

IWA / GWDB/ MNP20 Committee on Educator Workforce

Presentation Goals



Background on the IWA Taskforce and its Priorities, including the Educator Workforce



Overview on the
IWA/GWDB/MNP20 Committee on
Educator Workforce

Purpose and Charge

Sub-Committee Structure and Focuses

Now, Near, Far Process



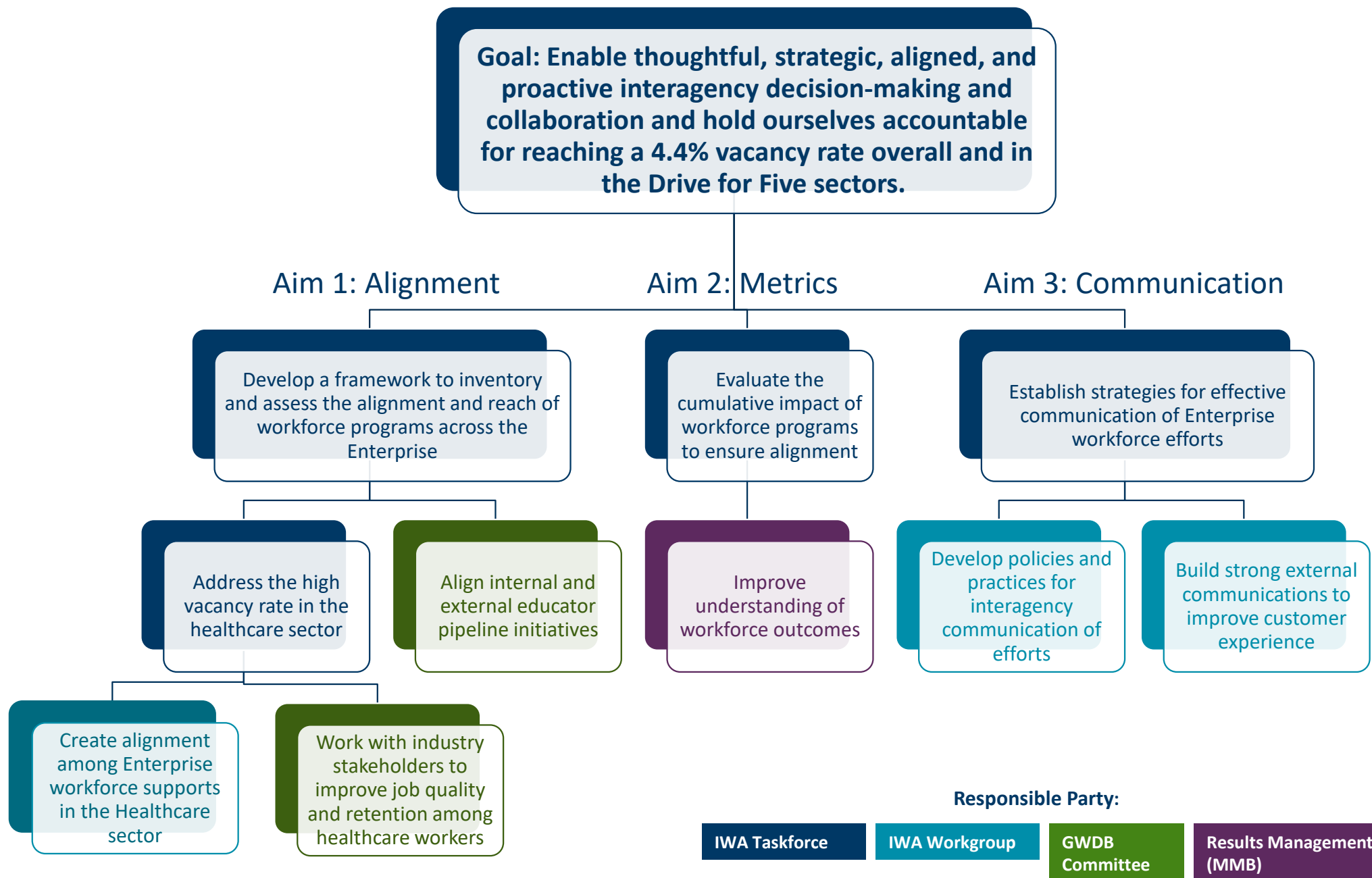
Describe the Recommendations Process

Building Enterprise Workforce Development Alignment

Overarching Aim of Using the IWA as the Space for Interagency Alignment: Enable thoughtful, strategic, aligned, and proactive interagency decision-making and collaboration, and hold ourselves accountable for reaching a 4.4% vacancy rate overall and in the Drive for Five sectors.

