



**MINNESOTA**

PROFESSIONAL EDUCATOR

LICENSING AND STANDARDS BOARD

# House Education Finance Committee

**Dr. Yelena Bailey, Executive Director**

**Michelle Hersh Vaught, J.D., Rulemaking Attorney**

**March 8, 2023**

# Supporting Heritage Language Teachers (HF 1137)

*A heritage language and culture teacher is a teacher with a connection to a community's language and culture who uses this connection and language proficiency to support students as they learn academic content or the language and culture of that community.*

**Section 1:** Establishes a pathway specifically for heritage language teachers that embeds support and mentorship into the licensure via portfolio process in order to increase the number of heritage language teachers who hold a world language license. Additionally, allows for cultural expertise and language proficiency to meet content standards.

**Section 2:** Funding to support 50 teachers a year through the portfolio process (fees, substitutes teachers, mentorship), as well as a staff liaison.

## Minnesota's Students Need These Teachers

- Districts reported that their students have over 300 primary home languages (Oct. 2022).



# Teacher Residency Pilot Program (HF 1138, 1st engrossment)

**Section 1:** Establishes a state pilot to support 400 teacher candidates completing a robust teacher residency program.

Prioritizes teacher candidates of color and candidates enrolled in programs that fill shortage areas.

- \$3,000 for tuition
- \$40,000 for teacher candidate (living wage)
- \$3,500 for teacher mentor
- One-time funding for technical and administrative support for grantees (\$50,000)

**Section 2:** Appropriations language



A residency program provides a year-long clinical experience integrating learning opportunities and student teaching. It also pairs candidates, often referred to as residents, with cooperating teachers.

# Removing Barriers to Licensure (HF 1257, 1st engrossment)

**Section 1:** Removes the requirement that individuals holding an Innovative Program Permission renew annually.

**Sections 2, 5, 7, 9:** Provides BA exemption for visual and performing arts, as well as native speakers of world languages.

**Sections 3 - 4, 6, 8:** Clarifies the application process, allowing districts to be joint applicants, facilitating better communication and processing, and allowing certain applications to be submitted before July 1.

**Section 10:** Allows out-of-state teachers to use out-of-state teaching experience to obtain a Tier 4 license.

**Sections 11-12:** Removes licensure exam requirements for individuals who completed teacher preparation in Minnesota or licensure via portfolio, and removes requirements for teacher preparation providers to provide tutoring.

**Section 13:** Short-call sub pilot making AAs and ESPs eligible for short-call sub licenses.

**Sections 14-16:** Modifications to grant processes allowing more time for data collection and grant implantation.

## Licensure Exams



Please refer to the handout highlight peer-reviewed research on licensure exams as a barrier.

# Operational Excellence (HF 1268, 1st engrossment)

## Highlights:

- Clarifies licensing procedures and terms
- Removes redundant district reporting
- Adds teacher members to PELSB
- \$4,800 stipend for board members



**Section 1:** Clarifies board duties (teacher licensure)

**Sections 2 - 10:** Updates terminology (definitions)

**Sections 11 –12:** Modifies board membership in order to obtain additional teacher members and establishes \$4,800 annual stipend to board members

**Section 13:** Office space

**Section 14:** Requires PELSB to reimburse school districts for substitute teachers required to replace board members

**Section 15:** Requires public employers to give board members time off for board meetings

**Sections 16 - 18:** Clarifies board duties (provider approval; register of licensed teachers; rulemaking)

**Section 19:** Updates terminology (i.e., applicant)

**Sections 20-21:** Streamlines data and reporting requirements

**Sections 22-24:** Updates terminology (i.e., school speech-language pathologist)

**Section 25:** Corrects citation

**Section 26:** Updates terminology

**Section 27:** Clarifies board duties (STAR reporting)

**Sections 28 - 40:** Updates terminology, process

**Sections 41 and 42:** Nominations; appropriations for member stipend

**Section 43:** Repealer



# Modifications to Tiered Licensure (HF 1224, 1st engrossment)

**Section 1:** Modifies eligibility for a Tier 2 license to align with enrollment in teacher prep (current requirement) and expertise (current requirement).

**Section 2:** Maintains all pathways to a Tier 2 license for teachers who already hold a Tier 2 license (legacy clause)

**Section 3:** Removes pathway to a full professional license based on experience alone, ensuring all professionally licensed teachers have met state standards through teacher preparation or portfolio.

**Section 4:** Maintains pathway to a Tier 3 license for all teachers currently holding a Tier 2 license (legacy clause)

**Section 5:** Provides \$800,000 in funding for districts to support teachers impacted by these changes by enrolling them in teacher preparation, helping them obtain licensure via portfolio, and/or providing mentorship and professional development.

