



**MINNESOTA**

PROFESSIONAL EDUCATOR

LICENSING AND STANDARDS BOARD

# Professional Educator Licensing and Standards Board (PELSB) Presentation

**Dr. Yelena Bailey, Executive Director**

**Michelle Hersh Vaught, J.D., Chief of Staff**

March 12, 2024

# Mission & Vision

## MISSION:

Ensuring all Minnesota students have high quality educators in their schools

## VISION:

To ensure equitable education practices through high licensure standards, quality educator preparation programs, and stakeholder engagement.



# Board Members

1

**Dr. Angela Osuji**

Teacher - Metro

2

**Dr. Lucy Payne**

Teacher Preparation

3

**Amy Aho**

Teacher - Metro

4

**Glazell Toledo**

Teacher - Metro

5

**Dr. Gift Saloka**

Teacher – Special Education

6

**Jennifer Trask**

Teacher – Greater Minnesota

7

**Brandee Shoemaker**

Teacher – Greater Minnesota

8

**Janie Yang**

Teacher – Charter School

9

**Dr. Kurt Stumpf**

Superintendent

10

**Justin Hoelscher**

Cooperative Administrator

11

**Reuben Moore**

Public Member

12

**Open Seat**

Teacher Preparation

13

**Open Seat**

Principal

# Jurisdiction and Scope of Work

5

## Pathways to Licensure

- ✓ Oversees 38 Providers
- ✓ Oversees 756 Programs
- ✓ Licensure via Portfolio
- ✓ Heritage Language Licensure Pathways Program

14

## Licensure

- ✓ 114,000 Licensed Teachers
- ✓ 14,944 New Licenses Issued
- ✓ 6,019 Permissions Granted
- ✓ 26,973 Renewals Processed

4

## Board Work

- ✓ 12 Meetings Held
- ✓ 1 Retreat
- ✓ 6 Committees (with regularly scheduled meetings)
- ✓ 3 Round Tables

2

## Ethics

- ✓ 63 Actions Taken (2022)

