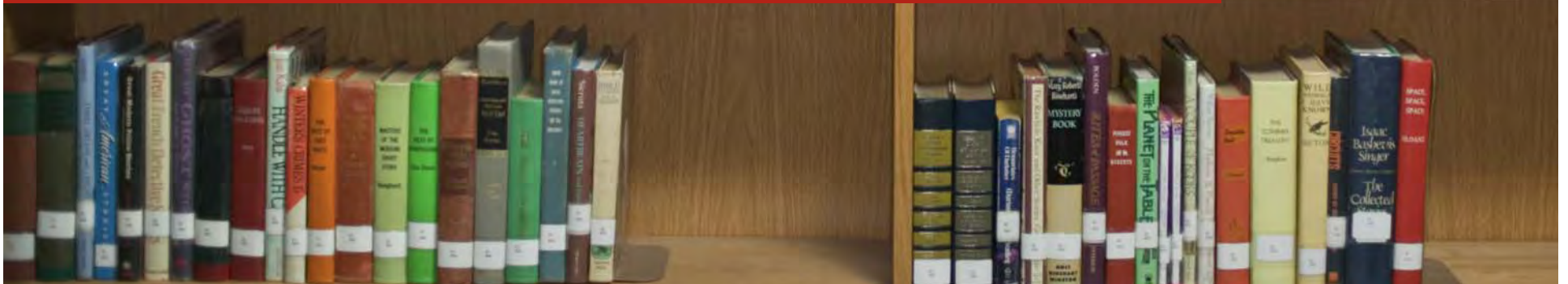




MINNESOTA
CHAMBER *of*
COMMERCE

WANTED: Prepared Workforce
NEEDED: Education Reforms

By Cecilia Retelle
Minnesota Chamber of Commerce

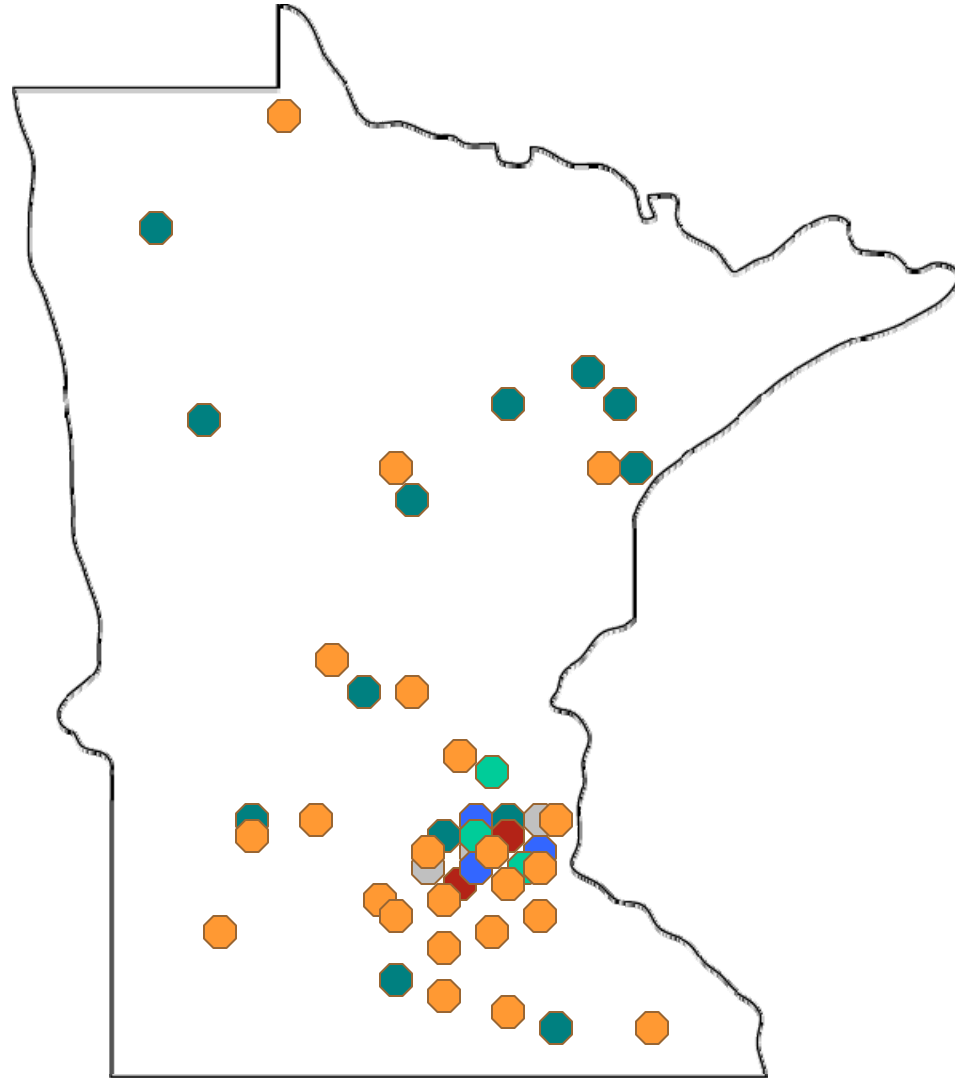




MINNESOTA
CHAMBER of
COMMERCE



Over last 6 months





MINNESOTA
CHAMBER *of*
COMMERCE



Outcome of meetings

- Educated the public about upcoming workforce shortages
- Got input from multiple stakeholders, made some adjustments
- Gained support for education reforms priorities



MINNESOTA
CHAMBER of
COMMERCE



Missed Opportunities...
No recent reforms



MINNESOTA
CHAMBER *of*
COMMERCE



Minnesota Race to the Top results

■ Round 1

- 41 states applied
- Minnesota finished 20th
- 2 winners

■ Round 2

- 36 states applied
- Minnesota did not apply
- 10 winners



MINNESOTA
CHAMBER of
COMMERCE



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**

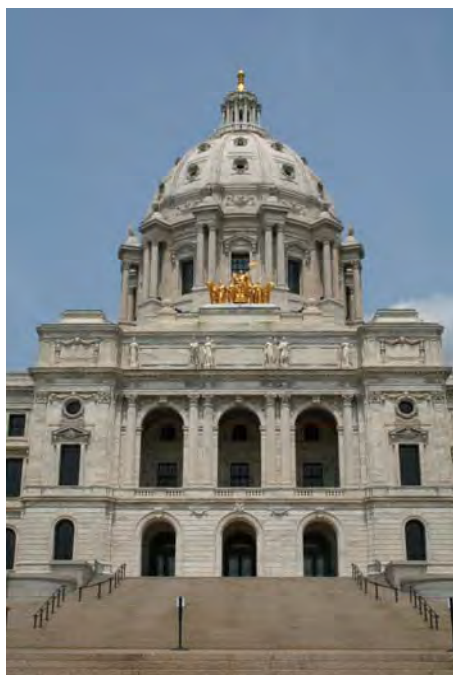
*Source: *Minnesota School Readiness Study: Developmental Assessment at Kindergarten Entrance, Fall 2007*, Minnesota Department of Education