## Maintaining the Standards of the Profession



**PELSB is currently completing a 3 ½ year-long rulemaking project that updates the standards of the profession.**

**These standards are defined by Minnesota's teachers and have undergone several rounds of revision based on feedback from hundreds of teachers and stakeholders.**

# Modifications to Tiered Licensure (HF 1224)

## Common Misconceptions

**Misconception 1:** These changes will remove teachers from the classroom.

**Fact:** While these changes may impact which license an educator holds, it does not remove their ability to get licensed and stay in the classroom. Additionally, the majority of Tier 1 educators work in shortage areas, which are allowed unlimited renewals.

**Misconception 2:** These changes harm teachers of color.

**Fact:** The majority of Minnesota's teachers of color and Indigenous teachers hold a Tier 3 or Tier 4 license. PELSB supports removing barriers that keep some qualified educators of color from receiving their professional licenses, such as testing, while also affirming the capacity of all people of color to meet the standards of the profession through performance-based assessments. Furthermore, research shows teachers who do not receive preparation are less likely to stay in the profession.

**Misconception 3:** These changes fail to consider district hiring concerns.

**Fact:** This bill does not remove a district's ability to hire Tier 1 or Tier 2 educators. In fact, it proposes funding to help retain these educators in the profession by enrolling them in teacher preparation or aiding them in obtaining licensure via the portfolio process.

# Modifications to Tiered Licensure (HF 1224)

## Statewide Teacher Shortage Areas Permitting Additional Tier 1 Renewals

| Licensure Area   |
|--|
| Agricultural Education                                     |
| American Indian Language, History, and Culture             |
| Business   |
| Computer, Keyboarding, and Related Technology Applications |
| Dance  |
| Dance and Theatre  |
| Early Childhood Education                                  |
| English as a Second Language                               |
| Family and Consumer Sciences                               |
| Work Based Learning  |
| Technology   |
| Theatre Arts   |
| Visual Arts  |

| CTE Licensure Areas               |
|-----------------------------------|
| Communications Technology Careers |
| Construction Careers              |
| Cosmetology                       |
| Creative Design Careers           |
| Early Childhood Careers           |
| Hospitality Service Careers       |
| Law Enforcement                   |
| Manufacturing Careers             |
| Medical Careers                   |
| Transportation Careers            |

| World Language and Cultures Licensure Areas |
|---|
| American Sign Language (ASL)                |
| Arabic                                      |
| Chinese                                     |
| Dakota                                      |
| German                                      |
| Hebrew                                      |
| Hmong                                       |
| Japanese                                    |
| Korean                                      |
| Latin                                       |
| Ojibwe                                      |
| Somali                                      |
| Spanish                                     |

| Special Education Licensure Areas |
|-----------------------------------|
| Academic Behavioral Strategist    |
| Autism Spectrum Disorders         |
| Blind or Visually Impaired        |
| Deaf or Hard of Hearing           |
| Developmental Disabilities        |
| Early Childhood (ECSE)            |
| Emotional Behavior Disorders      |
| Oral/Aural Deaf Education         |

| Science Licensure Areas |
|-------------------------|
| Chemistry               |
| Earth & Space Science   |
| Life Sciences           |
| Physics                 |
| Science (Grades 5-8)    |

