
- Jacquelyn Thompson, 2000-2010
- Yvonne Caamal Canul, 2004-06
- Vanessa Garry, 2012-13
- Mary Gager Anderson 2006-07
- Alissa K. Parks, 2001

Under Perez and Schultz’ leadership, EPFP has grown and evolved in format and content while keeping a clear focus on the intent of the program: developing leaders who have deep understanding of the ins and outs of education policy and strong connections to the ever-growing network of EPFP Fellows. Over the years, the program has added personality and leadership assessments to EPFP activities, reflecting an added emphasis on effective leadership styles, team building and group dynamics. EPFP has become increasingly hands on, having adopted a learning team model that gives Fellows an opportunity to explore policy surrounding their specific area of interest.

The learning team project was especially impactful because it reaffirmed the importance and power of organization and of having a common understanding among group members. These are lessons that I will carry with me into my professional leadership career.

Jacqueline Swanson,
EPFP Fellow 2013-14
Michigan EPFP Affiliations

Formal affiliations with key organizations have helped create new opportunities to support the development of education leaders in Michigan.

- Through its affiliation with the MSU Education Policy Center, currently co-directed by Dr. William Schmidt and Dr. Robert Floden, the Michigan EPFP benefits from a strong intellectual base for the program and deep institutional relationships for exploring policy and leadership issues.
- Affiliation with the Michigan State University College of Education and its Office of K-12 Outreach, under the leadership of Assistant Dean Dr. Barbara Markle, has helped to broaden the EPFP sponsor base and increase name recognition and visibility for the program.
- EPFP’s strong ties to the Institute of Educational Leadership and its sister EPFP programs across the country have enabled Michigan Fellows to participate in conferences such as the regional Leadership Forum in Gettysburg, Pennsylvania and the Washington Policy Seminar in our nation’s capitol.

Michigan EPFP Sponsors

Since its 1975 founding, Michigan’s EPFP has benefitted from more than 225 organizations sponsoring Fellows. They come from the ranks of schools, colleges, universities, government agencies, private businesses, associations, foundations, museums and non-profit groups (Figure 1). Without the support of these organizations and their continued belief in the importance of the program, EPFP could not succeed.

Each year, for the last 10 years, approximately 70 percent of the EPFP sponsors are former program participants. Their willingness to provide funds and leadership development opportunities for others is perhaps the best evidence of EPFP’s true value. A list of sponsoring organizations is included at the end of this document.

Michigan EPFP Diversity and Distribution

Michigan EPFP participants are much more diverse than the total Michigan population, and there have been more female Fellows (60 percent) than male (40 percent). This rich mix of participants is evidence of the program’s long-standing commitment to recruiting women and minorities, and the collaborative nature of the program (Figure 2).

Much of EPFP’s programming occurs in mid-Michigan because Lansing, as the state capitol, is the center of policy making at the state level.

Access to state agencies and associations, lawmakers, and MSU’s rich intellectual resources draws Fellows from across Michigan (Figure 3).

The Future of the Michigan EPFP

As EPFP looks to the future, it will continue to recruit a diverse group of Fellows, identify new organizations to serve, convene seminars designed to meet the learning priorities of new cohorts, and develop effective education policy leaders. EPFP will do this with the support of its affiliates, sponsors and alumnae, by continuing to support, develop, and build capacity for educators and professionals striving to know more about public policy processes, strengthening their leadership skills, and expanding their connections at home and abroad.
What Michigan EPFP Fellows are saying...

“What a wonderful program. It really was very transformational for me and my career path.”

Yvonne Caamul Canul
Superintendent, Lansing Public Schools
EPFP Fellow 1991-92

“I believe that my experience with EPFP was career changing. For one thing, I tapped into a network of people and that network of people makes me feel smarter. I was exposed to a wide variety of policy. I wanted something that was going to expand my horizons, and I found it. “

Phil Chase
Manager, Office of Educational Assessment & Accountability
Michigan Department of Education
EPFP Fellow 2010-11

“The content, the connections, and access to folks at different levels have been wonderful. We have a real insight into the policy-making process, connections to colleagues at institutions of higher education, state government, associations, charter schools, foundations. A highlight was the Washington Policy Seminar where we had unprecedented access to U.S. Senator Carl Levin and Congressman Mike Rogers, who have great power and influence, who were willing to share time with us. It was really a fabulous experience.”

Christine Callahan
Director, Office of Innovative Projects
Clinton County Regional Education Service Area
EPFP Fellow 2010-11

“It is always an eye opener and deepens your understanding of government and public policy.”

