

CENTER
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FOR POLICY
.....
DESIGN

MNPDF
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MINNESOTA POLICY DESIGN
FELLOWSHIP

CELEBRATING ITS INAUGURAL YEAR

2024/25 APPLICATION

What You Can Expect

The Center for Policy Design is currently implementing one additional Fellowship—Minnesota “Policy Design Fellowship” (MN PDF). It will join the very successful “Minnesota Education Policy Fellowship (MN EPF), which is celebrating its 48th Anniversary this year and the “Advanced Education Policy and Leadership Program” (AEPLP) that is beginning its fourth year.

THE FELLOWSHIP

The Fellowship has as a primary focus on state and federal public policy development and the leadership that is necessary to influence public policy development. It is designed to expand and update your working knowledge of state and federal public policy, analysis, design and implementation.

THE LEARNING MODEL

The Fellowship’s learning process is experiential. It is based on the belief that knowledge and skills are the “residue that is left when the experience wears off.”

CREATING A SAFE ENVIRONMENT FOR OPEN CONVERSATION

The policy seminars are the backbone of the Fellowship. They are designed to provide you an up close and personal experience that will include discussions and conversations with key members of Minnesota’s executive and legislative branch and their staff.

The Center for Policy Design has a proud history of trust with those who will discuss, very candidly, some of the most sensitive problems (and solutions) facing our state and nation. You can, and should, talk about the seminars but we ask that you not attribute names as part of your conversations with others.

POLICY LEADERSHIP—TRANSACTIONAL TRANSFORMATIONAL

Public policy work requires a special type of leadership—both transactional and transformational. You cannot get to transformation in the public policy arena without a solid base of transactional leadership. The Fellowship uses the work of James McGregor Burns as a foundation for policy leadership.

CONDITIONS, PROBLEMS, POLICIES, POLITICS

Policy starts with a condition or a problem. A condition is a situation or circumstance in which no one will invest. If you believe that “poverty will always be with us”, then you believe that poverty is a condition. If poverty will always be with us, why work on it? A condition must be turned in to a problem before you can convince someone to work on it.

Once you have a problem clearly identified you can develop a policy to address it. What is left then is the politics of getting it enacted and implemented. You will hear often during the Fellowship, “What is the problem, what is the goal and what are the ‘hows’?”—what are the policy “hows”, what are the implementation “hows” and what are the political “hows”?

DYNAMICS OF POLICY ENTREPRENEURSHIP AND INNOVATION

Understanding the role of public policy entrepreneurs is critical to working in the public policy arena. The concept was introduced by John W. Kingdon in 1984, who said policy entrepreneurs “...could be in or out of government, in elected or appointed positions, in interest groups or research organizations.” The public policymaking space, according to Kingdon, is made up by three more or less independent activities:

1. the problem stream,
2. the political stream, and
3. the policy stream.

He argued that moments arise when perceptions of problems, political circumstances, and ideas for possible solutions all come into alignment. This is where you find the policy entrepreneurs.

These moments are called policy windows and offer a real chance to enact significant policy change.

Policy entrepreneurs believe problems are not really problems of “performance.” They are problems of public policy design, fixed only by redesigning the systems that shapes the way people and organizations behave. Walt McClure has named this “Large System Architecture” (LSA). Organizations tend to behave the way they are structured and rewarded to behave. If you don’t like the way they are behaving, you probably to change the way they’re structured and rewarded

This Fellowship is unique in its focus on “policy entrepreneurs” which can be very useful in the creation of a “Policy Design Brief”.

A WORKING DEFINITION OF POLICY

There are many working definitions of the term “policy.” To help us be clear in our policy discussions we will use the following definitions of policy:

- Policy is a course of action, for a given period of time, based on a given set of circumstances, designed to influence future decisions or actions.
- Policy design is a proposal for action, for a given period of time, based on a given set of circumstances, designed to influence future decisions or actions

The Fellowship will provide you with the support, independently or with others, to create a Policy Design Brief (PDB) on a policy issue that is important to you.

POLICY DESIGN CYCLE

The “Policy Design Cycle” (PDC) developed by Ted Kolderie will be used to provide a map on how to advance public policy. It is a public policy tool that explains how policy moves from “values” to “problems” to “issues” and then moves to action.

The PDC provides guidance about where to start on any public policy work. Our values tell us to describe some things as “problems” and some as “issues.” We want to solve the problem most often without deciding on a “goal.” What is needed is a clear statement of the problem and a clear statement of the goal. Then the “how?” question can be asked. Finding the ‘How’ requires finding and fixing a problem that has a clearly stated goal.

POLICY DESIGN BRIEF

The Policy Design Brief (PDB), like a legal brief, is intended to be a guide to convince the reader that the public policy issue in the Policy Design Brief (PDB) is worth an in-depth review and investigation. The Fellowship will assist you in the development of a policy brief on a problem that is important to you.

