



Minnesota
Education Equity
Partnership

Advancing **Race Equity** & Excellence

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Briefing on TeachMN2020 Campaign*
10 August 2018

* With Support from **Graves Family Foundation, MN Comeback**

**BIG
BOLD
GOAL** 3

Minnesota educators reflect
student demographics.

MN Context on Teacher Racial Diversity

Collaborative Urban Educator Programs

Urban Teacher Program

American Indian Teacher Prep Programs

Loan Forgiveness Programs

Student Teaching Scholarships

Grow-Your-Own Residency Teacher Prep Programs

Grow-Your-Own Programs at high schools

Bush Foundation Teacher Effectiveness Initiative

Teacher Supply Demand Reports

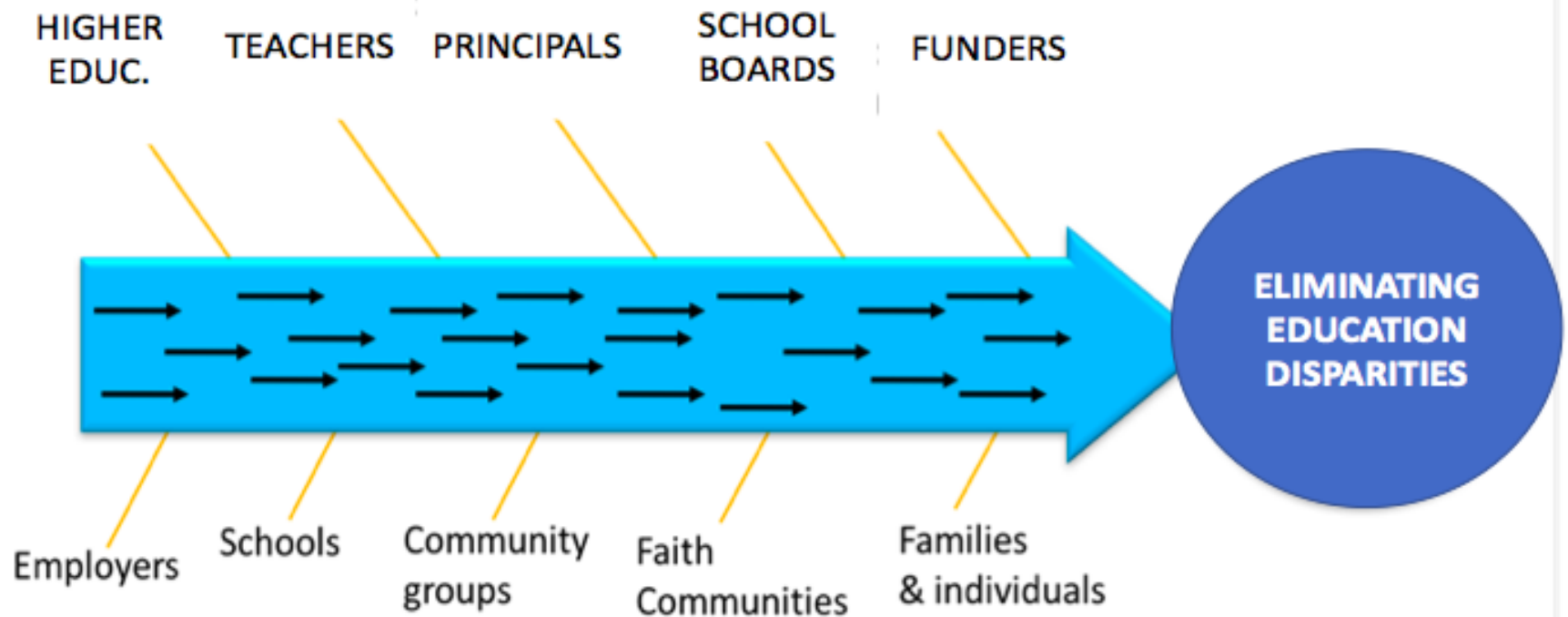
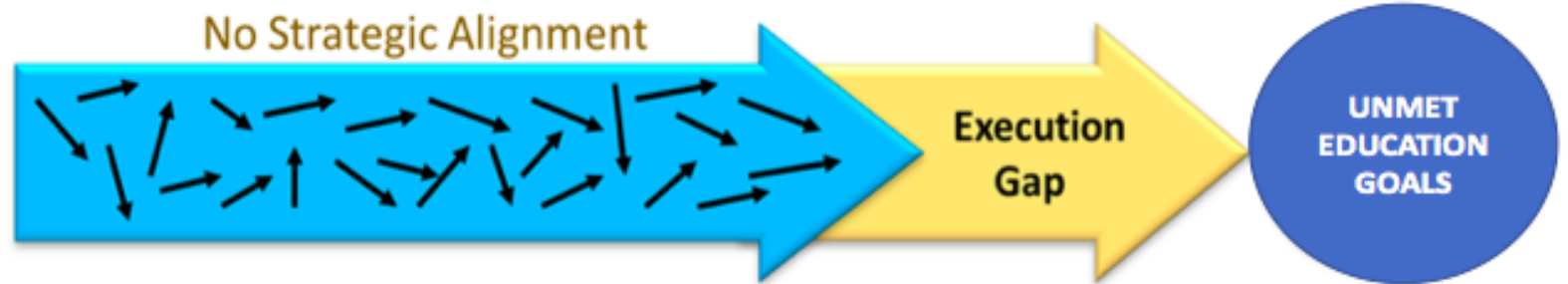
Reports by MnEEP, Education MN, E4E etc