**Quality Counts January 2010 Report: <http://www.edweek.org/ew/toc/2010/01/14/index.html>

2009 Minnesota graduation rates



MINNESOTA
CHAMBER of
COMMERCE



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

Source: Minnesota Department of Education

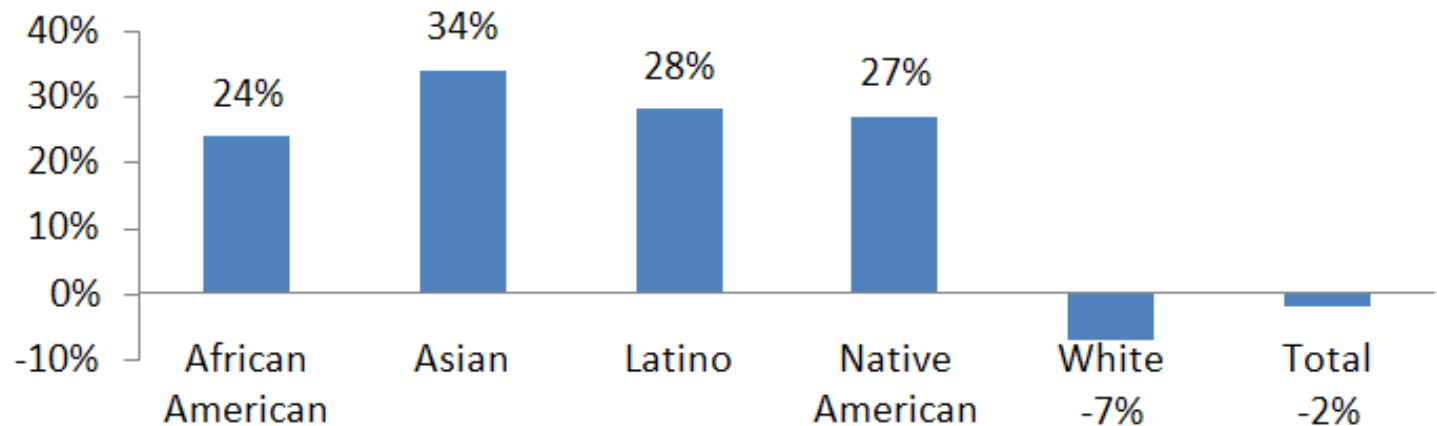


MINNESOTA
CHAMBER of
COMMERCE



Growing kids in gap

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





MINNESOTA
CHAMBER *of*
COMMERCE

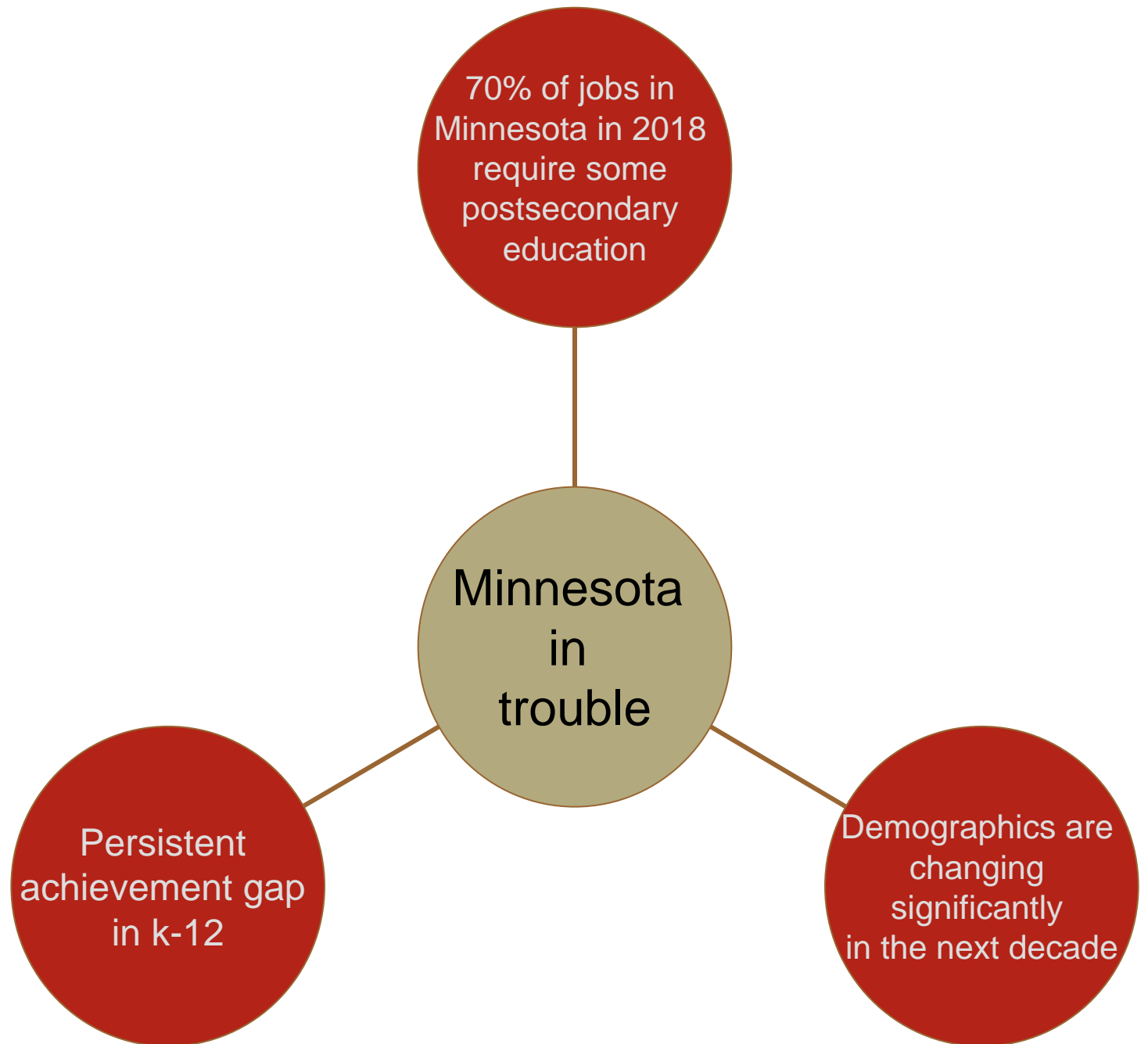


Workforce shortage

