

Minnesota P20 Education Partnership website: www.ohe.state.mn.us/p20

Date/time: March 20, 2025, 2:30-4:00pm

Location: Microsoft Teams

Attendees: Abdusamad Abdo, Yovana Alvarez, Patti Balacek, Tim Benz, Eric Billiet, Rose Chu, Joey Cienian, Joe Curiel, Jessica Espinosa, John Fanning, Nancy Floyd, Marlina Gonzalez, Stephanie Graff, Troy Haugen, Dianne Haulcy, Krystle Igbo-Ogbanna, Zeke Jackson, Greg Keith, Jennifer Kunze, Josiah Litant, Tyler Livingston, Katie McClelland, Anthony Miller, Joe Munnich, Jon Peterson, Sally Reynolds, Raj Singh, Denise Smieja, Clarinda Solberg, Nolan Thomas, Matt Varilek, Marah Weidensee, Liz Williams, Abigail Woldemariam

Notes:

1. Welcome and Introductions

- a. Josiah Litant welcomed everyone and asked new members to introduce themselves.
- b. Minutes of the November meeting were approved.
- c. Josiah announced that the 2025-2026 partnership meeting calendar has been approved. Members have received calendar invites and the dates are also on the website. The Executive Committee, at Josiah's recommendation, has decided to reduce meetings to 4 times a year instead of six (skipping summer meetings), but extending meeting times to two hours. The September meeting will remain in-person and will be slightly longer and more of a member retreat than a meeting.
- d. Josiah also shared that regular meeting attendee Billie Annette, a member of TNEC, is being honored this week with a Lifetime Achievement Award at the 40th annual MN Indian Education Association conference. Billie has been a leader in Indian education for over 20 years, including as an active board member on Tribal Nations Education Committee (TNEC) and the MN Indian Education Committee representing White Earth Nation.

2. Educator Workforce: MDE

- a. Josiah reviewed the discussions the group had at the September and November meetings where educator workforce was a primary topic of interest for members, and something the group wanted to work on more. The question was what contribution MNP20 could make to support existing educator workforce efforts. One piece of feedback from members was that there was interest to learn more about work that is already happening in the state. Today's meeting is focused on setting some baseline for understanding existing efforts, and highlighting how we will move ahead on this work jointly with the Governor's Workforce Development Board (GWDB). Today will start with MDE giving a broad overview of the work they are involved in.
- b. Deputy Commissioner at MDE Stephanie Graff introduced the presentation on behalf of Assistant Commissioner Angela Mansfield who oversees the unit working on educator workforce programs but was unable to be here.

- c. Greg Keith and Tyler Livingston presented. (See PowerPoint for more details.) Topics included:
- Why focus on the educator workforce?
 - Data on Minnesota's teacher shortage
 - Data about the challenges facing Minnesota's teacher workforce
 - The vision of MDE—their "Due North Priority" (includes diversify the workforce, increase the workforce, support and retain current educators, and create culturally responsive learning and work environments)
 - A teacher's journey—explore, become, grow, thrive
 - MDE-PELSB-OHE's Educator Workforce Theory of Action
 - Minnesota Teacher Marketing and Outreach Campaign
 - Overview of TeachMN online platform and related resources
 - "Grow Your Own" programs—investment in local community assets to help address teacher prep program barriers, both programmatic and financial
 - Additional pathways into teaching (such as teacher residency programs and registered teacher apprenticeship programs)
 - Efforts to support new teachers' growth (induction and mentoring)
 - Efforts to ensure teachers thrive (teacher development and evaluation, principal development and evaluation, ongoing professional development, and alternative teacher pay for performance system)
 - Question was asked about the response that MDE is getting from teachers to all of these programs. Tyler shared that teacher candidates in several programs have been surveyed. They were asked if not for the funds they had access to through these programs would they be able to be teachers (they are all paraprofessionals now), and there was a resounding now. They asked, with this support, what is the chance that you will stay in the field with the support you have received, and 97% said the chance was very high. Greg shares that people who were supported through teach.org in enrolling teacher prep programs were more diverse than the regions in which they lived—this is very promising in our efforts to diversify the teacher workforce. They have also received positive data from teachers in mentoring programs that have been piloted. Mentor teachers working with them also reported increased efficacy in teaching.
 - A question was raised about retention—where does the new teacher support end and what happens as they hit the 3-5 year mark (or even before)? There was some discussion about efforts happening in this space, but also recognition that this is an area that needs more data and research—who are those leaving the profession and why? Who are those staying in the profession but leaving teaching directly, and where are they going? More capacity is needed to pursue this.

