

PROPOSED RECOMMENDATIONS FOR RESTRUCTURING TEACHER LICENSURE

August 23, 2016



Minnesota
Board of Teaching

- ▶ Maintain oversight of the profession by members of the profession
- ▶ Increase accountability as one agency
 - ▶ Improve clarity of licensure processes
- ▶ Streamline communications regarding the needs of professionals
- ▶ Alignment with governance of other professions in Minnesota
- ▶ Alignment with governance of the education profession in other states

ASSIGN ALL LICENSURE ACTIVITIES
TO A PROFESSIONAL EDUCATOR
STANDARDS BOARD (PESB)





HR, Budgeting and Procurement Services will need to be provided by SmART or as added positions within a new organizational structure



Information Technology For Minnesota Government

IT systems will need to be upgraded to modernize operations and address OLA recommendations. These changes represent the largest financial implications of restructuring activities.

SUPPORTING AGENCIES



Minnesota Board of Teaching

Current Duties

- ▶ Oversight of licensure and renewal rules
- ▶ Oversight of teacher assessments
- ▶ Appeal of licensure determinations
- ▶ Interstate agreements regarding licensure mobility
- ▶ Review and approve rule variances
- ▶ Code of Ethics / Discipline
- ▶ Oversight of 31 Teacher preparation providers and licensure programs
- ▶ Teacher preparation “report cards”
- ▶ Oversight of Statewide Job Board

Proposed Additional Duties (PESB)

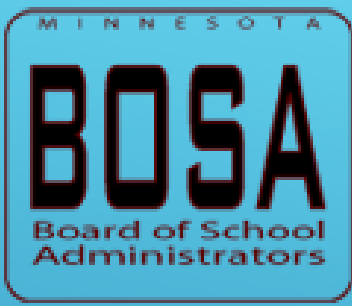
- ▶ Supply Demand Reporting
- ▶ Implementation of all licensure processes
- ▶ Administration of grants pertaining to educator preparation

CLARIFY JURISDICTION
& DUTIES

Responsibilities and processes that require oversight of school districts should remain with MDE:

- ▶ Compliance to licensure rules for districts and charters
- ▶ Teacher and Principal Evaluation
- ▶ Student Maltreatment Reporting & Investigation
- ▶ School Support & Improvement Initiatives

CLARIFY JURISDICTION
& DUTIES



- ▶ Oversight of Administrative Licensure & Renewal Rules
- ▶ Administrator Continuing Education
- ▶ Oversight of Administrator Preparation Programs
- ▶ Administrator Ethics/Discipline

Interagency agreements will be needed for:

- ▶ Issuance of Administrator Licenses
- ▶ Human resources, budgeting and procurement services

CLARIFY JURISDICTION & DUTIES

- ▶ Legislation passed to initiate agency consolidation, funding and streamlining of licensure rules
 - ▶ Administrative Services and HR support by SmART
(Direct funding to SmART needed)
 - ▶ Recodify statute and rule to align with restructure
- ▶ Complete rule making to move to tiered licensure structure
- ▶ Changes made to current online licensing system to meet tiered licensure rules
- ▶ Review HR considerations
- ▶ Identification of new online licensing technologies and initiation of RFP process

PHASE 1

July 2016 - June 2017



- ▶ Merged unit under new budget (BOT + Educator Licensing)
- ▶ Human resource planning and reorganization
- ▶ IT online licensing vendor/product chosen
- ▶ MnIT begins development of online tools
- ▶ BOSA Interagency agreements in place

PHASE 2

July 2017 - June 2018

- ▶ New organizational structure and ongoing budget needs finalized
- ▶ Revised annual budget request submitted for 20-21 biennium
- ▶ User testing and full Implementation of new online licensing system

PHASE 3

July 2018 – June 2019



- ▶ Additional FTE's necessary for areas of new responsibility such as grants management and teacher recruitment/retention:
 - Communications/web management, customer support and professional counseling, data management and analysis, alternative licensure pathways
- ▶ Position Descriptions may require reclassification of current employees
- ▶ Any changes to physical location of the licensing entity and IT systems will require additional one time funding
- ▶ Teacher licensure fees are currently lower than the national average (MN \$57 vs. \$75)
- ▶ Mentorship and Induction are critical to tiered licensing structure and addressing retention of existing educators

ADDITIONAL FINANCIAL CONSIDERATIONS

TIERED LICENSURE



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Board of Teaching

Why this model?

