

## Minnesota Education Equity Partnership

Advancing **Race Equity** & Excellence



# MnEEP: TeachMN2020 Collaborative Engagement

To Elevate the Teaching Profession and Increase Teacher Diversity

## What is TeachMN2020?

MnEEP envisions a future wherein the Minnesota educator workforce reflects student demographics. Through partnerships with champions, education and research, and community advocacy, we develop state policies and funding frameworks to increase the number of teachers of color and American Indian teachers in Minnesota, and attract and retain a diverse teaching workforce. The campaign is called "TeachMN2020".

Together with Collectivity, a technology cooperative equipping nonprofits and social sector organizations for capacity and collective action, Minnesota Education Equity Partnership (MnEEP) co-creates a comprehensive strategy execution plan that leverages collaboration, connects innovative strategies, and aligns the disparate resources & relationships that exist along the current talent development pathway to diversifying the teaching workforce.

**The TeachMN2020 initiative aims to demonstrate the power and leverage of working together to address challenging problems.**

## National Connection: TeachStrong

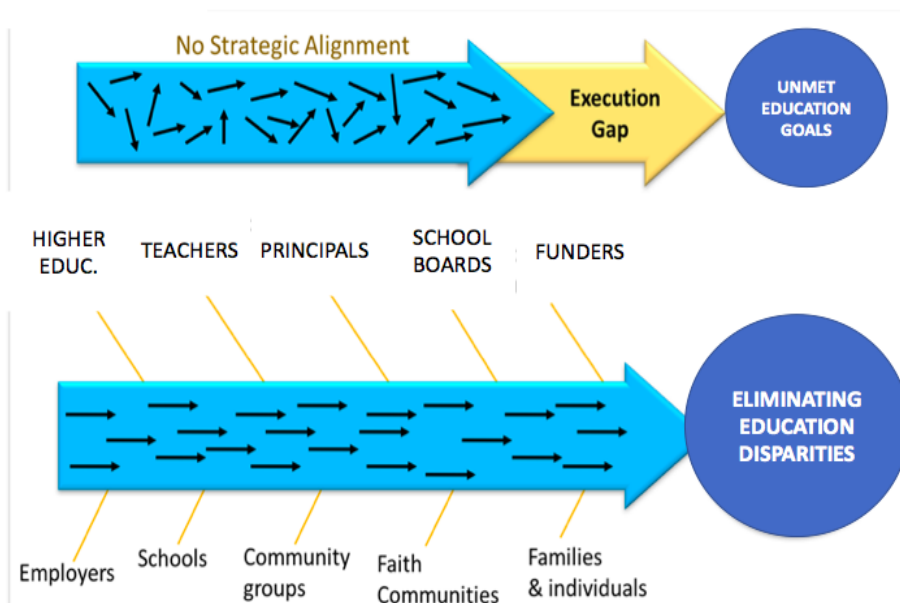
MnEEP is part of **TeachStrong**, a national movement to change the national education policy conversation and make modernizing and elevating the teaching profession the most pressing and significant education policy priority for the nation. Through national convenings, MnEEP organizes our state team to learn from other states, and develop a strategic approach for Minnesota action. Using our framework, the team established the initial high level outcomes desired, and strategies necessary at each stage of the teacher development journey - attraction, preparation, on-boarding, and advancement - to achieve the goals.

Thank you for exploring with us!

This overview describes the initiative, how you and/or your organization can choose to participate, a brief description of the process and tools, and what you can expect to gain and contribute through your participation. Our intent is for you to get more out of the experience than you put in.

## Advancing Collective Impact

Producing large scale social change is hard and requires broad collaboration and coordination. Collective impact is made possible through the alignment of a group of engaged actors from different sectors and/or organizations to a common agenda for solving a specific social problem. Activities and actions are empowered and supported using a shared measurement platform, mutually reinforcing activities aimed at closing the “execution gap”, and ongoing communication. Groups are often coordinated by a participant entity within the group (e.g. MnEEP), or others within the group with the capacity to manage certain designated functions or roles of the initiative.



## Strategy Mapping, Strategy Execution, and Activity Management: The Engine of Support

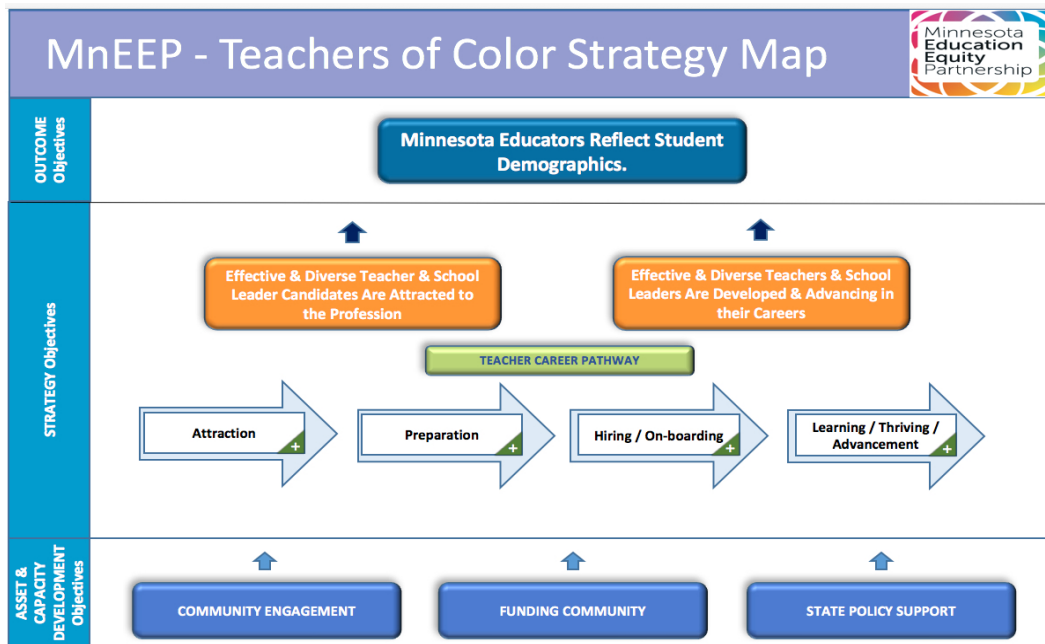
MnEEP has taken an innovative path in its sector by deploying a leading cloud-based technology platform to support statewide Strategy Management of the manifold initiatives driving improvements in Minnesota’s education environment for licensed E-12 teachers. The approach is helping inspire new narratives about the teaching profession and making visible current teacher attraction, preparation, onboarding, and advancement efforts in

