



# Educator Workforce and Development Center Overview and Key Programs

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# Why Focus on the Educator Workforce

Since teachers are the **most important school-based factor** on student experiences, achievement, and other outcomes (with school leaders a very close second) and

Since a diverse educator workforce is **beneficial to all students** and

Since historically marginalized student groups have **less access to experienced, in-field and effective** teachers, then

*Ensuring that students have equitable access to a diverse, qualified and thriving educator workforce is an educational equity strategy.*

# Minnesota's Teacher Shortage

- 70% of responding districts report being “**significantly**” or “**very significantly**” **affected by teacher shortages.**
- 84% of responding districts report the **availability of teachers** is “**somewhat fewer**” or “**significantly fewer**” than five years ago
- 75% of responding rural districts report being “**significantly**” or “**very significantly**” affected by teacher shortages **compared to 61% and 63% of suburban and urban districts, respectively.**
- 69% of responding urban districts report the **availability of teachers** is “**somewhat fewer**” or “**significantly fewer**” than five years ago **compared to 88% and 83% of rural and suburban districts, respectively.**

# Teacher Workforce Challenges

- More than **51% of licensed teachers are not active** classroom teachers.
- **Nearly one-third of teachers leave teaching** within the first five years in the profession.
- **About 6% of Minnesota teachers identify as teachers of color** in a school system where 37% of students are students of color and American Indian students.
- Minnesota Black students are significantly more likely than other students to have **novice and uncertified teachers**.
- A 2022 survey of Minnesota teachers suggests that the **public's view of the teaching profession, negative interactions with parents, and challenging school cultures** are main reasons teachers consider leaving the profession.



# Due North Priority: Every Student Learns in a Classroom with Caring and Qualified Teachers

**Our Vision: Every student benefits from a diverse, qualified, and thriving educator workforce.**

## **Educator Workforce**

- ***Diversify*** the educator workforce to ensure professional staff reflect the racial and ethnic diversity of Minnesota students.
- ***Increase*** the educator workforce to address shortage areas--regional, licensure areas, demographic.
- ***Support, develop and retain*** current educators, particularly educators of color and Indigenous educators.
- ***Create culturally responsive learning and work environments*** for all students, families, communities, and employees of education systems.

## **Student Access**

- ***Ensure equitable access*** to experienced, in-field, and effective educators for students of color, American Indian students, and students from low-income families.



# A Teacher's Journey



**Explore** - Increase awareness and interest in education careers among a diverse range of individuals through recruitment initiatives such as marketing campaigns. Providing clear messaging to help individuals see teaching as a viable and meaningful career path, especially for underrepresented groups.