(and more)



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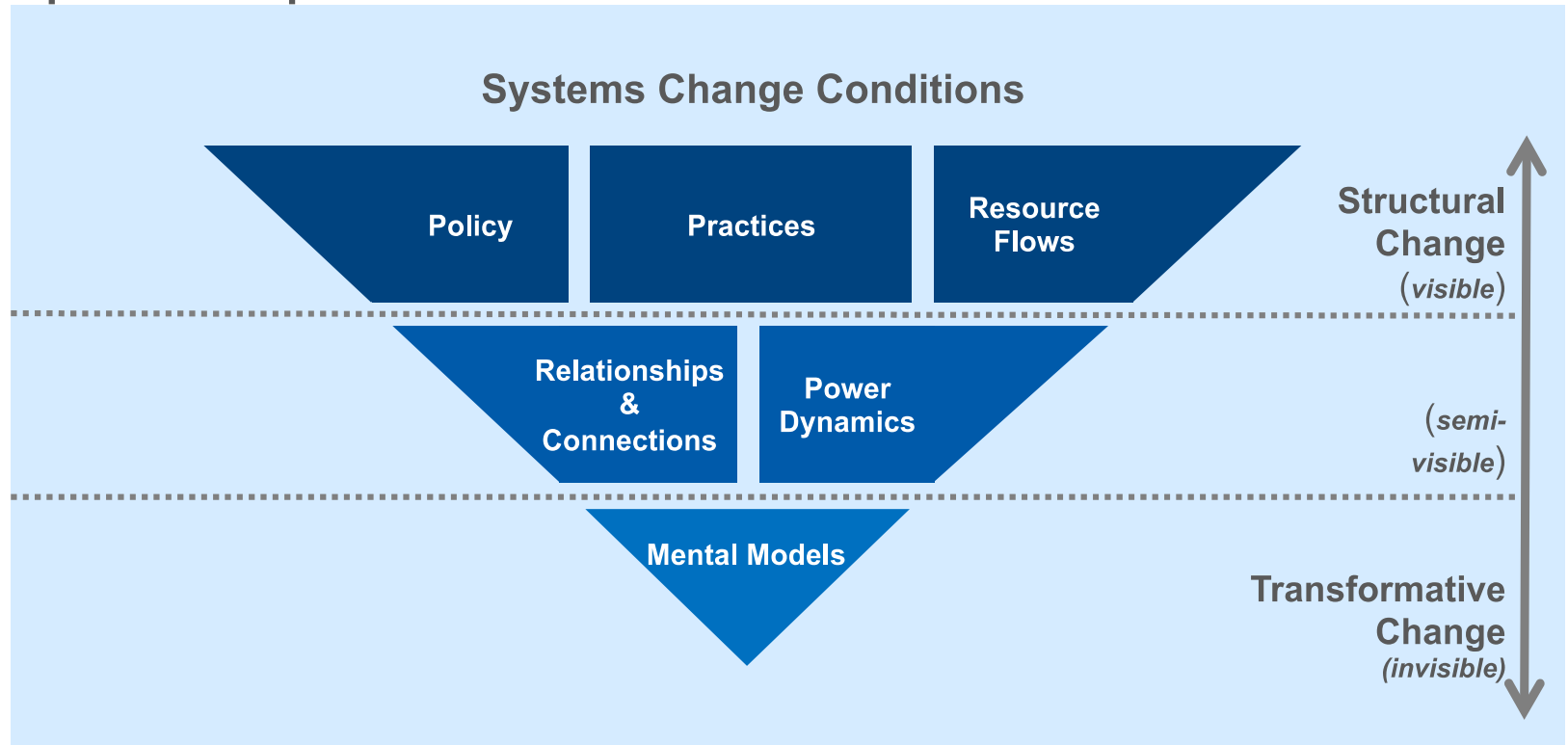
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Systems change is about shifting the conditions that hold the problem in place.