3. Educator Workforce: Elevate Teaching

- a. Dr. Rose Chu presented on the Elevate Teaching initiative. Josiah introduced Rose and noted that she also received an award this week—the National Alliance for Partnerships

in Equity's "Heart and Hope Award," for her equity work that has made a major impact in the field of education. (See PowerPoint for more details of Rose's presentation.) The discussion included:

- Overview of the multiple partners collaborating on the Elevate Teaching team—an effort initially funded through a legislative appropriation
- Dr. Rose Chu is the founder of the Elevate Teaching work and leading it through her consulting organization, Plum Blossom Strategy.
- Context and timeline of the work, including its initial evolution in 2016 through phase one with PELSB in 2022, through the current phase (the teacher marketing and outreach campaign).
- The Elevate Teaching Toolkit (<https://www.elevateteaching.us/tookit>)
- An assortment of links to articles about the perception of the teaching profession
- The need to "rebrand" the teaching profession
- The Elevate Teaching vision
- Overview of Elevate Teaching's high-level goals including elevating the teaching profession and attracting teachers (including teachers of color and American Indian teachers)
- The approach to systems change and how that is grounding the approach to this work
- Overview of the primary and secondary audiences for the work
- The three main themes and six key messages ("tenets") of the project
- Phase 1 was developing the key messages, phase 2 is looking at how to start to market these messages and conduct outreach to spread the message
- They are running a "Youth as Champions" pilot where young people see themselves as part of this work and the solution
- Anoka-Ramsey Community College hosted a student gathering with Elevate Teaching to spark conversations about the profession and the Elevate Teaching messages
- They are now developing resources to help the community begin to own this movement so that the message can be spread by and with the community
- Saturday, May 31st will be an Elevate Teaching celebration for the teaching profession at Roseville Area High School and at other satellite sites. Stay tuned for information!
- Overview of future projects, opportunities, and marketing work
- They have also developed a visual roadmap of how to become a teacher in Minnesota (available on the Elevate Teaching website, or ask Rose for a hard copy)
- Phase 3 (expanding the movement) coming this summer

4. Educator Workforce: Joint MNP20-GWDB Initiative

- a. Katie McClelland presented on the new joint Governor's Workforce Development Board (GWDB) and MNP20 joint committee on educator workforce

- Katie talks about the conversation the P-20 had in November about all of these different educator pipelines and what work we can do in this space.
- There is a state Interagency Workforce Alignment (IWA) effort focused on interactive and cross-organizational effort on the state's Drive for Five sectors, which includes education.
- GWDB, MNP20, and IWA decided to create a joint effort around educator pipeline. Focus will be on alignment of efforts, identifying and recommending metrics, and increasing communication.
- The charge of the committee is to bring recommendations back to the IWA Taskforce, GWDB, and MNP20.
- Katie shared what the membership responsibilities will be for those who want to participate in this workgroup—there will be 6 spots for agencies, 6 spots for MNP20 members, and 6 spots for GWDB members (there will be some overlap since some MNP20 members are agencies, some members are on both GWDB and MNP20, etc.).
- Josiah added that he will be sending out an invitation for P-20 members to volunteer for the committee tomorrow.

5. Updates from the Executive Director

- a. Josiah stated that the Executive Committee, at his recommendation, has decided to sunset the “affiliate member” status for the partnership. This status was created several years ago but is essentially no different from being a guest at MNP20 meetings. It has created confusion about what it means and doesn't provide any specific access or obligations for “affiliate members.” As such, the status is being eliminated.

Josiah spoke with all existing affiliate member organizations, and four who were determined to meet the statutory definition for membership were asked if they'd like to be nominated to become full voting members. The Minnesota School Boards Association (MSBA) said yes. The Minnesota Rural Education Association (MREA) is meeting with their Board of Directors next week to make a decision. The Minnesota Department of Labor and Industry and the Citizens League both engaged in very thoughtful conversations and remain interested and committed to participating as guests, but have declined to pursue full membership at this time. The Joyce Foundation and 21st Century Skills Committee will continue as guests as well. After MREA's board makes a decision next week, Josiah will send out a communication calling for a vote on proposed new members (new members are being nominated by the Executive Committee).

- b. Josiah spoke about the new MNP20 funding that was recently announced—just under a half-million dollars in private philanthropic support from The Joyce Foundation and the ECMC Foundation. Joyce is a previous financial supporter of MNP20, ECMC is new. The funding will support the partnership in hiring a consultant to conduct a strategic plan with us, beginning this summer. An RFP will be released in the next couple of weeks soliciting proposals. The funding will also support the creation of a Deputy Director full-time staff position for MNP20 (a two-year, temporary position; though Josiah said he

hopes we are able to make that role permanent, there is currently no guarantee). The position will be hired through OHE (like our Executive Director position). The position is being audited by OHE HR right now, and Josiah hopes to post it in the coming weeks and have it filled in July. Members were encouraged to think about possible good candidates they could share the posting with Josiah said he will email out the posting when it is live.

(Post meeting addendum: The funding will also provide for operational support through indirect costs to OHE, as OHE supports the work of MNP20 with agency resources.)

- c. Josiah shared that he has a 2025 work plan that gives a more in-depth overview of the partnership's activities for this year. This is an internal document (though much of it was highlighted in our recent public annual report). Josiah will send it to members tomorrow when he sends out the meeting notes, just as an FYI.

Meeting adjournment at 4:04pm.