



# Wanted: Prepared Workforce Needed: Education Reforms

By Cecilia Retelle  
Minnesota Chamber of Commerce

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# Missed Opportunities... No recent reforms

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# Minnesota Race to the Top results

- Round 1
  - 41 states applied
  - Minnesota finished 20<sup>th</sup>
  - 2 winners
- Round 2
  - 36 states applied
  - Minnesota did not apply
  - 10 winners

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## Facts

- 50% of kindergartners show up unprepared\*
- Minnesota has one of the largest achievement gaps in the country
- Teacher 'Quality Counts 2010 Report'
  - Minnesota earned a C
  - Ranked 29th in the nation, below the national average\*\*

\*Source: Minnesota School Readiness Study: Developmental Assessment at Kindergarten Entrance, Fall 2007. Minnesota Department of Education

\*\*Quality Counts January 2010 Report: <http://www.edweek.org/ncqer/qc2010/0114/index.html>

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## Workforce Issues

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## 2009 Minnesota graduation rates

- Overall: 75%
  - White: 82%
  - Black: 44%
  - Hispanic: 45%
  - Asian: 68%
  - American Indian: 41%

Source: Minnesota Department of Education

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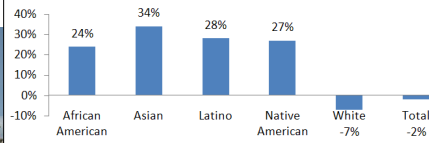


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## Growing kids in gap

Projected Population Change in  
Minnesotans Ages 5-24  
from 2006 to 2020




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## Workforce shortage

- In 2018, 70% of all jobs in Minnesota will require some postsecondary training
- Growing disconnect between jobs available and Americans who can fill the them

Source: Help Wanted: Prospecting Jobs and Education Requirements through 2018. <http://www.aarp.org/education>

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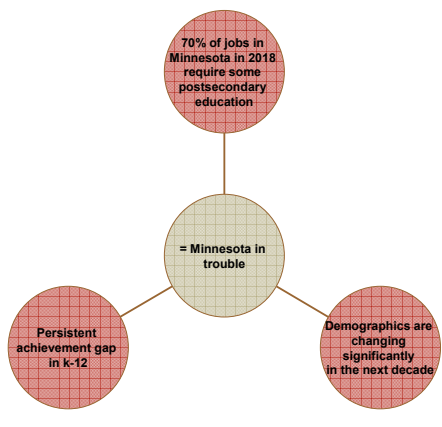
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**Priority #1:**  
**Effective teacher in**  
**every classroom**

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Why does there need to be an effective teacher in every classroom?

- Teacher quality #1 predictor
- Most influential?
  - 1) Parents
  - 2) Teachers
- Teachers' impact is additive and cumulative

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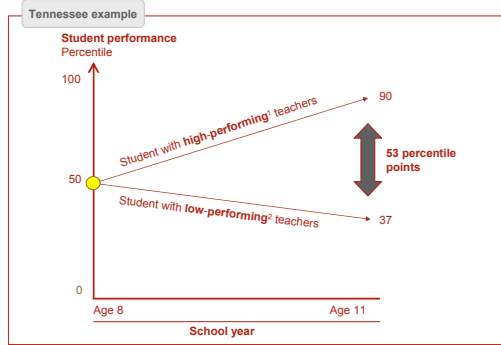
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### Highly effective teachers matter more than any other in-school variable



1 Among the top 20% of teachers  
2 Among the bottom 20% of teachers  
SOURCE: Sanders and Rivers, "Cumulative and Residual Effects on Future Student Academic Achievement," 2006

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### New teachers assume tenure

- 4 of 5 probationary teachers confident of receiving tenure
- 54% of all tenured teachers agree tenure is a validation of their teaching skills
- 90% of probationary teachers receive the highest rating on their performance evaluation!

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### What's tenure in Minnesota?

- 3 years of employment in the same district.
- If transfer to a different district after you have tenure in one district... only need to teach for 1 year in new district to receive tenure.
- Paid and protected during layoffs based on seniority, not performance

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## Teachers dismissed?

- 38% of teachers and 58% of principals agree with the statement:

*'There are tenured teachers in my school who **should be dismissed for poor instructional performance** but have not been.'*

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StarTribune.com MINNEAPOLIS - ST. PAUL, MINNESOTA

**State's bad teachers rarely get fired**  
By EMBLY JOHNS and NORMAN DRAPER, Star Tribune staff writers  
 May 12, 2010

"In Wayzata, a teacher kept his job despite extensive allegations that he spent most of his class time surfing the Internet.

