



# **Career and Technical Education Teacher Education Program**

Industrial Education Committee Hearing

February 16, 2022



# House of Representatives

MINI-SESSION  
OCTOBER 2-4, 2019



Winona State University



Minnesota State College Southeast



# Goal

- To improve the pipeline of CTE teachers in Minnesota's school districts by creating a comprehensive and integrated educational plan that blends the technical skill training with the standard educational practices required to become a licensed teacher.



# Tiered licensure in Minnesota

## TIER 1 REQUIREMENTS

**BACHELOR'S DEGREE**  
FOR ALL SUBJECTS EXCEPT CAREER & TECHNICAL ED (CTE)  
OR CAREER PATHWAYS COURSE OF STUDY (CP)\*

OR

**\*CTE OR CP CANDIDATES MUST  
HAVE ONE OF THE FOLLOWING:**

AA degree

Professional certification

Five years of relevant work experience

*Candidate must have a BA degree unless teaching Career and Tech Ed or Career Pathways, in which case must have AA degree, professional certification, or five years of relevant work experience.*

- ▶ Good for one year and can be renewed three times, though there are conditions under which districts can renew further.
- ▶ District and teacher apply jointly. District must show it could not find a Tier 2, 3, or 4 teacher.
- ▶ These teachers are not in the teacher bargaining unit and are not earning credit toward probation. Teachers at Tier 1 do not have continuing contract rights.

**Anticipated transition details can be  
found at [www.educationminnesota.org/  
resources.aspx#credentials-licensure](http://www.educationminnesota.org/resources.aspx#credentials-licensure).**

*Revised April 22, 2021. Subject to change. 2018 1908*

## TIER 2 REQUIREMENTS

**BACHELOR'S DEGREE**  
FOR ALL SUBJECTS EXCEPT CTE OR CP\*

AND

**MINNESOTA APPROVED TEACHER  
PREPARATION PROGRAM ENROLLMENT**

OR

**MASTER'S DEGREE  
IN CONTENT AREA**

OR

**TWO OF THE FOLLOWING:**

Completed teacher preparation program

Eight upper-division credits in subject area

Training in subject-specific  
teaching methods

Passing scores on state subject  
area and pedagogy tests

Two or more years experience  
teaching in subject area

*Candidate must be enrolled in a teacher preparation program, OR have a master's degree, OR have two of the following: completed teacher preparation program; eight upper-division credits in subject area; training in subject-specific teaching methods; two years of experience teaching in subject area; passing scores on state tests in subject area.*

- ▶ Good for two years and can be renewed three times.
- ▶ District and teacher apply jointly.
- ▶ These teachers are in the teacher bargaining unit and are not probationary. However, if these teachers get to Tier 3, then two years of successful teaching at Tier 2 can count toward the Tier 3 requirement of three years of probation. Teachers at Tier 2 do not have continuing contract rights.

## TIER 3 REQUIREMENTS

**BACHELOR'S DEGREE**  
FOR ALL SUBJECTS EXCEPT CTE OR CP\*

AND

**PASSING SCORES**  
CONTENT AND PEDAGOGY

AND

**ONE OF THE FOLLOWING:**

Completion of a Minnesota-approved  
teacher preparation program (traditional  
or alternative, if accredited)

Completion of a prep program from  
another state that includes field-  
specific student teaching equivalent  
to requirements of MN programs

Portfolio in a given licensure field

Three years teaching experience  
at Tier 2 without being placed  
on an improvement plan

Professional teaching license from  
another state, license in good standing,  
and two years of teaching experience

*Candidate has BA degree for all subjects except CTE or CP, passing scores on content and pedagogy exams, and ONE of the following: Completion of a Minnesota-approved teacher preparation program (traditional or alternative, if accredited); completion of a prep program from another state that includes field-specific student teaching equivalent to requirements of MN programs; portfolio in a given licensure field; professional teaching license from another state, license in good standing, and two years of teaching experience; three years of teaching experience under a Tier 2 license and evidence of summative evaluations that did not result in placement on an improvement plan.*

- ▶ Good for three years and can be renewed indefinitely.
- ▶ Teacher applies for the license.
- ▶ These teachers are in the bargaining unit and must complete three years of probation. If a teacher at Tier 3 got to Tier 3 via Tier 2, two years of teaching at Tier 2 can count toward the three-year probationary requirement. Teachers at Tier 3 have continuing contract rights after completion of the probationary period.

