Alternative Career Pathways
Turning the Power of Professional Development
Back to the Teacher
March 2, 2017

Who Solves the Problems?
Remember the Idealism of Educators...
- Who knows what the problems are?
- Are staff members empowered?
- Do we systematically encourage them to solve problems?
- What’s your story? Why are you an administrator?

Sir Ken Robinson
https://www.ted.com/talks/ken_robinson_how_to_escape_education_s_death_valley
Core of Teaching & Learning

- $100,000 education
- It should look different from district to district
- It should emphasize flexibility
- Good for students = Good for teachers
- Can teachers model if they aren’t allowed to practice?

Personalized PD

- Encourages exploration of professional interests
  - Classroom, school, district, and community
  - 1st grade teacher versus high school agriculture
- Professional Development will look different to every person
- Individualized project-based Research & Development

Malcolm Knowles' Adult Learning Theory

Teachers should:
- be involved in the planning and evaluation of their instruction.
- be challenged to build on prior knowledge and experience.
- focus on learning information and skill development that will help them do their jobs more successfully.
- have the opportunity to solve problems they face while doing their jobs.
Follow the Money

Lane Changes
- Traditional model
- Jumpin' through the Hoops
- What is the benefit to the district through lane changes?
- Teacher cost
- What is the lane change worth over the course of a teacher’s career?

Follow the Money

Investment in Teachers
- During a 35-year career: $2.7 million
- Review of Professional Development philosophy
  - Freedom to personalize PD
  - Pursuit of passion
  - Honor the capacity of teachers
- Permission to innovate and implement

Alternative Career Pathways
- Replace and augment graduate coursework
- Saves staff members tuition and fees
- Challenges low-rigor, low-relevance graduate classes
- Incentivizes staff at varying places on the pay scale
- Minimizes “one size fits all” professional development
Systemic Redesign

- Evaluate the tradition-laden E-12 system
- Re-examine “the way it’s always been done”
- Drive the process internally through staff initiative
- Empower teachers & reignite creativity
- Ten partner districts in Region 5
  - Bertha-Hewitt, Little Falls, Menahga, Pequot Lakes, Pierz
  - Pillager, Swanville, Upsala, Verndale, Walker-Hackensack-Akeley

Overview of ACP Process

- An idea… based on your interests & needs
- Submit application
- Present project proposal to ACP committee
- Implement
- Exit presentation to ACP committee
PD for Teachers by Teachers

- Create, maintain, and grow shareable content
- PD for professionals by professionals
- Recognizing local and regional experts

Next Steps in Minnesota

- Education Minnesota, MASA, MSBA, and NJPA
- Minnesota Legislature
  - Seeking funding for expanded pilot program
- Address portability

https://www.youtube.com/watch?v=vykrierBT5E&ti=17s
Questions

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