2

## Data & Compliance

- ✓ Licensure and assignment data from 550 Districts & Charter schools

1

## Grants

- ✓ Nearly \$10 million in grant funding distributed

1

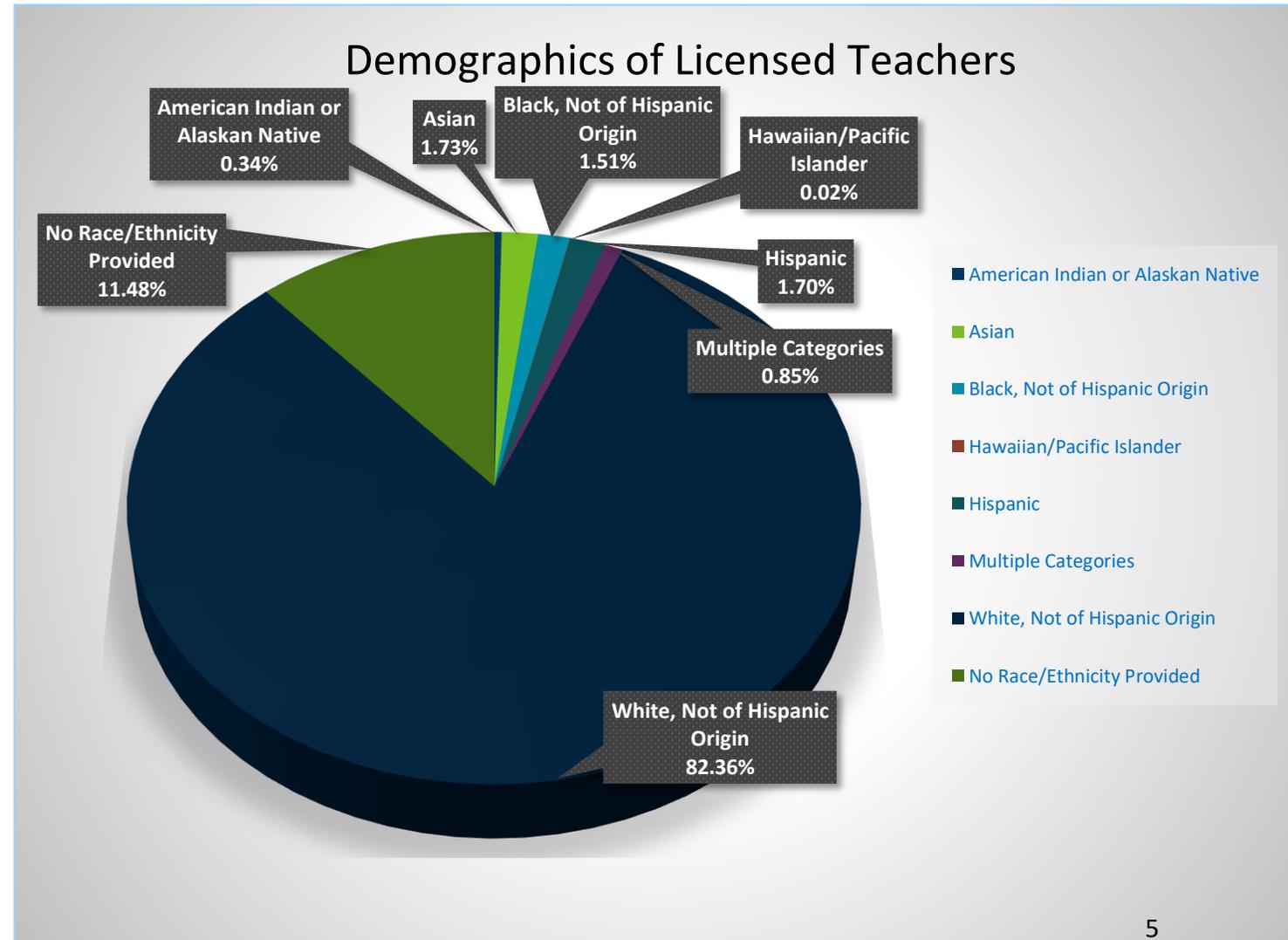
## Rulemaking

- ✓ 2 Active Projects

# A Picture of the Teaching Profession: Current Licensed Teachers

## Race and Ethnicity

- Across all racial/ethnic groups, the percentage of teachers who hold a professional license (Tier 3 or Tier 4) is higher than the percentage teachers who hold a Tier 1 or Tier 2 license.
- Teachers of color continue to be more represented among Tier 1 and Tier 2 educators, identifying the need for greater access to professional development and pathways to licensure, such as teacher preparation or the licensure via portfolio.
- 6.16% percent of licensed teachers are teachers of color and/or Indigenous teachers.



# A Picture of the Teaching Profession: Proportions of Teachers in Each Licensure Tier by Race/Ethnicity

Race/Ethnicity	Total Number of Licensed Teachers	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Percent on All Tiers
American Indian or Alaskan Native	394	3.81%	5.08%	17.51%	73.60%	100%
Asian	1,974	5.57%	13.22%	24.87%	56.33%	100%
Black, Not of Hispanic Origin	1,724	10.38%	19.14%	23.09%	47.39%	100%
Hawaiian/Pacific Islander	26	11.54%	23.08%	50.00%	15.38%	100%
Hispanic	1,945	5.76%	16.25%	27.92%	50.08%	100%
Multiple Categories	973	2.67%	5.45%	17.47%	74.41%	100%
White, Not of Hispanic Origin	94,149	1.14%	3.15%	14.36%	81.35%	100%
No Race/Ethnicity Provided	13,127	1.46%	3.42%	21.34%	73.79%	100%
<b>Total</b>	<b>114,312</b>	<b>1.49%</b>	<b>3.85%</b>	<b>15.75%</b>	<b>78.91%</b>	<b>100%</b>
<b>Teachers of Color</b>	<b>7,036</b>	<b>6.32%</b>	<b>14.01%</b>	<b>23.93%</b>	<b>55.73%</b>	<b>100%</b>

Source: 2023 Tiered Licensure Report (data from the 2022-23 school year)

# 2023 Implementation

# Eliminating Barriers to Licensure



## Eliminating Licensure Exams

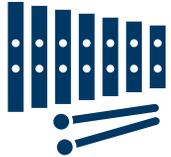
### About the changes:

- Eliminated Basic Skills exams for teachers applying for a Tier 4 license
- Exempted teachers from content and pedagogy exams if:
  - The teacher completed a Minnesota-approved program
  - The teacher was recommended for licensure via portfolio
  - The teacher completed an out-of-state program and passed that state's exams (if applicable)

### Impact:

850-1000  
teachers

# Eliminating Barriers to Licensure



## Expanding the BA Exemption

### About the changes:

- Expanded BA exemption to include:
  1. Native speakers seeking a World Language license
  2. Visual and Performing Artists with 5+ years of experience seeking an arts license
- Went into effect on August 1, 2023

