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Briefing on TeachMN2020 Campaign*
10 August 2018

* With Support from Graves Family Foundation, MN Comeback
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 …….)
Systems change is about shifting the conditions that hold the problem in place.
#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*
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.
MnEEP - Teachers of Color Strategy Map

OUTCOME Objectives

- Minnesota Educators Reflect Student Demographics.

STRATEGY Objectives

1. Effective & Diverse Teacher & School Leader Candidates Are Attracted to the Profession
2. Effective & Diverse Teachers & School Leaders Are Developed & Advancing in their Careers

TEACHER CAREER PATHWAY

1. Attraction
2. Preparation
3. Hiring / On-boarding
4. Learning / Thriving / Advancement

ASSET & CAPACITY DEVELOPMENT Objectives

1. Community Engagement
2. Funding Community
3. State Policy Support

Minnesota Education Equity Partnership
Advancing Race Equity & Excellence
### Outcome Objectives

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<tr>
<th>Name</th>
<th>Status</th>
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### Breakthrough Twin Cities

#### Break: % of applicants identifying as people of color

- Current Value: 46
- Change: 1
- Target Value: 50
- Most Recent Period: 2018

#### Break: # of breakthrough applicants identifying as people of color

- Value: 124
- Change: 1
- Target Value: 90
- Most Recent Period: 2018

#### Break: # total of breakthrough applicants

- Value: 269
- Change: 1
- Target Value: 180
- Most Recent Period: 2018

#### Break: Increase percentage of applicant pool identifying as POC/AI

#### Break: Improve Breakthrough Fellow Engagement
Strategy Mapping Participants
PARTIAL LISTING
Strategy Mapping Participants
PARTIAL LISTING

Saint Paul Public Schools

Educators for Excellence

Roseville Area Schools

Generation Next

Teach for America

University of St. Thomas

Minnesota Education Equity Partnership
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
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/
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
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