From presentation by John Kania, FSG @ Policylink Equity Summit, April 2018



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#TeachMN2020 Campaign

Essential Question 1:

*How can we **accelerate and make visible** the process of collaboration and collective action to increase the numbers and quality of teachers of color and American Indian teachers in Minnesota?*

APPROACH: Creating a movement to collaborate differently towards collective accountability, action and impact.

TOOL: **Strategy Mapping Process** with cutting-edge cloud-based technology to capture activities and manage progress among partners in a structured and disciplined way.

Essential Question 2:

*How do we **elevate the teaching profession**, engaging stakeholders to learn and understand more about the teaching journey and be part of the solution, **particularly for communities of color**?*

APPROACH: Creating a movement to elevate the teaching profession and change the narrative about teaching.

TOOL: **ImprintU Website*** as a public space to attract and engage multiracial communities, explore various pathways to teaching, and aggregate resources toward teaching.

*In Collaboration with **Augsburg** University's Education Department



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Tangible Tools & Processes

1. [Strategy Mapping & Management](#) – transforming

collaboration: Create critical mass of partners and capacity within partners to manage progress and align strategies collectively

2. [ImprintU.org](#) – elevating the teaching profession

Launch social media campaign, strengthen interactive features (gamification), schedule meet-ups, particularly within communities of color

3. “[State of Teachers of Color and American Indian Teachers](#)” Report Series

Working with U&M graduate students in MPA program on a “deeper dive” of teacher demographics data and an initial scan of legislative investments in MN based on the Explore-Become-Grow-Thrive model.

4. [Strategic Partnerships](#): e.g., Generation Next, Coalition to Increase TOCAIT

Vision:

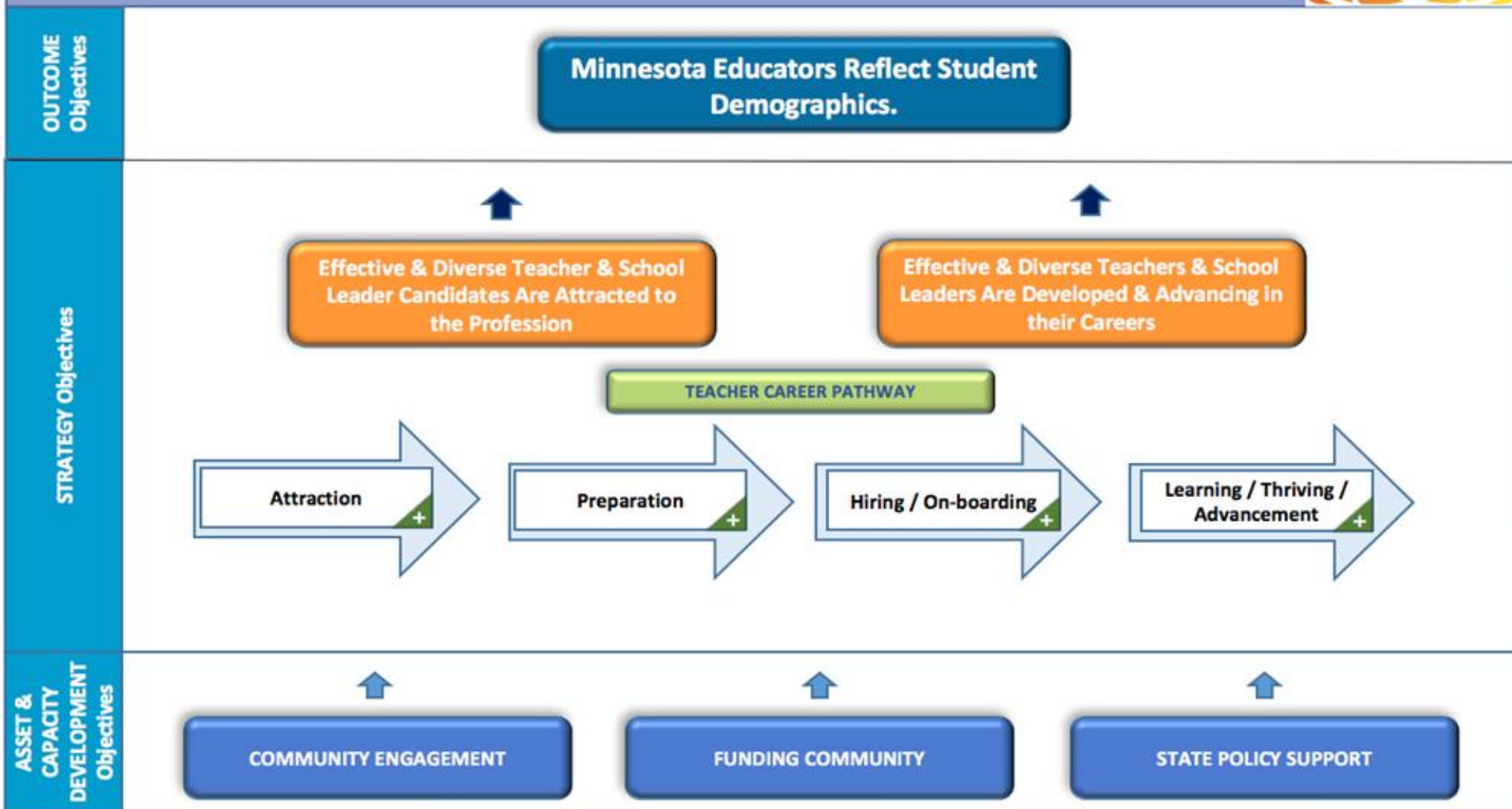
A reimagined and sustainable policy and investment framework in Minnesota to increase and retain teachers of color and American Indian teachers.



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MnEEP - Teachers of Color Strategy Map



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Breakthrough Twin Cities

Outcome Objectives

Name	Current Value	Change	Target Value	Most Recent Period	Comments/ Actions																																				
Break: 1: Increase percentage of applicant pool identifying as POC/AI																																									
Break: % of applicants identifying as people of color	46	1	50	2018																																					
<table> <tr> <th>Name</th><th>Status</th><th>%Complete</th><th>Assigned To</th><th colspan="2">Notes & Sub Actions</th></tr> <tr> <td> Recruitment Relationships </td><td>Completed</td><td>0%</td><td>Aara Johnson</td><td></td><td></td></tr> <tr> <td> Introduce selves to orgs and request information to be forwarded </td><td>Completed</td><td>100</td><td></td><td></td><td></td></tr> <tr> <td> Reach out to personal networks </td><td>N/A</td><td>100</td><td></td><td></td><td></td></tr> <tr> <td> Review Recent Increase in Performance </td><td>Completed</td><td>100%</td><td></td><td></td><td></td></tr> <tr> <td> Setting up in-person recruitment sessions with local colleges, universities </td><td>Completed</td><td>100%</td><td></td><td></td><td></td></tr> </table>						Name	Status	%Complete	Assigned To	Notes & Sub Actions		Recruitment Relationships	Completed	0%	Aara Johnson			Introduce selves to orgs and request information to be forwarded	Completed	100				Reach out to personal networks	N/A	100				Review Recent Increase in Performance	Completed	100%				Setting up in-person recruitment sessions with local colleges, universities	Completed	100%			
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Setting up in-person recruitment sessions with local colleges, universities	Completed	100%																																							
Break: # of breakthrough applicants identifying as people of color	124	1	90	2018																																					
Break: # total of breakthrough applicants	269	1	180	2018																																					
Break: Improve Breakthrough Fellow Engagement																																									

Strategy Mapping Participants

PARTIAL LISTING



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HIAWATHA
ACADEMIES



MINNEAPOLIS
PUBLIC SCHOOLS
Urban Education. Global Citizens.