Minnesota. The process is engaging stakeholders to help spur further collective action and illuminate new insights for attracting and supporting teachers of color and American Indian teachers. The engagement process is also showing how the current “execution gap” of existing efforts may be hindering desired teacher diversity and hence encourage new solutions and/or new collaborations.

To manage collaboration and engagement, **Insightformation’s Insight Vision** strategy management software displays interactive strategy maps for simple understanding and navigation. Strategy-related “scorecards” are created to track efforts and organize measures, targets, and actions. These measurements help participants see what is missing and what needs to be done in order to reach their targets.



**Early Adopters of the collaborative engagement process through strategy mapping as of 3.26.18**



TeachMN2020 Top Level Strategy Map

## So What are the Benefits to the Participants?

By contributing to the regional strategy map, participants can visually see group activities and how they are tracked in terms of progress towards a target.	Discussions among participants are elevated to a more rigorous level beyond normal group sharing and reporting.
Participants are learning from each other in concrete ways because of the visual, aligned, and clear paths toward desired outcomes.	Through regular rigorous discussions and sharing, new connections and partnerships are created which otherwise may have remained "great ideas" heard of, read about or not visible for consideration.
Through the professional learning community formed in this process, participants rely on each other to help troubleshoot challenges and to develop creative solutions to those problems, accelerating individual and group progress.	Participants develop innovative solutions as a collective, knowing that individual local sites are also likely to benefit through skill transfer and sharing.
Participants hone new skills and strategies to advance desired targets at their local sites (e.g. the expanded way of thinking about strategy execution and collaboration is useful for other efforts at your local site).	Participants increase their sense of ownership, collective accountability and action towards collective impact in the process.
We are movement building - participants join in the process of inviting partners to the table based on what additional support and resources are needed to move the larger goals forward.	The longer you participate, the greater improvement on the map and your scorecards, and you own decisions around how to continue to expand, support and sustain individual and group efforts.

## How to Participate in Strategy Mapping Process?

After an orientation to this work and process, participants complete a readiness assessment. This helps determine if your organization is prepared to capture objectives, measures, targets, and actions (OMTA) for your program or initiative. Participants work with MnEEP and Collectivity staff to refine their OMTA content so it can be added to the platform. We discuss the current and desired state, what the objective is exactly, how to most accurately measure it with baseline and target data, and what specific activities will achieve the objective. The OMTA process typically requires two or three iterations to ensure each part is granular enough for the strategy map and scorecards.

## Next Steps

We invite you to join us! Please contact Dr. Rose W. Chu, Senior Policy Fellow at MnEEP to assess your readiness and discuss your programs. Email: [rchu@mneep.org](mailto:rchu@mneep.org) Cell/Txt: 651-329-5952

## What is the Time Commitment to Participate?

Initial time commitment is estimated as follows:

- Orientation (1 hour webinar)
- Objectives Inventory (up to 1 hour)
- OMTA Content (1-2 hours start, 1 hour review with MnEEP/Collectivity & 1-2 hours refining)
- Quarterly meetings with cohort group (2 hours every quarter)
- Updating scorecard in the platform through MnEEP (1 hour depending on data gathering and target time period specified)

## What is the Cost to Participate?

The use of the InsightVision platform is currently underwritten by MnEEP.

*Example OMTA(Objectives Measure, Target, Action) content from one participant*

<b>Current State:</b> <ol style="list-style-type: none"><li>1. There are not as many teacher fellows of color as white fellows.</li><li>2. Our teaching fellows do not reflect the student population demographics.</li></ol>			
<b>Desired State:</b> <ol style="list-style-type: none"><li>1. There are many teacher fellows who identify as people of color or American Indian.</li><li>2. The teacher fellows demographics are reflective of the student population.</li></ol>			
Objective	Measure	Target	Actions / Activities
Increase percentage of applicant pool identifying as a person of color/American Indian (POC/AI).	Numbers of applicants. Baseline: 40% (72 out of 179) applicants identified as POC/AI in 2016.	50% of applicant pool (at least 90 candidates) identifying as POC/AI in 2018.	*Reach out to student/campus organizations that work with POC/AI *Build recruitment relationships with communities of color *Host information sessions with orgs and communities *Direct prospective students to strengthening applications (resume, essay, recommendation letter, teaching a lesson) *Follow up with orgs/communities on application process and barriers