### Impact:

- 32 Tier 1 licenses issued
  - 11 in World Languages (Arabic, Chinese, French, German, Spanish, Somali, Karen)
  - 3 in Instrumental Music
  - 5 in Vocal Music
  - 4 in Dance
  - 5 in Theatre
  - 5 in Visual Arts

# Expanding Pathways to Licensure



## Heritage Language Pathway Program

### About the program:

- Established a licensure pathway specifically for heritage language educators to obtain licensure in their target language
- Funding for a specialist
- Funding to support 50 teachers obtain licensure

### Impact:

- Specialist hired!
- Over 90 applications received!
- 50 teachers selected representing Somali, Hmong, Karen, Arabic, and Spanish

# Expanding Pathways to Licensure



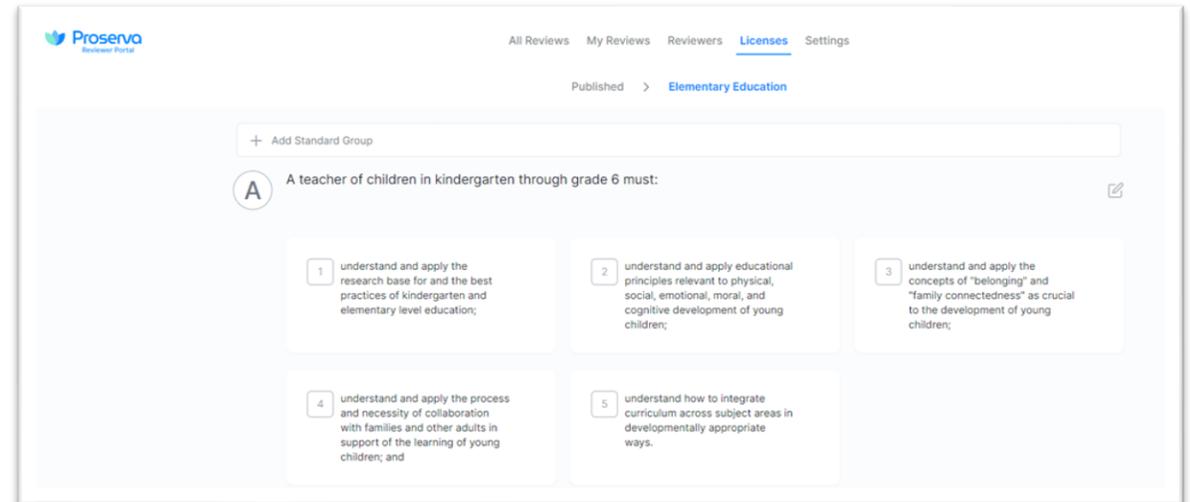
## Licensure via Portfolio

### About the pathway:

- Non-traditional pathway to licensure

### Impact:

- Specialist hired!
- Proserva identified as online platform



# Expanding Pathways to Licensure



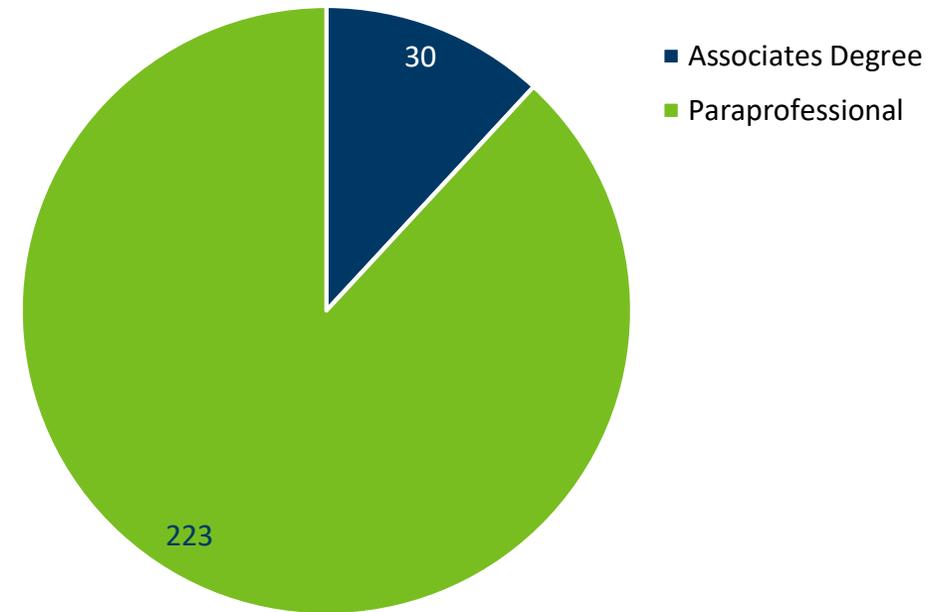
## Substitute Teaching Pilot

### About the pilot:

- Expands the eligibility requirements to serve as a short-call substitute teacher
  - individuals who hold an associate's degree in any field, or
  - educational support professionals (paraprofessionals) that hold a high school diploma, or equivalent, and have worked for at least one year for the hiring school.

### Impact (July 1, 2023 – January 31, 2024):

- 253 licenses issued



## American Indian History and Culture Renewal Requirement

### **About the new requirement:**

- The cultural heritage and contemporary contributions of American Indians, with particular emphasis on Minnesota Tribal Nations

### **Impact:**

- Consultations with 9 of the Tribal Nations that share geography with Minnesota and the Tribal Nations Education Committee

# Diverse, Qualified, and Thriving Educator Workforce

## Collaborative Urban and Greater Minnesota Educators of Color Grant

### About the grant:

- To increase the number of teacher candidates of color and/or Indigenous teacher candidates who complete teacher preparation programs and obtain a Tier 3 license
- 550% increase in funding since FY23

### Impact:

- 830 BIPOC teacher candidates served (increase from 291 in FY23)
- 13 teacher preparation provider grantees (increase from 8 in FY23)
- \$5,340,000 awarded (over \$6 million requested)

# Diverse, Qualified, and Thriving Educator Workforce

## Preparation Pathways Grant

### About the grant:

- To support teachers with a Tier 2 license obtain a Tier 3 license
- New grant!

### Impact:

- 79 teachers supported
- 7 grantees
- \$400,000 awarded (over \$1.6 million requested)

# Diverse, Qualified, and Thriving Educator Workforce

## Teacher Mentorship and Retention of Effective Teacher Grant

### About the grant:

- To develop and expand mentoring, induction, and retention programs