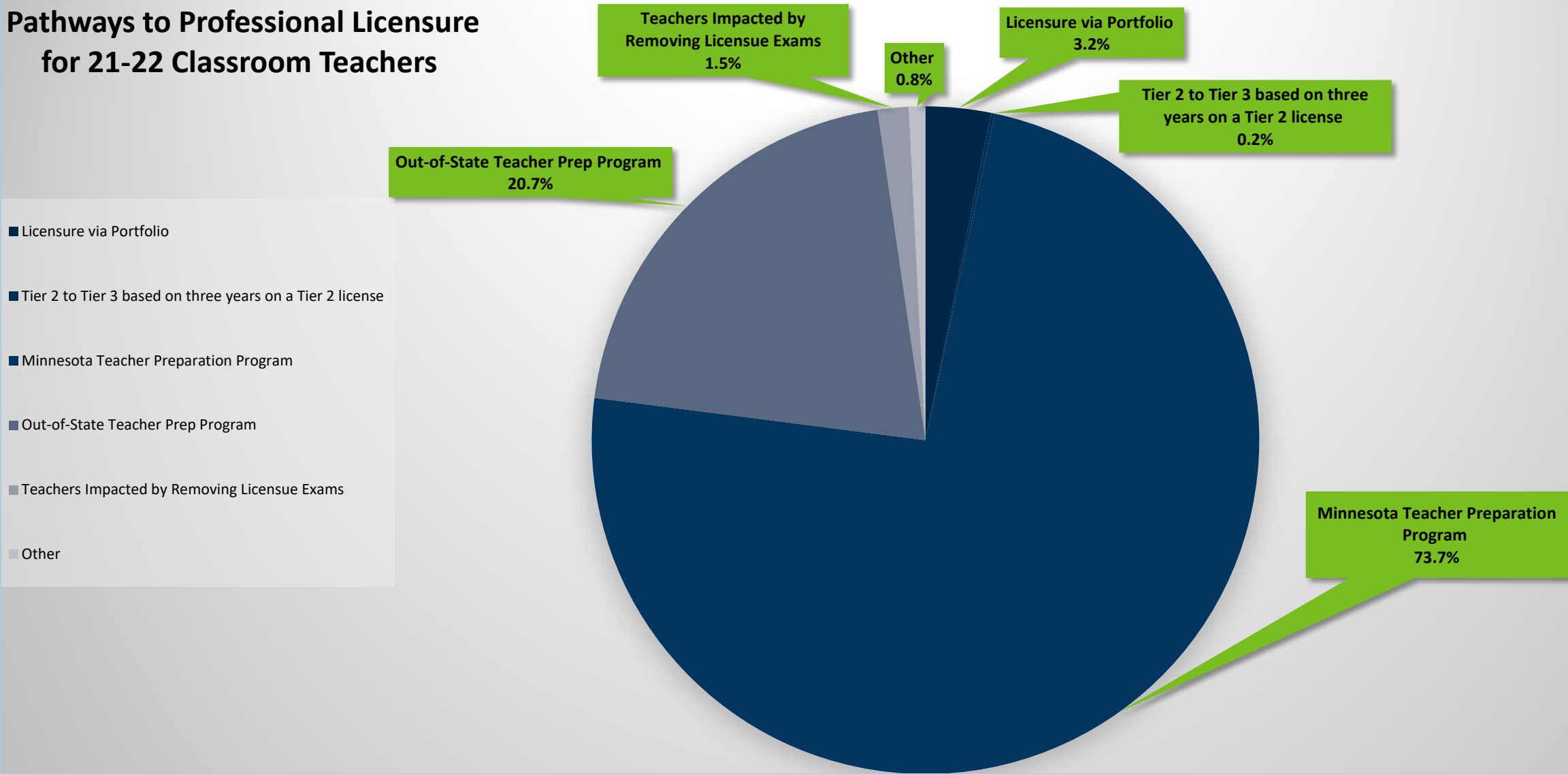
There are additional regional shortage areas

Individuals that help close the gap between student and teacher diversity are also considered as filling a shortage, pursuant to 122A.06



# Modifications to Tiered Licensure (HF 1224)

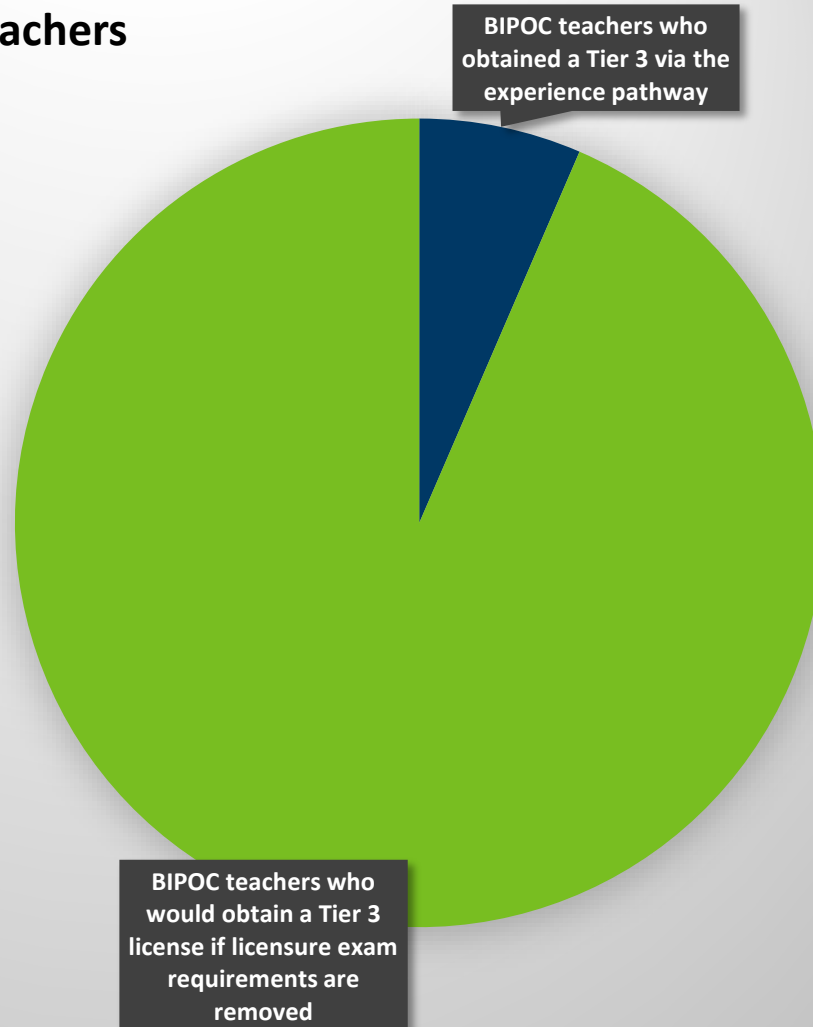
## Pathways to Professional Licensure for 21-22 Classroom Teachers