In Minneapolis, the district paid a teacher \$35,000 to resign, rather than try to fire her.

In the Anoka-Hennepin School District, the state's largest, officials can't remember the last time they fired a veteran teacher for incompetence."

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**Teacher evaluations are needed to...**

**Identify the effective and ineffective teachers**

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## Alternative pathways

- Example: Teach for America
- Highly **qualified**
  - Pass required tests before entering classroom
  - No data on how much student teaching is best – TFA 6 weeks
  - More mentoring in first 2 years
- Local district **decision**
- Does not take away other teachers' jobs
- These teachers also **join the union**

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## Accountability

- Bush Foundation
  - Investing over **\$40M** in next decade
  - 25,000 effective teachers produced by **14 universities in 10 years**
  - Universities **guarantee** that all graduates will produce at least one year's **growth**, on average, for their assigned **students**.

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## Teacher quality Call to action

- Require standard teacher evaluation in all districts
  - 35% based on student data
  - Completed 4 times per year
- Alternative pathways
- Support Bush Foundations work and consider changing the way the state funds teacher prep programs

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## Priority #2: Require reading at grade level by the time a student exits 3<sup>rd</sup> grade

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## Can't read in 4<sup>th</sup> grade... won't graduate!

	4 <sup>th</sup> Reading: % Basic on NAEP	Graduation Rates
White	78%	81%
Black	39%	41%
Hispanic	38%	40%
Asian	63%	65%
American Indian	43%	41%

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## Why reading at grade level by the end of 3<sup>rd</sup> grade is important?

- Up through 3<sup>rd</sup> grade,  
children learn to read
- After 3<sup>rd</sup> grade,  
they read to learn

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### 3<sup>rd</sup> grade literacy requirement Call to action

- Require grade level reading by end of 3<sup>rd</sup> grade
- Track reading progression starting in kindergarten
- Require teachers to pass basic reading skills test before entering classroom

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### Priority #3: Increase high school graduation requirements

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### Current Minnesota high school graduation requirements

- **21.5 credits:**
  - Language arts: 4 credits
  - Math: 3 credits
  - Science: 3 credits
  - Social studies: 3.5 credits
  - Art: 1 credit
  - Local decision:
    - Health/physical education, career & technical education and world languages
  - 7 elective credits
- **Pass GRAD Language Arts**
- **No Math requirement**

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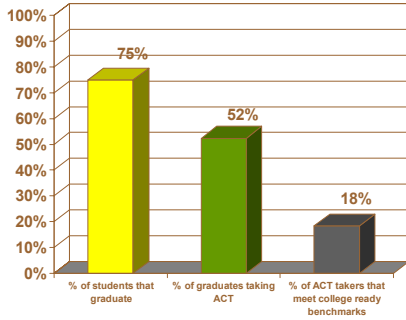
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## Are these requirements working for students?



\*graduation rate based on 2009 rates, ACT scores based on 2010 rates

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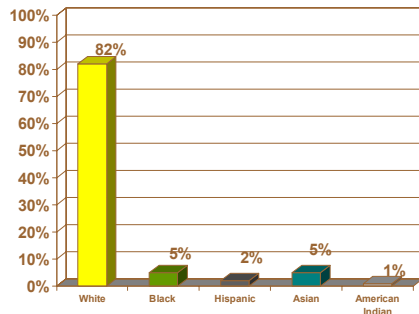
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## Who is taking the ACT?




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## Suggested high school requirements

- Develop required **cut score** for:
  - Math GRAD test
  - Continue Language Arts GRAD test
- If go to **end-of-course test** require cut scores for:
  - Algebra II
  - Biology
  - Language Arts

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## Graduation requirements Call to action

- Reinstate Math GRAD requirement
- Adopt passing scores for tests

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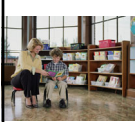
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## Recap of priorities

- Priority #1:  
Effective teacher in every classroom
- Priority #2:  
Require reading at grade level by the  
time a student exits 3<sup>rd</sup> grade
- Priority #3:  
Increase high school graduation  
requirements

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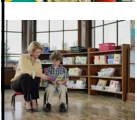
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## What can YOU do?

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What can YOU do?

- Join our Action Alert e-mail list
- Build relationships with your state legislators
- Meet and have conversations with your school board

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2011 legislative environment

- New governor
- Margins will likely be tighter in the House and the Senate
- Education Minnesota involvement

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Questions, Comments?

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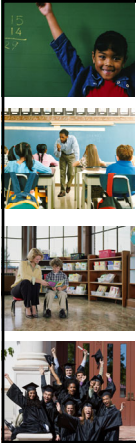
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Thank you for your time

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