- 117% increase in funding from previous fiscal year!

### FY24 Impact:

- Approximately 5,900 teachers served (1,600+ TOCAIT)
- 38 grantees (school districts, coalitions, and education service cooperatives)
- \$3,395,000 awarded (over \$9 million requested)
- **69% of funding dedicated to serving TOCAIT**

# Diverse, Qualified, and Thriving Educator Workforce

## Teacher Marketing and Outreach Grant

### About the grant:

- Reauthorized grant funding for a marketing and outreach campaign designed to elevate the teaching profession and recruit teachers

### Impact:

- Funds awarded to the continuation and expansion of the Elevate Teaching Campaign



teaching is  
creative



teaching is  
legacy



teaching is  
teamwork



teaching is  
community  
building



teaching is  
opportunity



teaching is  
evolving

# Contact Us



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# Bill Walk Through

Section 1: Clarifies submission timelines for the TOCAIT Report

Section 2: Clarifies submission timelines and reporting elements for the Supply and Demand Report

Section 3: Clarifies BOSA's responsibility over operational duties; clarifies data collection responsibilities

# Meet the Needs of Minnesota's Students & Schools

Sections 4 - 6: Codifies federal requirements for teachers holding a Tier 1 or Tier 2 licenses in a special education field

Section 7: Clarifies that a teacher is *recommended* for licensure via the portfolio process

Section 8: Expands pathways to a Tier 4 license to include teachers who were initially licensed through the portfolio process and teachers who hold National Board Certification

Section 9: Expands the exemption from content and pedagogy exams to include teachers who hold National Board Certification

Section 10: Removes references to basic skills examinations

Section 11: Codifies the common practice of removing a teacher from an instructional assignment if that teacher is charged with a serious criminal offense (which, if convicted, would qualify as an auto-revocation)

Sections 12 & 13: Clarifies that district TD&Es must be aligned to the Standards of Effective Practice

# Operational Excellence

Sections 14 & 15: Clarifies the definition of Heritage Language & Culture Educator and allow PELSB to prioritize program participation using the top language spoken by Minnesota's students and licensure scarcity

Section 16: Expands eligibility to the Teacher Mentorship Grant to include tribal contract schools

Section 17: Expands eligibility to the Preparation Pathway Grants to include Tier 1 teachers

Section 18: Repeals redundant reporting requirement & testing requirement