- 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



MINNESOTA
CHAMBER of
COMMERCE







MINNESOTA
CHAMBER *of*
COMMERCE



Priority #1:
Effective teacher in
every classroom



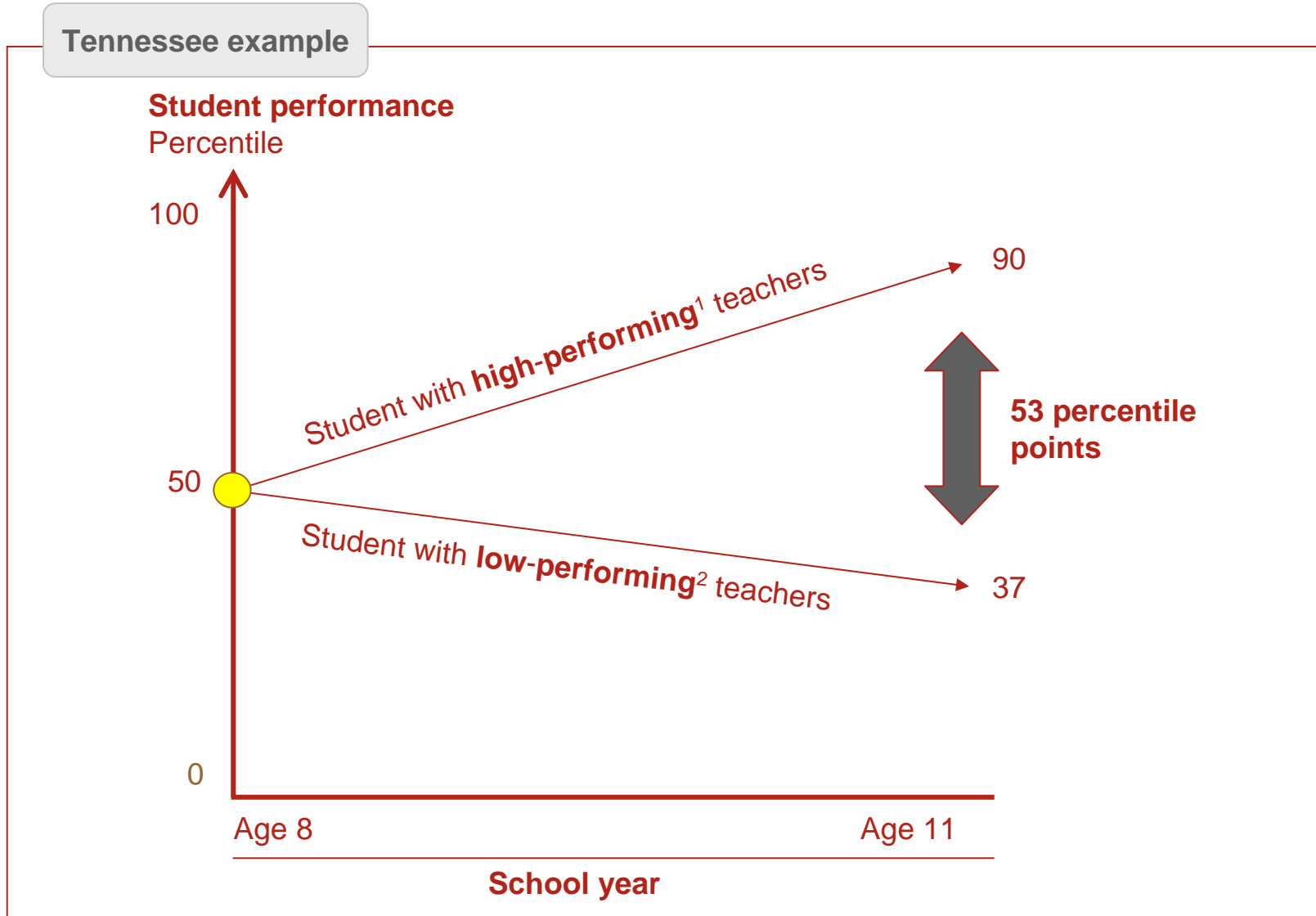
MINNESOTA
CHAMBER *of*
COMMERCE



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

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



MINNESOTA
CHAMBER *of*
COMMERCE



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



MINNESOTA
CHAMBER of
COMMERCE



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!