## TIER 4 REQUIREMENTS

**BACHELOR'S DEGREE**  
FOR ALL SUBJECTS EXCEPT CTE OR CP\*

AND

**COMPLETION OF  
PREPARATION PROGRAM**

AND

**PASSING SCORES**  
CONTENT AND PEDAGOGY

AND

**PASSING SCORES ON BOARD-  
APPROVED SKILLS EXAM**

AND

**THREE YEARS TEACHING  
EXPERIENCE IN MINNESOTA**

AND

**MOST RECENT SUMMATIVE EVALUATION MUST NOT  
HAVE RESULTED IN AN IMPROVEMENT PLAN**

*The candidate must meet all Tier 3 requirements, have completed a preparation program or portfolio, have passing scores on content and pedagogy exams and passing scores on board-approved skills exam. In addition, the most recent summative evaluation must not have resulted in placing the teacher on an improvement plan.*

- ▶ Good for five years and can be renewed indefinitely.
- ▶ Teacher applies for the license.
- ▶ These teachers are in the bargaining unit. Teachers at Tier 4 have continuing contract rights after completion of the applicable probationary requirement.



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**Winona State University**



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# Tier 3 licensure is the goal

- Tier 1 and 2 are temporary licenses
  - Maximum of 3 renewals
- Tier 3 and 4 can be renewed every 5 years indefinitely
  - Tier 3 will be achieved through the proposed program
  - Tier 4 requires meeting all Tier 3 requirements, being in good standing, and 3 years of teaching experience



# CTE Program areas

Trades & Industry – Construction Careers

- Construction and Drafting programs

Trades & Industry – Manufacturing Careers

- Mechatronics, CNC Machine Tool, Electrical Engineering, and Welding programs
- Manufacturing Engineering Technology expected Fall '23

Trades & Industry – Transportation expected Fall '24

Business Education – currently launched and running



## CTE Manufacturing Careers

Associate of Applied  
Science – Manufacturing  
Engineering Technology

Passing Scored  
Content and Pedagogy

Completion of Winona  
State University Teacher  
Preparation Program

## CTE Construction Careers

Associate of Applied  
Science – Construction  
Technology

Passing Scored  
Content and Pedagogy

Completion of Winona  
State University Teacher  
Preparation Program






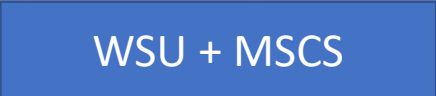




# CTE Program Approval Process

- AAS Programs
  - Internal Campus Committee Approval
  - Minnesota State Approval
  - Higher Learning Commission
- Professional Education Licensure and Standard Board (PELSB)
  - PERCA (renewal programs) Submission by 12/31 for Fall '23
  - RIPA (new CTE programs) Submission by 8/31 for Fall '23





Activities	Spring '22	Summer '22	Fall '22	Spring '23	Summer '23	Fall '23	Spring '24
AAS Manufacturing Engineering Technology Approval							
Winona State University Program Approvals				PELSB approval for Fall start date			
CTE Faculty hired at WSU							
Curriculum Mapping & Assessment Rubrics							
Curriculum Design	 MSCS AAS			 WSU + MSCS			
Recruitment/Outreach							
Initial Cohort							

# Pathways

- Military Service
- Mid-career manufacturing professional
- Mid-career teacher
- High School students
- College student transitions to CTE Teacher Education program



# Challenges

- Showing evidence of technical skill attainment for CTE content (Credit for Prior Learning)
  - Military Service
  - Mid-career manufacturing professional
  - Mid-career teacher
- College student transition
  - Reverse Transfer
- Accelerated Option
- Standards of Education Practice changing by Fall '24



# What makes the program unique?

- Partnership between MSC Southeast and WSU
- MSCS Students complete the Associate for Applied Science and meet admissions criteria for the Professional Education Sequence
- Pre-service teachers learn pedagogy while enhancing technical skills at MSCS through a blended, co-taught model
- Pre-service teachers participate in advisory committees and Career and Technical Student Organizations (CTSOs)
- Pre-service and new educators will be mentored by instructors and industry professionals



# Completion

- Associate of Applied Science – 60 credits
  - 15 credits of General Education (includes 15 hour of Early Clinical Experience)
  - 45 credits of Technical Education
- Professional Education Sequence – 33 credits
  - 33 credits (includes 12 credits of Student Teaching - Minnesota Licensure & 100 clinical hours)
  - New courses co-taught at MSCS with MSCS Faculty
  - Additional intern hours engaged with industry



# Budget

Activity/Item	Cost
1.0 FTE Career and Technical Education Faculty (Salary and Fringe for 2 years)	\$260,000
Curriculum Development/co-teaching model	\$60,000
Mentoring/Industry Externships	\$40,000
Recruitment/Outreach	\$25,000
Travel to school districts	\$15,000
<b>Total</b>	<b>\$400,000</b>