Jacquelyn Thompson
Former State Director of Special Education
EPFP Fellow 1992-93

“It was a phenomenal experience. I recommend it to anyone who is interested in the deeper details of education, both in Michigan and around the country. It was challenging, thought provoking, and a great learning experience.”

Henry McClendon
Program Officer, The Skillman Foundation
EPFP Fellow 2010-11

“I think of EPFP often. EPFP is the one who introduced me to Marc Tucker nine years ago. He has been most influential in my thinking.”

David Campbell
Superintendent, Kalamazoo RESA
EPFP Fellow 2006-07

“In terms of leadership development, the Gettysburg experience for me was certainly the highlight, being able to think about the difference between tactical knowledge and strategic knowledge was really valuable to me. Overall, I would say that the program was tremendously valuable and I feel like I’m a better leader today because of it.”

Ben Botwinski
Director of Priority Schools, Lansing School District
EPFP Fellow 2010-11

“It’s been far more than I ever imagined. I really believe that I will be a different kind of leader, and a different kind of practitioner as a result of going through EPFP.”

Alison Arnold
Director, Community Partnerships
College of Education & Human Services, Central Michigan University
EPFP Fellow 2010-11
Michigan EPFP: Then and Now

Michigan EPFP Sponsoring Organizations

Public and Private Schools and Districts

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<th>Goodrich Area Schools</th>
<th>Grand Ledge Public Schools</th>
<th>Grand Rapids Public Schools</th>
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<td>Haslett Public Schools</td>
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<td>American Promise - Detroit</td>
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<td>Highland Park Public Schools</td>
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<td>Ann Arbor Public Schools</td>
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<td>Archdiocese of Lansing</td>
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<td>Inkster Public Schools</td>
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<td>Bear Lake School District</td>
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<td>Jackson Public Schools</td>
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<td>Breckenridge Public Schools</td>
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<td>Kalamazoo Public Schools</td>
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<td>Bendle Public Schools</td>
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<td>Kaleva Norman Dickson School District</td>
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<td>Buchanan Public Schools</td>
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<td>King Academy - Inkster</td>
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<td>Buena Vista School District</td>
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<td>L’Anse Creuse Public Schools</td>
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<td>CASMAN Academy - Manistee</td>
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<td>Lakeview Public Schools (St. Clair Shores)</td>
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<td>Charlotte Public Schools</td>
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<td>Lakeview School District (Battle Creek)</td>
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<td>Chippewa Valley Schools</td>
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<td>Lansing School District</td>
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<td>Comstock Public Schools</td>
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<td>Lapeer Community Schools</td>
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<td>Davison Community Schools</td>
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<td>Manistee Area Public Schools</td>
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<td>Dearborn Public Schools</td>
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<td>Marlette Community Schools</td>
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<td>Detroit Edison Public School Academy</td>
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<td>Mason Public Schools</td>
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<td>Downtown Public Schools</td>
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<td>Eaton Rapids Public Schools</td>
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<td>Montrose Community Schools</td>
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<td>Farmington Public Schools</td>
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<td>Mt. Morris Consolidated Schools</td>
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<td>Fenton Area Public Schools</td>
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<td>Fowler Public Schools</td>
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<td>Genesee Catholic Board of Education</td>
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Intermediate School Districts and Regional Service Agencies

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<th>Ingham ISD</th>
<th>Ionia County ISD</th>
<th>Kalamazoo RESA</th>
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<td>Calhoun ISD</td>
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<td>Kent County ISD</td>
<td>Livingston ESA</td>
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<td>Charlevoix-Emmet ISD</td>
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<td>Macomb ISD</td>
<td>Marquette-Alger RESA</td>
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<td>Clinton County RESA</td>
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<td>Eastern Upper Peninsula ISD</td>
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<td>Genesee ISD</td>
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<td>Gratiot-Isabella RESD</td>
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State and Federal Government

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<th>Michigan Department of Human Services</th>
<th>Michigan Department of Labor</th>
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<td>Michigan Department of Labor &amp; Economic Growth</td>
<td>Michigan Department of Management and Budget</td>
<td>Michigan Department of Natural Resources</td>
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<td>Michigan Department of Social Services</td>
<td>Michigan Department of State</td>
<td>Michigan Department of Transportation</td>
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<td>Michigan Department of Treasury</td>
<td>Michigan Family Independence Agency</td>
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<td>Michigan State Police</td>
<td>Michigan State Senate</td>
<td>Michigan Office of Services to the Aging</td>
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<td>Michigan Senate</td>
<td>Michigan School for the Blind</td>
<td>Michigan Senate Fiscal Agency</td>
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<td>Office of U.S. Senator Carl Levin (MI)</td>
<td>State Technical Institute and Rehabilitation Center</td>
<td>W.J. Maxey Training School</td>
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Foundations