MINNESOTA
CHAMBER *of*
COMMERCE



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.**”*



StarTribune.com | MINNEAPOLIS - ST. PAUL, MINNESOTA

State's bad teachers rarely get fired

By EMILY JOHNS and NORMAN DRAPER, Star Tribune staff writers
May 12, 2010

MINNESOTA
CHAMBER *of*
COMMERCE



“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.”



MINNESOTA
CHAMBER of
COMMERCE



Conformity to teacher evaluations is needed statewide to...

Identify the highly effective, effective, needs improvement and ineffective teachers

Recognize the master teachers

Professionally develop the effective, needs improvement teachers into highly effective teachers



MINNESOTA
CHAMBER *of*
COMMERCE

A school that evaluates
teachers using student data...



Instead of tenure...



MINNESOTA
CHAMBER of
COMMERCE



A school that works

Concordia Creative Learning Academy: Student Demographics

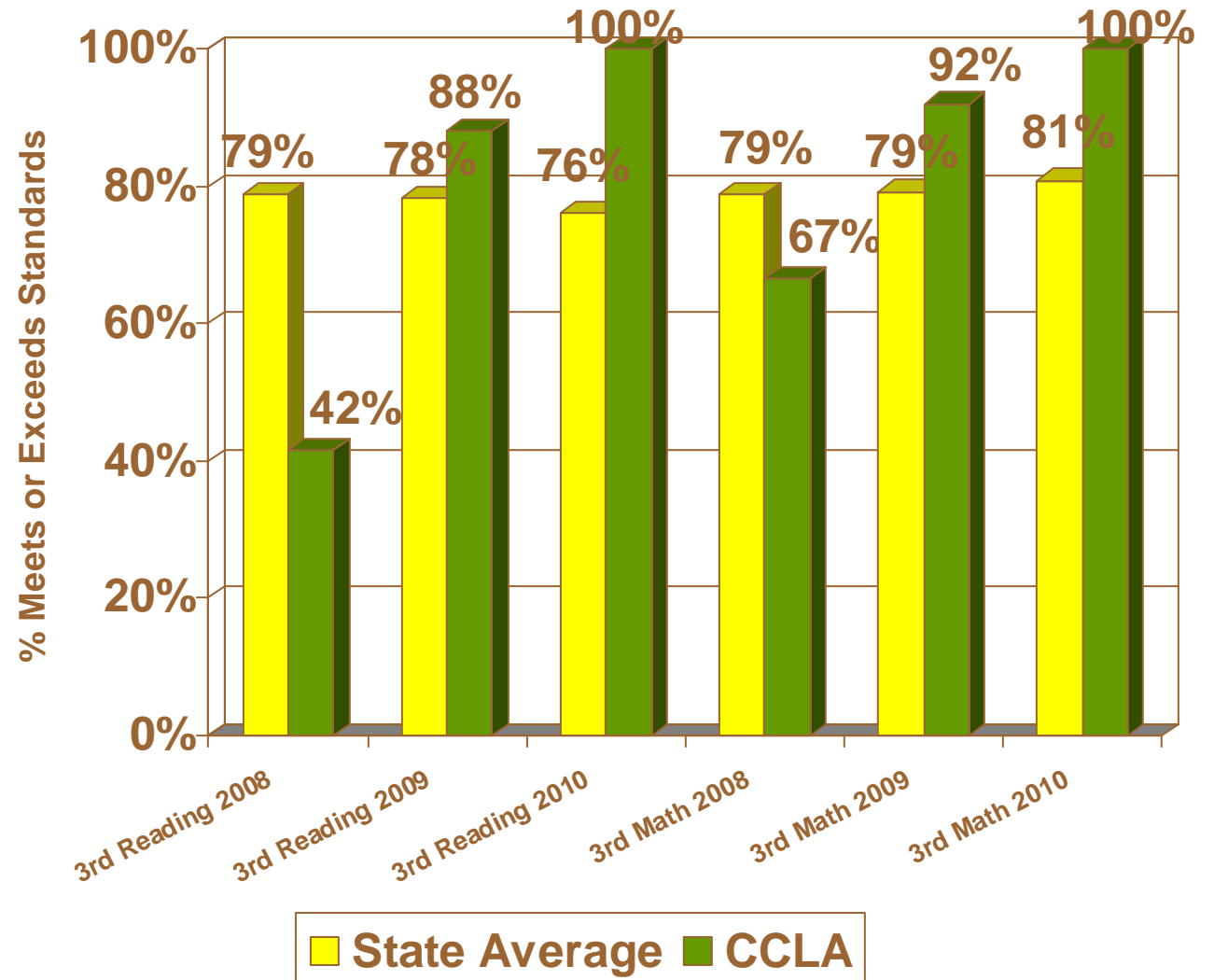
	Low Income	Ltd. English	White	Black	Hispanic	Asian	Amer. Indian
Concordia	87%	12%	30%	43%	12%	14%	1%
State	36%	8%	75%	10%	7%	6%	2%