- **Aim 1:** Ensure Enterprise-wide alignment and defined agency ownership of workforce efforts across the Drive for 5 Sectors.
- **Aim 2:** Define metrics and measurable goals to track progress on stated outcomes and timelines.
- **Aim 3:** Ensure effective internal and external communication about statewide talent attraction and retention strategies.

Overall Priorities of the IWA Taskforce



Areas of Focus and Committee Charge

IWA/GWDB/MNP20 Committee on Educator Workforce

Align internal and external educator workforce initiatives

The charge of the GWDB-MNP20 Committee on Educator Workforce is to:

1. Identify and recommend strategies for strengthening alignment between educator workforce efforts and across the state
2. Identify and recommend metrics to be used in determining successful emerging practices and programs to accelerate and scale
3. Identify and recommend strategies to increase communication:
 - A. To students and families about educator workforce initiatives, funding, and programs
 - B. To and between relevant organizations about educator workforce initiatives, funding, and programs

Recommendations of this Committee will be forwarded for further action to the IWA Taskforce, full Governor's Workforce Development Board and to the Minnesota P-20 Education Partnership.



IWA/GWDB/MNP20 Committee on Educator Workforce

GWDB	MNP-20	Name	Title	Organization
X	X	Dennis Olson	Commissioner	OHE
X	X	Angela Mansfield	Assistant Commissioner	MDE
		Greg Keith	Director, Educator Workforce and Development Center	MDE
		Tyler Livingston	Assistant Director	MDE
X		Troy Haugen	Director of Career & College Readiness	Lakes Country Service Cooperative
	X	Dr. Jesse Mason	Vice Chancellor for Academic Affairs	Minnesota State
		Erin Larsen	Apprenticeship Director	DLI
		Deb Swenson-Klatt	Manager, Provider & Workforce Supports, Child Care Services	DCYF
		Becky Zoubek	Workforce Strategy Consultant - South Central & SE Regions	DEED
		Megan Fitzgibbon	Manager of Grants and Workforce Initiatives	OHE
		Dr. Yelena Bailey	Executive Director	Professional Educator Licensing and Standards Board (PELSB)
		Erin Doan	Director of Educator Preparation and Pathways	Professional Educator Licensing and Standards Board (PELSB)
X		Sandra Pulles	Chief Impact Officer	ServeMinnesota
		Dr. Cari Maguire	Faculty	University of Minnesota
	X	Alison Groebner	Executive Director	MN Private College Council (MPCC)
	X	Tami Williams	Director of College Race Equity	MN Education Equity Partnership (MNEEP)
	X	Dr. Keri Desutter	President	MN Association of Colleges for Teacher Education (MACTE)
		Mercedes McKay	Program Director, Teach Minnesota	Minnesota Coalition for Alternative Teacher Preparation
	X	Allison LaBree	Policy and Programs Director	Education Minnesota
	X	Alex Liuzzi	Apprenticeship Coordinator	Education Minnesota
		Sandra Saucedo-Falagan	Principal, South Washington County Schools	Coalition to Increase Teachers of Color and American Indian Teachers
X		Naveen Aggarwal	Founder & Owner	Kiddie School of Maple Grove
X		Bernadette Burnham	President	Minnesota AFL-CIO

Sub-Committee Structure



Explore: Focused on how we recruit to the teaching profession and all that entails (not just young people but all ages).



Become: Looking at the variety of ways to prepare teachers, the best practices and the leakages from the programs, the Big P and little p policy issues around licensure.



Grow & Thrive: Concerned with keeping teachers during those first few years and beyond. Will look into what is done for those who stay in the profession to address burnout, professional development, leadership growth etc.



All Sub-Committees Must Consider:

Implications for All Levels of P-20:

- Early Childhood
- K-12
- Post-Secondary

Three AIMS from Charge:

- Strategies for Strengthening Alignment Across the State
- Metrics for Determining Successful Practices and Programs to Accelerate and Scale
- Strategies to Increase Communication

IWA/GWDB/MNP20 Education Committee Sub-Committee Updates

Explore

Determined their top 6 recommendations & timing:

- Statewide Inventory of Recruitment Programs (Now)
- Improving the image of the profession (Now)
- Communicating about Pathways (Near)
- Incentive Program (Near)
- Building Resilience and Voice (Far)
- Expanded Pathways (Far)



Become

- Completed survey on educator licensure and programming.
- Want to ensure multiple pathways to the profession without unnecessary complications.
- Determined a focus on underrepresented teachers.
- Have drafted their Now, Near, Far timeline.