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<th>American Youth Foundation</th>
<th>DeWitt Wallace-Reader's Digest Fund</th>
<th>High/Scope Educational Research Foundation</th>
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<td>Charles Stewart Mott Foundation</td>
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<td>W.K. Kellogg Foundation</td>
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<td>Cleveland Foundation</td>
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<td>Michigan Chamber of Commerce Foundation</td>
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<td>Detroit Educational Television Foundation</td>
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<td>Ryder System Charitable Foundation</td>
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<td>The Skillman Foundation</td>
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Michigan EPFP Sponsoring Organizations

**Colleges and Universities**

- Central Michigan University
- Eastern Michigan University - College of Education
- Ferris State University - College of Education & Human Services
- Grand Valley State University - School of Social Work
- Henry Ford Community College
- Jackson Community College
- Lansing Community College
- Marygrove College
- Michigan State University - Associate Dean of Academic Affairs
- Michigan State University, cont. - Department of Counseling, Educational Psychology & Special Education
- Michigan State University, cont. - Department of Teacher Education
- Michigan State University, cont. - The Education Policy Center at MSU
- Michigan State University, cont. - Office of K-12 Outreach
- Michigan State University, cont. - Office of the Hannah Chair
- Michigan State University, cont. - PROM/SE
- Michigan State University, cont. - Michigan Center for Career & Technical Education
- Michigan State University, cont. - College of Natural Science
- Michigan State University, cont. - Division of Science & Mathematics Education
- Michigan State University, cont. - School of Criminal Justice
- Michigan State University, cont. - Michigan Institute for Safe Schools & Communities
- Michigan State University, cont. - Institute for Public Policy & Social Research
- Michigan State University, cont. - Center for Latin American & Caribbean Studies
- Michigan State University, cont. - Vice Provost for Libraries, Computing & Technology
- Michigan Virtual University
- Oakland University
- Olivet College
- Saginaw Valley State University
- Schoolcraft College
- University of Michigan - College of Education
- University of Michigan - School of Nursing
- University of Michigan—Dearborn - College of Engineering & Computer Science
- Wayne State University
- Western Michigan University
- Washtenaw Community College

**Associations**

- Greater Detroit Chamber of Commerce
- Michigan Association of Intermediate School Administrators
- Michigan Association of School Administrators
- Michigan Association of Secondary School Principals
- Michigan Association of Nonpublic Schools
- Michigan Association of School Boards
- Michigan Association of Community & Adult Education
- Michigan Association of Public School Academies
- Michigan Cooperative Extension Service
- Michigan Elementary & Middle School Principals Association
- Michigan Head Start Association
- Michigan Institute for Educational Management
- Michigan Partnership for New Education
- Michigan Public Health Institute
- Michigan Association of Public School Academies
- Michigan School Business Officials
- Middle Cities Education Association
- MSU Alumni Association
- Michigan Association for Computer-related technology Users in Learning (MACUL)
- President’s Council of State Universities
- Tri-County Alliance for Public Education

**Businesses and Corporations**

- Ameritech
- Cisco Systems
- DaimlerChrysler Financial Services
- Electronic Data Systems (EDS)
- The Faverman Group, Inc.
- Flint Business Roundtable
- New Detroit, Inc.
- Ford Motor Company
- Henry Ford Health System
- Learning Designs, Inc.
- Mackinac Center for Public Policy
- Merit Network, Inc.
- Multi-Media Classrooms, Inc.
- Program Works
- Public Sector Consultants, Inc.
- Saint Mary’s Health Services (Grand Rapids)
- TechMed
- YouGov

**Advocacy Organizations**

- Citizens Alliance to Uphold Special Education
- Center for Educational Networking
- Child & Family Resource Council - Kent County
- Children’s Law Center—Grand Rapids
- The Efficacy Institute—Detroit
- Great Lakes Center for Education Research & Practice
- Healthy Homes = Healthy Kids
- Leadbuster Program, Detroit Project
- Michigan’s Assistive Technology Resource
- Michigan Economics for Human Development
- Michigan League for Human Services
- National Staff Development Council

**Museums and Arts Organizations**

- Henry Ford Museum & Greenfield Village
- Michigan Very Special Arts Festival