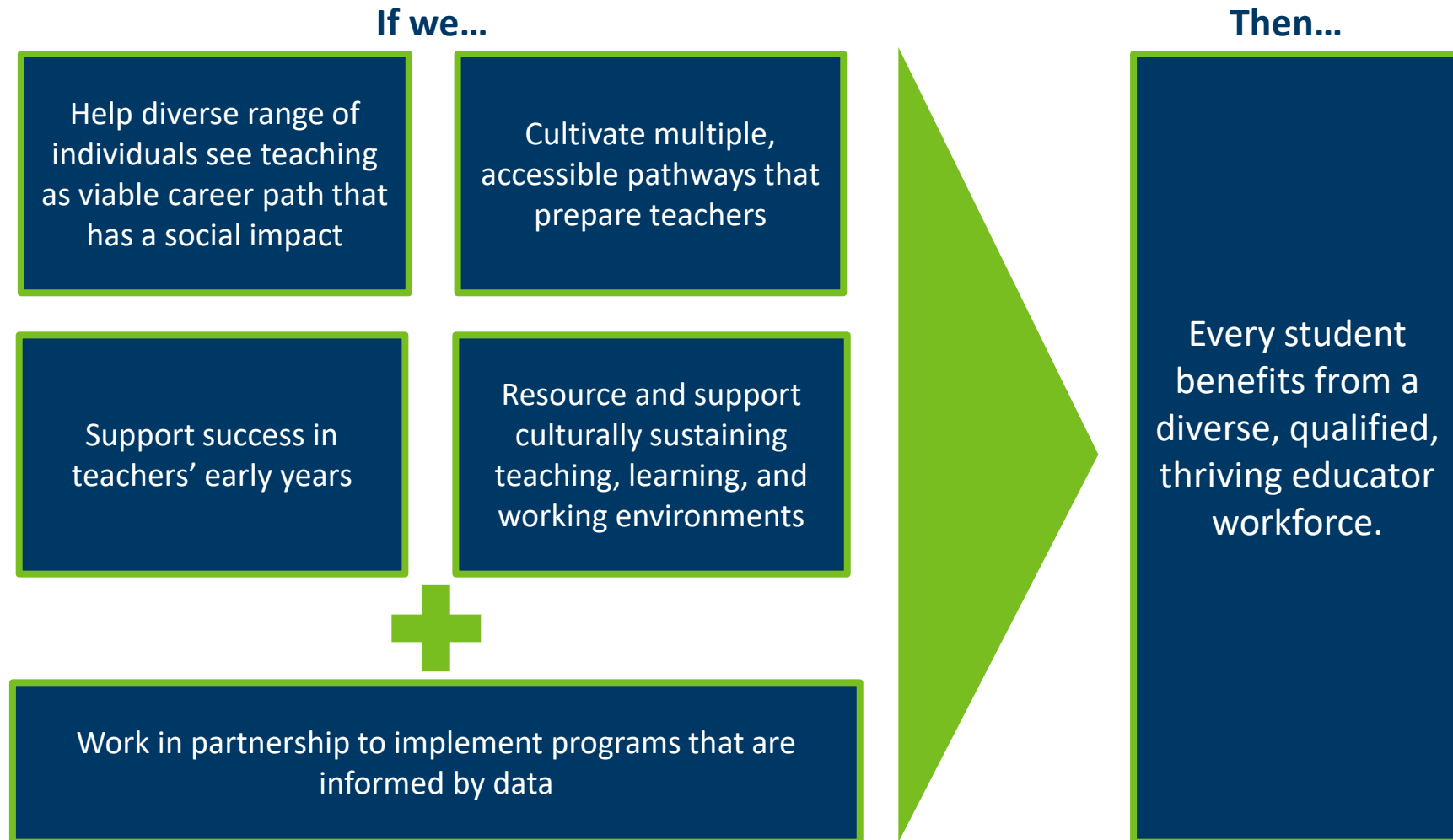
**Become** - Preparing teachers through diverse and accessible pathways, ensuring that all teachers are equipped to serve a broad range of students. Emphasizing the importance of multiple quality licensure pathways, and eliminating barriers such as financial and institutional obstacles to becoming a licensed teacher.

**Grow** - Supporting the successful early years of teaching by providing comprehensive induction programs, offering mentorship at all schools, facilitating professional development for new licensure fields, and ensuring a seamless transition from “Become” with the ultimate goals of increasing new teachers' preparedness and reducing attrition rates.

**Thrive** - Creating a supportive and equitable learning and working environment for educators, where they are valued, have what they need to succeed, and are empowered through teacher leadership opportunities to support the growth of other teachers.