It is critically important that the reader can, in a short period of time, clearly see the relevance and importance of the policy design being proposed. Here is the table of contents for the brief:

- Title
- Executive Summary
- Problem(s) to be Solved
- Goal(s) to be Achieved
- Options Considered
- Policy How(s)
- Implementation How(s)
- Political How(s)

2024-2025 Schedule

Virtual Schedule (Zoom)		
DATE	TIME	SESSION
December 5, 2024	5:30 pm - 8:00 pm	Policy Leadership, Politics and Policy, and Policy Design Tools
January 9, 2025	5:30 pm - 8:00 pm	Policy Design/Redesign
February 13, 2025	5:30 pm - 8:00 pm	Looking Back—Thinking Forward
March 13, 2025	5:30 pm - 8:00 pm	Policy in the 2025 Legislative Session
March 20, 2025	5:30 pm - 8:00 pm	Using Policy Design Tools in the 2025 Legislative Session
April 17, 2025	5:30 pm - 8:00 pm	Discussion—Policy Design Cycle
May 8, 2025	5:30 pm - 8:00 pm	Next Steps with the Policy Design Brief
October 9, 2025	5:30 pm - 8:00 pm	Reports on Policy Design Briefs for the 2026 Legislative Session

This schedule is pending the outcome of the 2024 Election.

Dates/Schedule Subject to Change.

All meetings will be held from 9:00 am to Noon except as noted.

If the schedule will not allow you to apply please contact Dan Loritz or John Ward to explore options.



APPLICATION INFORMATION

APPLICATIONS ARE ACCEPTED ON A ROLLING BASIS
UNTIL NOVEMBER 14TH, 2024

We are pleased you are considering the Minnesota Policy Design Fellowship (MN PDF). MN PDF is a 12-month professional development Fellowship focusing on policy design at both the state and federal level.

This new fellowship has a launch date of December 5th. It is being built on the same foundation as the very successful MN EPF.

MN PDF invites your application if you:

- Have a commitment to both personal and professional development in the area of policy.
- Have a desire to learn and hear from different perspectives.
- A desire for making things happen—inside and across organizations.

Selection:

- Final selection of Fellows is made by MN PDF Coordinators in consultation with the applicants.
- If the program fee and schedule will not allow you to apply please contact Dan Loritz or John Ward to explore options.

Schedule:

- The Fellowship is virtual. Final dates and times will be developed in consultation with the Fellows.

Fellowship Fee:

- The Fellowship Fee is \$1,750.

IF YOU HAVE QUESTIONS, PLEASE CONTACT:

Dan Loritz: 612-791-1919 or dloritz@centerforpolicy.org
John Ward: 763-234-6980 or jward@centerforpolicy.org



2024/25 MINNESOTA POLICY DESIGN FELLOWSHIP (MN PDF) APPLICATION

Click the fields provided below to fill out this application.

PERSONAL INFORMATION

Name		
Street Address		
City	State	Zip Code
Phone (Preferred)	e-mail (Preferred)	
Race / Ethnicity (Optional)	My gender identifies (Optional)	

PROFESSIONAL INFORMATION

Organization Name	Title	
Organization Street Address		
City	State	Zip Code

EDUCATION (Please cite most recent institution first)

University / College	City, State	Major Field	Degree	Date

INSIGHTS (250 words max)

1. What about MN PDF is causing you to apply?

2. What about, "What You Can Expect" (pages 2-3) is of most interest to you?

3. What do you hope to learn about in the Fellowship?

This application MUST BE SIGNED, AND DATED (Typed name along with date can serve as signature.)

Signature of Applicant	Date
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CHECK THIS BOX if you are your OWN SPONSOR.

Financial assistance may be available to Fellows who are their own sponsor.

SPONSOR Information

NOTE: If you are your own sponsor, this section is NOT required.

Sponsor Name		Title
Name of Organization		
Street Address		
City	State	Zip Code
Phone (Preferred)	e-mail (Preferred)	
Signature of Sponsor		Date

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PLEASE INCLUDE YOUR RESUME OR VITAE

RETURN BY EMAIL TO:

dloritz@centerforpolicy.org and
jward@centerforpolicy.org

OR by Mail to:

Minnesota Policy Design Fellowship (MNPDP)
 Center for Policy Design
 Attention: Dan Loritz and John Ward
 332 Minnesota St, Suite W1360
 Saint Paul, MN 55101

CENTER FOR POLICY DESIGN

Center for Policy Design

The Center was founded in 1981 as the Center for Policy Studies when Walt McClure left the Minneapolis-based Interstudy, a health policy think tank, where he had worked under the leadership of Paul Ellwood.

At the Center McClure developed Large System Architecture, both a general theory of why organizations do what they do and a set of methods to design and carry out system redesign strategies to redirect the system incentives, when necessary, to align with goals society has for the system.

With these methods he and his colleagues at the Center developed a health care system reform strategy to get better care for less, and developed a National Health Insurance proposal consonant with this strategy. McClure assisted Medicare, Pennsylvania and Cleveland to implement the first step of the strategy, severity-adjusted outcomes assessment of providers, before his retirement in 1990 for medical reasons. That work was chronicled by the Wall Street Journal in 2009.

At the time of McClure's retirement the Center became active in public education system redesign under the leadership of Ted Kolderie, through the project Education[Evolving]. Kolderie and his colleagues established themselves as influential thought leaders and actors in American education reform by working with states and national policy makers on the architecture of the K-12 system, and recently have become involved in the redesign of schooling.

In 2014 the Center changed its name from the Center for Policy Studies to the Center for Policy Design to reflect its focus on development of actionable policy strategy at the system level and fuses policy research, analysis and design with early to mid career policy fellowships."

The Center is celebrating its 44th Anniversary during 2024-25.