Grow & Thrive

Held well attended focus groups in August. Themes from the work included:

- Retention Barriers
- Equitable Leadership
- Strong Mentorship
- Burnout & Early Exits
- Better Pay & More Health (Life) Supports

Have drafted their Now, Near, Far timeline.



IWA/GWDB/MNP20 Sub-Committees

EXPLORE

EXPLORE

BECOME

BECOME

GROW & THRIVE

Tami Williams* (Co-Chair)

Angela Wunderlich

Dr. Cari Maguire* (Co-Chair)

Dr. Yelena Bailey

Troy Haugen (Chair)

Greg Keith** (Co-Chair)

Annette Konoske-Graf

Tyler Livingston** (Co-Chair)

Alison Groebner*

Sandra Saucedo-Falagan

Megan Fitzgibbon**

Rose Chu

Dr. Keri DeSutter*

Dr. Jesse Mason*

Deb Swenson-Klatt**

Erin Doan

Alex Liuzzi

Bernie Burnham

Becky Zoubek

Erin Larsen

Allison LaBree**

Dr. Lavyne Rada

Sandy Pulles

Dr. Lavyne Rada

Alexis Love

Mercedes McKay

Naveen Aggarwal

**MNP20 voting/designee member*

***Staff member at a MNP20 member organization*

NOW, NEAR, FAR

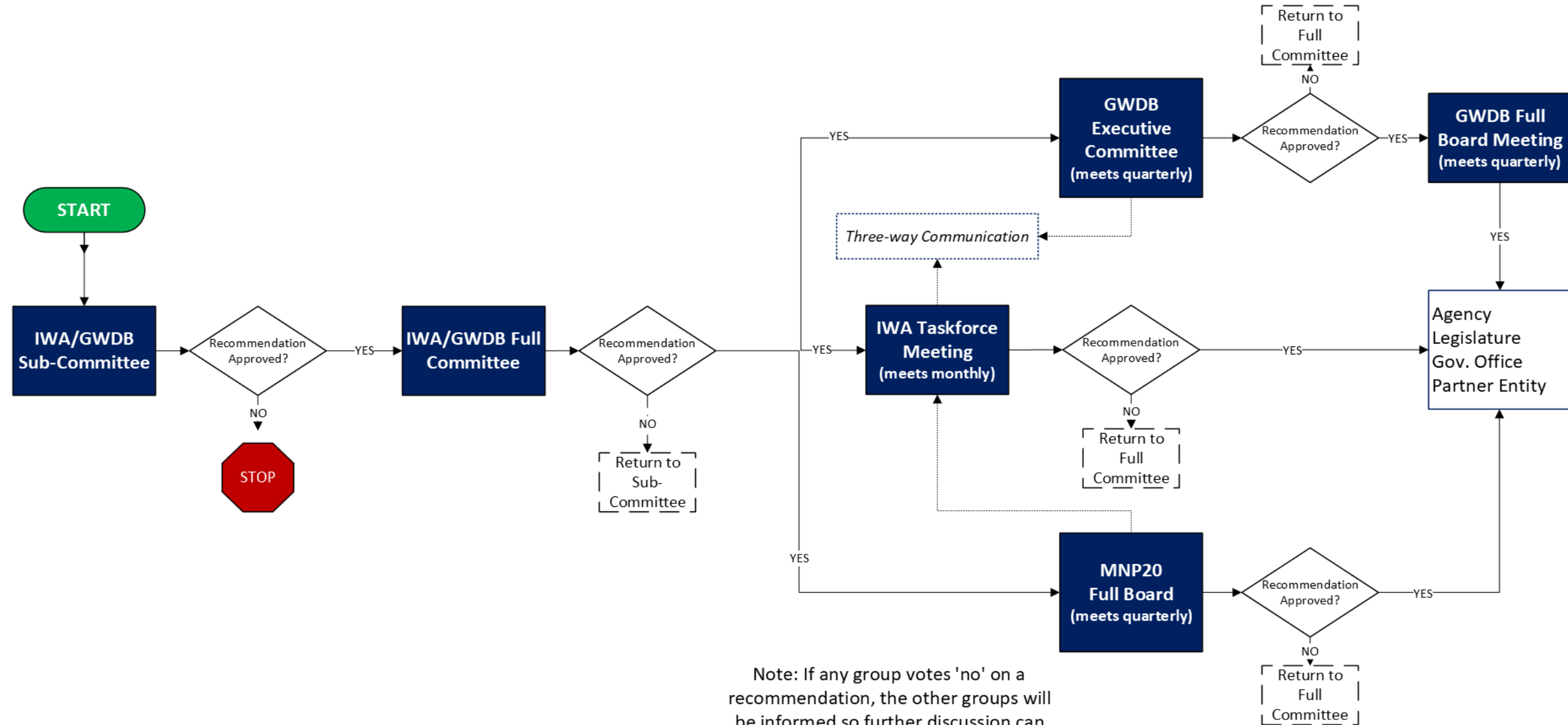


Description:

The timeframes refer to when the recommendations would be completed by the committees and submitted to the appropriate board and/or taskforce for action.

Recommendations Process

IWA/GWDB/MNP20 Recommendation Process



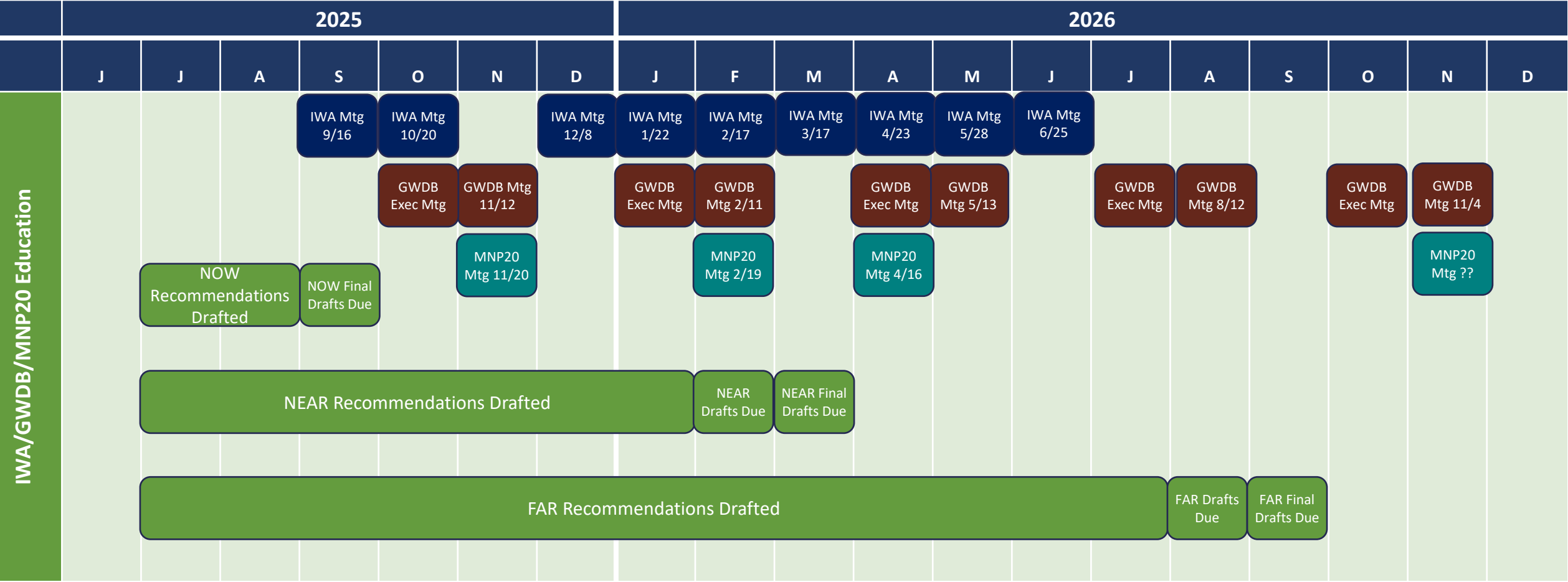
Note: If any group votes 'no' on a recommendation, the other groups will be informed so further discussion can take place.

IWA Education Timeline

TO-DO

TO-DO

DONE



Now

O-6 MONTHS
July 1, 2025 –
Dec. 31, 2025

Near

6 Mths – 1 Yr
Jan. 1, 2026 –
June 30, 2026

Far

1 YEAR +
July 1, 2026, &
Beyond

Questions?

Staff Contact: Patti Balacek | Workforce Development System Coordinator

Patti.Balacek@state.mn.us