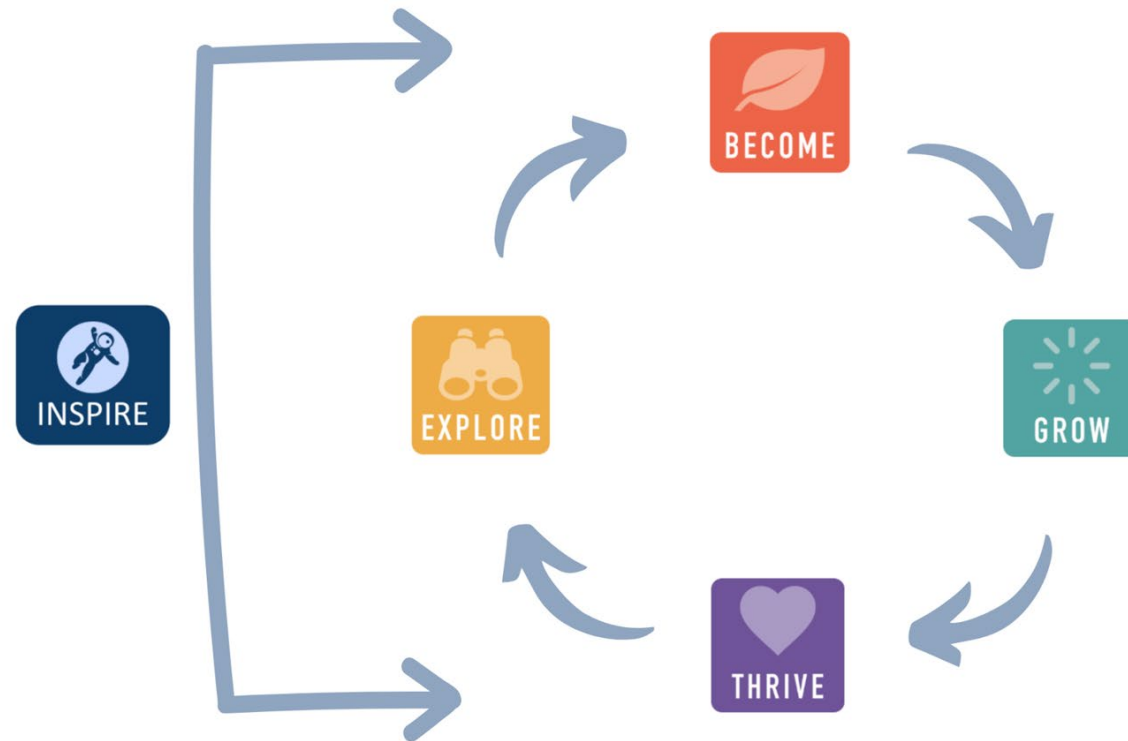
*“Teacher Journey” graphic used with permission from MNEEP’s MNTech2020 campaign.*

# MDE-PELSB-OHE Educator Workforce Theory of Action



# Minnesota Teacher Marketing and Outreach Campaign

## The Teacher Journey



**Elevate Teaching** promotes the lifelong career of a teacher, from considering the profession to thriving in the classroom. They build a network of champions!

**TeachMN.org** provides customized resources and support to drive future teachers to submit an application to a TPP in MN.



# Minnesota Teacher Marketing and Outreach Campaign

## Goal

**MDE and PELSB  
share a vision of  
every student  
benefiting from a  
diverse, qualified  
and thriving  
educator  
workforce.**

## Key Partners



## Objectives

- **Career Awareness**
- **Increase Teacher Workforce Diversity**
- **Building and Simplifying Pathways into Teaching**
- **Elevating the Profession**

# elevate teaching

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teaching is  
creative



teaching is legacy



teaching is  
teamwork



teaching is  
community  
building



teaching is  
opportunity



teaching is  
evolving

Elevate Teaching is a movement that seeks to activate a network of champions for the teaching profession and shift how we view, talk about and relate to the profession to include the profound impact teachers have in our society.

Elevate Teaching is part of the solution to attract more to the profession especially from communities of color and American Indian communities.