- Public charter school
- Constantly evaluating teachers-
no tenure, principal control
- School hours are extended from
8:30 am – 4:30 pm



Concordia Creative Learning Academy gets results

MINNESOTA
CHAMBER of
COMMERCE





MINNESOTA
CHAMBER *of*
COMMERCE



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**
- Minnesota Board of Teaching will serve as the **gatekeeper**



MINNESOTA
CHAMBER *of*
COMMERCE



Minnesota's incentive for teachers

■ Q-Comp

- Provides up to \$86 million for districts that join the program
- Available on a first-come, first-served basis
- Structured **professional development and evaluation**
- Alternative pay schedule **based on performance, not just seniority.**



MINNESOTA
CHAMBER *of*
COMMERCE



Teacher quality Call to action

- Require standardized teacher evaluation in all districts
 - 50% based on student data
 - 50% local decision
- Alternative pathways
- Require teachers to pass basic reading skills test before entering classroom
- Locally: support teachers that want to participate in **Q-Comp** program



MINNESOTA
CHAMBER of
COMMERCE



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

Can't read in 4th grade... won't graduate!

MINNESOTA
CHAMBER of
COMMERCE



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



MINNESOTA
CHAMBER *of*
COMMERCE



Why reading at grade level by the end of 3rd grade is important?

- Up through 3rd grade, children learn to read
- After 3rd grade, they read to learn



MINNESOTA
CHAMBER *of*
COMMERCE



3rd grade literacy requirement Call to action

- Require grade level reading by end of 3rd grade
- Track reading progression starting in kindergarten



