

# Ted Kolderie

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Fax for Lynn Olson

Deliver soonest.

~~This page contains~~ Two pages.

Lynn!

My list of answers about "Why?":

- \* Adds to the site-management idea the reality of the school being a ~~real~~ legal entity.
- \* Gives meaning to the idea of 'outcomes'. Accountability-mechanism is essentially a contract. Danger of present discussion about outcomes is that it will lead to tighter control of how teachers do what they do. Contract arrangements protects teachers from this administrative control; ensures control only through results.
- \* Gives greater meaning to the idea of teacher-professionalism. The teacher/s could start the school. Teachers could virtually own the school (see below). Big opportunity and incentive to improve.
- \* Gives those interested in improvement an alternative to working only with the organization they probably regard as presently failing. Adds a 'new-build' option to the 're-model/re-structure' option. Lets 'somebody else' offer public education.

Our national discussion has a lot of the objectives right; like the four above. We may not be so good about the 'how' of getting there. This adds another route.

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In the discussion yesterday with Wigley my lawyer friend suggested they might think about a two-part organization: (1) the non-profit required by the ~~law~~<sup>law</sup>, on which the teachers (presently, in MN) would be a majority of the board and (2) a partnership consisting of the teachers only with which the board would contract for the instructional program. (The partnership statute in MN law is Chapter 322.) The partnership would get a lump-sum payment; probably for a significantly higher percentage than the 45% that normally goes to teacher-compensation. They would make their own compensation decisions within that professional partnership; work assignments; decisions about instructional methods, etc. The non-instructional aspects of 'the school' would be with the board of the 'parent' non-profit; which in practice would delegate this to some manager.

Something like this exists within the largest HMO in our area -- Group Health Inc. -- which is also a MN non-profit. There is an overall board, and there is a 'Medical-Dental board' responsible for professional issues. (It's not a professional partnership, though; the docs are salaried.)

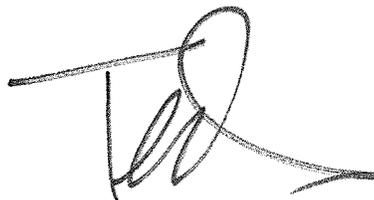
Wigley [redacted] was interested: They may offer that arrangement to the people who come to teach at their school if it's approved. Interestingly: the elementary school with which Griff has been involved in the Northfield area is one in which the teachers now work pretty much this way informally; and in which the board accepted the teachers' decision that all teachers ought to be paid the same.

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One other person you might want to talk to, for her slant on the Minnesota situation, is Garnet Franklin. In case I haven't mentioned her to you before:

Garnet heads the professional-development end of things within the MN Education Association. While the political people in the MEA have been testifying and writing negatively Garnet has been supportive of the idea in various ways . . . most conspicuously, when her [redacted] counterparts from other states had their national meeting here last summer. She invited a couple of us in to do a presentation about the idea, and intervened in the discussion herself at a couple of points to help explain it or make it more credible to her colleagues.

I would not want, of course, to get her in trouble with the boss at the office. But she knows how to take care of herself. So: she's reachable at 612/224-9541.



Ruth Anne Olson is at 612/224-5463

↳ site - wgt hms  
↳ private practice

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