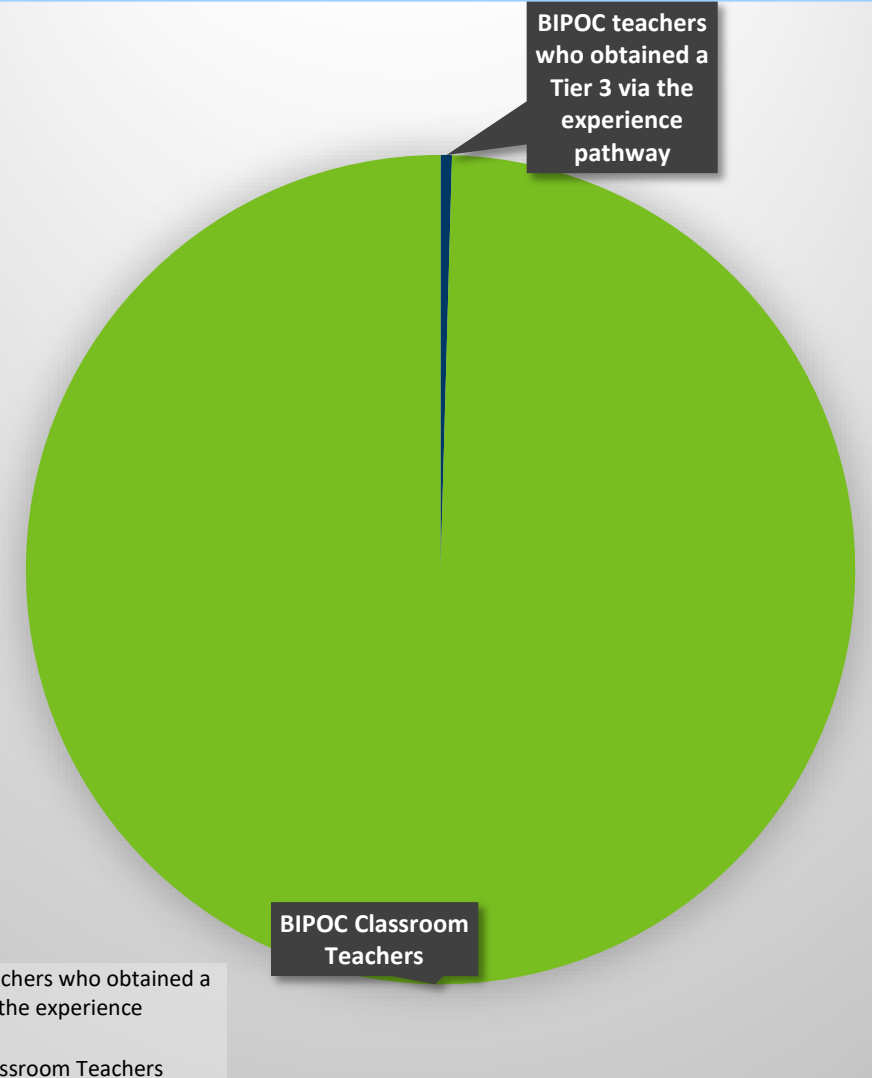
# Modifications to Tiered Licensure (HF 1224)

## Policy Impact on BIPOC Teachers

Of the 99 Teachers who obtained a Tier 3 license via the experience pathway, 82 are white and 17 are BIPOC.



- BIPOC teachers who obtained a Tier 3 via the experience pathway
- BIPOC teachers who would obtain a Tier 3 license if licensure exam requirements are removed



- BIPOC teachers who obtained a Tier 3 via the experience pathway
- BIPOC Classroom Teachers

# Contact Us



**(651) 539-4200**



**[mn.gov/pelsb](https://mn.gov/pelsb)**



**[pelsb@state.mn.us](mailto:pelsb@state.mn.us)**



**1021 Bandana Blvd. E., Suite 222  
St. Paul, MN 55108**