MINNESOTA
CHAMBER of
COMMERCE



Priority #3: Increase high school graduation requirements



MINNESOTA
CHAMBER *of*
COMMERCE



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

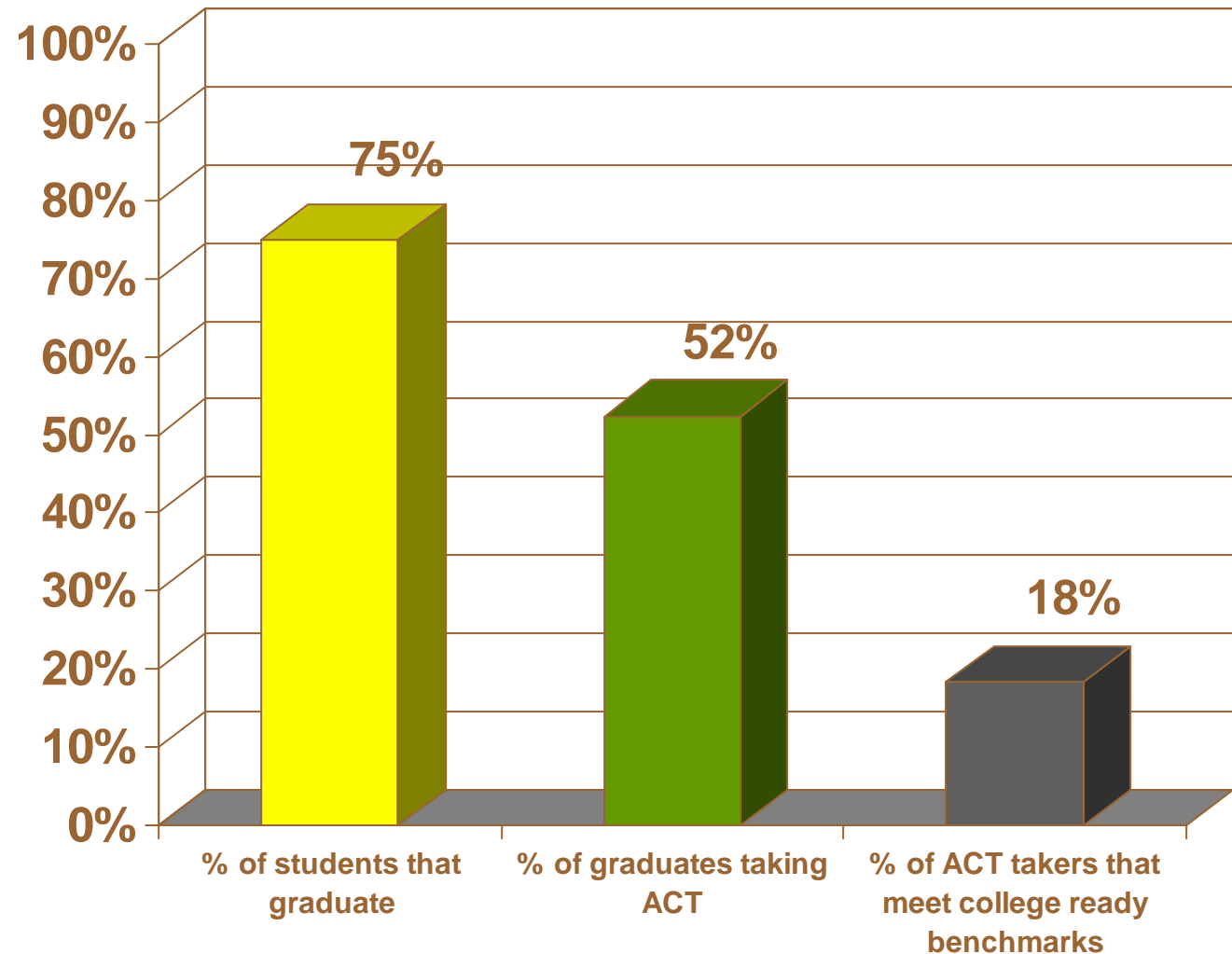
■ No Math requirement



MINNESOTA
CHAMBER of
COMMERCE



Are these requirements working for students?