- ▶ Balances high expectations with needs of districts
- ▶ Simplification of current system
- ▶ Reduces district work
- ▶ Increases time between renewal for exceptions
- ▶ Similar to OLA proposal though...
 - increases emphasis on all types of teacher preparation,
 - increases parity for teachers trained out of state
 - Adds flexibility for MN teachers and districts

TIERED LICENSURE
PROPOSED MODEL

Exhibit 4.4: Sample Tiered Teacher-Licensing System

License Name	Duration	Renewability	Sample Requirements
Tier One License	One year	Twice	<ul style="list-style-type: none"> • School district or charter school request • At least one of the following: <ul style="list-style-type: none"> - Bachelor's degree - At least eight credits in related content area - Field-specific methods training - At least two years teaching experience - Passing score on all required licensure exams - Completion of human relations coursework - Teaching in a field for which there is no license - School district or charter school attests to an emergency need to hire the candidate
Tier Two License	Two years	Twice	<ul style="list-style-type: none"> • Bachelor's degree • At least two of the following: <ul style="list-style-type: none"> - At least eight credits in related content area - Field-specific methods training - At least two years teaching experience - Passing score on all required licensure exams - Completion of human relations coursework - Completion of at least one year in a Minnesota-approved teacher-preparation program
Tier Three License	Three years	Unlimited	<ul style="list-style-type: none"> • Bachelor's degree • Passing score on all required licensure exams • Completion of human relations coursework • Completion of at least one of the following: <ul style="list-style-type: none"> - A Minnesota-approved teacher-preparation program - A state-approved teacher-preparation program that includes field-specific methods training and field-specific student teaching of not less than six weeks - At least two years teaching experience
Tier Four License	Five years	Unlimited	<ul style="list-style-type: none"> • Meets the requirements of a Tier Three License • At least three years teaching experience
Master Educator License	Five years	Unlimited	<ul style="list-style-type: none"> • Meets the requirements of a Tier Three License • At least eight years teaching experience • National Board Certification⁴

[To see a copy of the full model, view the OLA report on Teacher Licensing. Pg. 77](#)

**TIERED LICENSURE
OLA MODEL**

	OLA Sample (5)		BOT Proposal (8)
Tier 1	District Request (3 years)	Tier 1	<ul style="list-style-type: none"> • Promotes preparation • Simplifies structure • Provides flexibility
Tier 2	BA + 2 (6 years)		
Tier 3	No support No flexibility	Tier 2	<ul style="list-style-type: none"> • Provides support • Simplifies structure • Provides flexibility
Tier 4	No flexibility	Tier 3	<ul style="list-style-type: none"> • Provides flexibility
Tier 5	Master Educator	Tier 4	<ul style="list-style-type: none"> • Recognizes two ways of advancing in profession

TIERED LICENSURE OLA VS. PROPOSED MODEL

<u>License</u>	<u>Duration</u>	<u>Renewability</u>
Tier 1		
Residency	One year	2 renewals (3 years total)
Tier 2		
Initial	3 years	1 year extension
Tier 3		
Professional	5 years	Unlimited
Tier 4		
Master Teacher	5 years	Unlimited

TIERED LICENSURE BASIC STRUCTURE

<u>License</u>	<u>Duration</u>	<u>Renewability</u>		
Tier 1			Current Model	
Residency	One year	2 renewals (3 years total)	Limited	Preliminary
			Intern	Nonrenewable
			Temporary Limited	
Tier 2				
Initial	3 years	1 year extension	Initial 1-year Professional	
Tier 3				
Professional	5 years	Unlimited	Standard	Continuing Professional
			5-year Professional	
			Full Professional	
Tier 4				
Master Teacher	5 years	Unlimited		

TIERED LICENSURE

COMPARISON TO CURRENT STRUCTURE

<u>License</u>	<u>Duration</u>	<u>Renewability</u>	
Tier 1			Special Credentials
Emergency	One year	1 renewal (2 years total)	
Tier 2			
Provisional	2 years	1 renewal (4 years total)	
Tier 3			
Tier 4			
Teacher Leader	Attached to Professional License		

TIERED LICENSURE EXCEPTIONS TO BASIC STRUCTURE

<u>License</u>	<u>Duration</u>	<u>Renewability</u>			
Tier 1			Special Credentials	Current Model	
Emergency	One year	1 renewal (2 years total)		Non-Licensed Community Expert Limited	
Tier 2					
Provisional	2 years	1 renewal (4 years total)		Provisional	Variance
Tier 3				Waiver	Experimental
Tier 4					
Teacher Leader	Attached to Professional License				

TIERED LICENSURE

EXCEPTIONS: COMPARISON TO CURRENT STRUCTURE

- ▶ Continue Meetings with Stakeholders:
 - ▶ MSBA, EdMN, MACTE, MinnCAN, TFA, Board Advisory Group
- ▶ Continue rulemaking to reflect tiered licensure assumptions
- ▶ Statutory changes will need to be introduced in 2017 to codify all portions of statute and rule
 - ▶ Testing Recommendations:
 - ▶ Skills exam to be passed as an entry to educator preparation, allowing for remediation
 - ▶ Option for edTPA to be used as a demonstration of pedagogy in lieu of the pedagogy exam prior to professional licensure
 - ▶ Content exams to be passed prior to professional licensure

TIERED LICENSURE NEXT STEPS

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