# TeachMN: Support all in one place!



**Career coaching from teachers**



**Teaching program search tool**



**Direct financial assistance**



**Customized application  
checklists**



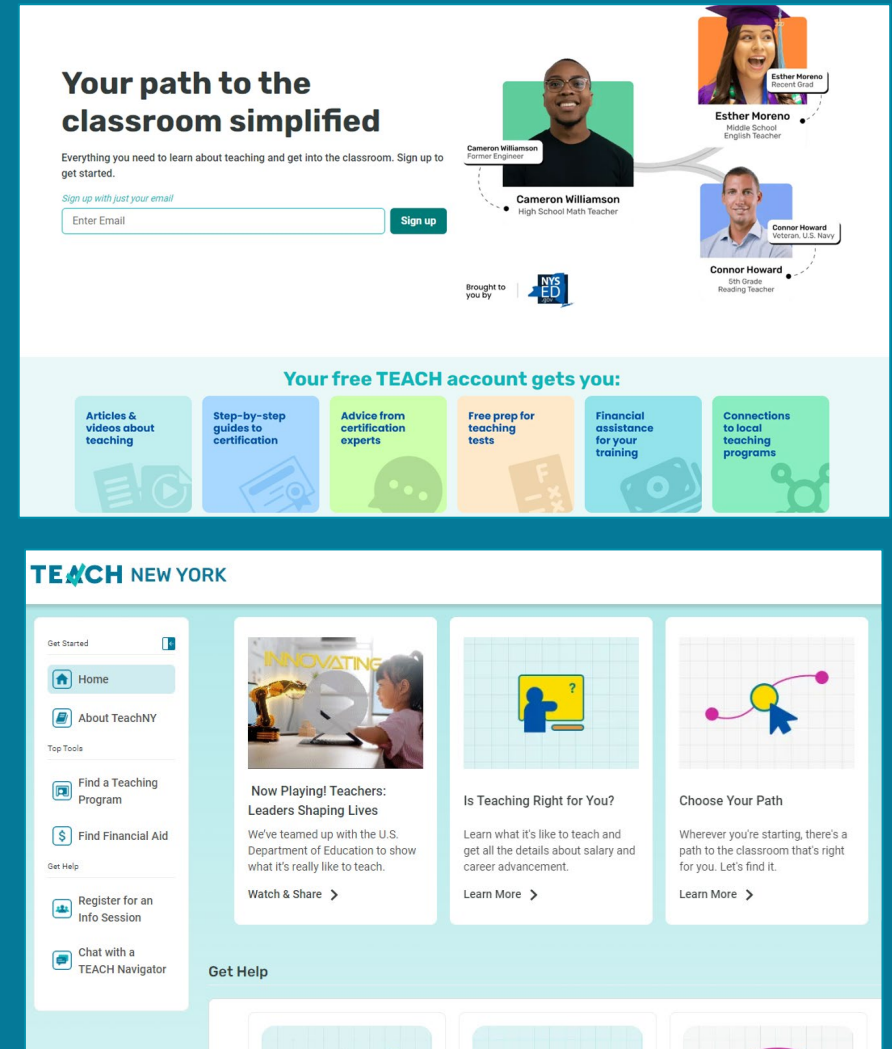
**How-to guides from experts**



**Scholarship search tool**



**Customized email and chat  
support**



# Grow Your Own Programs



## GYO Programs

- Reduce and eliminate financial barriers of teacher preparation
- Recognize community and cultural assets
- Provide career counseling and other support services while obtaining licenses
- Provide student teaching and residency placements while maintaining current jobs

## GYO Participants Often Include

- Paraprofessionals
- Community and cultural liaisons
- Adults working with youth in after school or wrap-around programs
- Recent high school graduates
- Secondary students

# Grow Your Own State Grants

- GYO focusing on increasing teacher diversity (\$50 million in FY24-25; \$64 million in FY26-27)
- SPED Teacher Pipeline Program (\$30 million in FY24-25; \$10 million/year in base starting FY27)
- MN Indian Teacher Training Program (\$2.8 million in FY24-25; \$600,000 in base)
- Student Support Personnel (\$10 million in FY24-25; \$10 million/year in base)
- GYO for Early Childhood Educators (\$5 million in FY24-25; \$500,000 in base)

# Additional Pathways into Teaching



## Teacher Residency Programs (\$3 million in annual funding)

- Partnership with National Center for Teacher Residencies through Cargill Foundation funding
- Competitive planning grants for up to 5 new programs
- Grants to 2 existing residency programs

## Registered Teacher Apprenticeship Programs

- Partnership with Department of Labor and Industry and PELSB
- Employer-based, teacher preparation pathway
- Apprentices earn and learn as they acquire teaching licenses



# Supporting New Teachers' Growth



- Partnership with New Teacher Center
- Induction Framework pilot at 25 schools
- Statewide regional induction and mentoring competitive grants (\$8 million through FY27)
- Ongoing professional development for induction leaders, school leaders, peer observers, and mentors

# Ensuring Teachers Thrive



- Teacher development and evaluation
- Principal development and evaluation
- Q Comp (Alternative Teacher Pay for Performance System)
  - \$88 million/year for 160 districts and charter schools
  - Job-embedded professional development, teacher evaluation, teacher leadership, and performance pay and pay reform
- Ongoing professional development for program leaders, teacher leaders, school leaders, and teachers.

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