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



MINNESOTA
CHAMBER *of*
COMMERCE



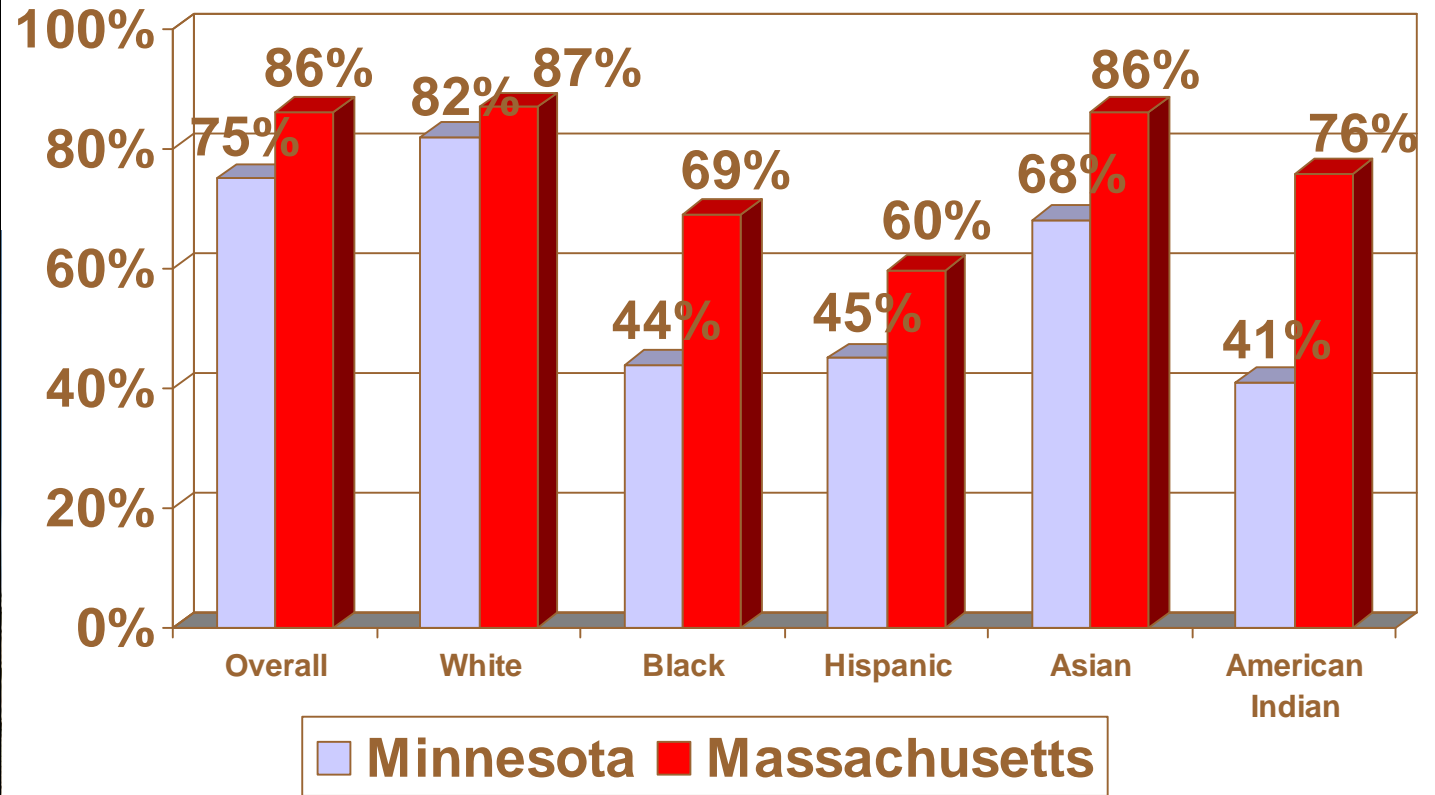
Massachusetts formula

- Required curriculum
 - Cut scores for:
 - Math – grade 10
 - Language arts – grade 10
 - Science (starts in 2011)
 - Social studies (starts in 2014)
- Education proficiency plan for each student



Graduation comparison

MINNESOTA
CHAMBER of
COMMERCE





MINNESOTA
CHAMBER of
COMMERCE



Graduation requirements Call to action

- Reinstate **Math GRAD** requirement
- If go to **end-of-course test** require cut scores for:
 - Algebra II
 - Biology
 - Language Arts



Recap of priorities



- Priority #1:
Effective teacher in every classroom



- Priority #2:
Require reading at grade level by the time a student exits 3rd grade



- Priority #3:
Increase high school graduation requirements



Questions, Comments?





Thank you for your time

Contact information:

Cecilia Retelle

(651) 292-4681

cretelle@mnchamber.com

Twitter: [@MCC_Health_Educ](https://twitter.com/MCC_Health_Educ)