NORTHWEST SUBURBAN
INTEGRATION SCHOOL DISTRICT
A Global Community Learning and Growing Together



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Strategy Mapping Participants

PARTIAL LISTING



Roseville Area Schools



TEACHFORAMERICA



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Strategy Mapping: Prospectives (partial list)

Very Interested (but not confirmed):

Martin Luther College

MDE & PELSB

University of Minnesota

St. Mary's University at Winona

Augsburg University at Rochester

SMSU/MN West College (Nobles County)

MACTE Executive Committee

Shared, need follow up:

Grand Rapids (Itasca), Christo Ray, Ascension, KIPP,
Math & Reading Inc (Americorp) & many more



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Example of how a collaborative engagement process with a “structure for fulfillment” is used:

<http://www.thrivingweld.com/>

More on InsightFormation Inc, the local organization behind the online platform InsightVision, and the groundbreaking work in the health sector nationally:

<https://www.insightformation.com/>

More on Collectivity, the technology cooperative that coordinates strategic solutions for TeachMN2020 (also working with Generation Next and MN Comeback)

<https://collectivity.coop/>



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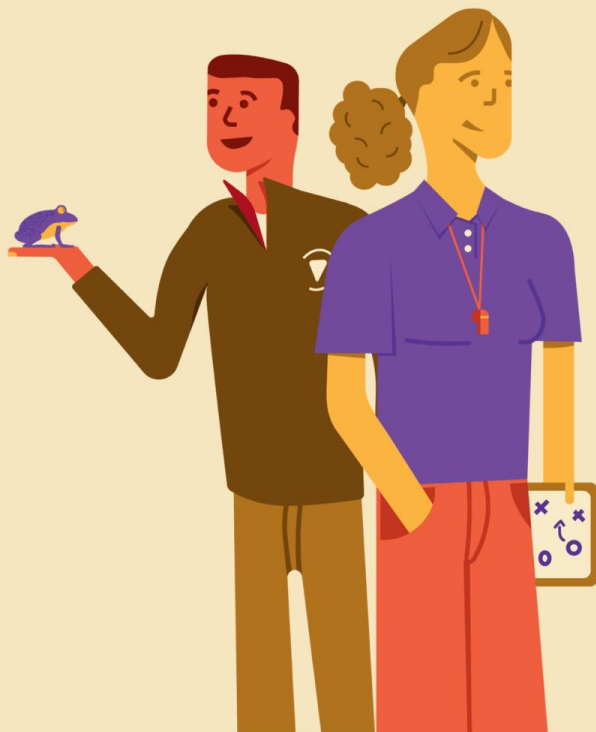
[In Action](#)

[Stories](#)

[About](#)

[Understanding Teaching](#)

[Journey](#)



**What do
coaches,
zookeepers, and
doctors have in
common?**

Find Out



Teaching as a profession is being transformed by people like you.

Would you like to play a role in it?



Creating an Imprint on Your Community





[In Action](#)

[Stories](#)

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[Understanding Teaching](#)

[Journey](#)

Journey

You don't just become a teacher. The teacher development journey can span an entire adults lifespan or come after pursuing a different career. The journey can be long with bumps along the way, but becoming a nation builder through teaching is worth more than any destination.



Explore



Become



Grow



Thrive

Check out Rose's blog:

<https://mneep.org/author/rose/>

JOIN US!

- Be a partner in the strategy mapping process ([contact Rose](#))

- Be a partner in elevating the teaching profession ([join community](#))

Questions? Feedback?

rchu@mneep.org 651-329-5952 cell/txt



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