

Joint House and Senate DFL Proposal on Tiered Licensure Framework – Legislative Study Group on Educator Licensure

- This Board of Teaching proposal is a good starting point, but the Senate wants to take this opportunity to further simplify the teacher licensing system.
- The Senate’s proposal provides simplicity and clarity for all involved in educator licensing: teachers, teacher candidates, administrators, licensing staff and legislators.
- The OLA report provided a concept in their report, basically an example of what could be done. The OLA report also assumes that there may need to be serious policy discussions as we move forward on tiered licensure
- The Senate’s proposal embraces the simplicity and transparency of the OLA concept, and incorporates some of the stakeholder input from the Board of Teaching draft:
 - The Senate proposal seeks to further streamline the various license types and exceptions—beyond what the BoT proposes in their tiered licensing model.
 - The Senate proposal gives the legislature the flexibility to modify state law to best fit the needs of a more transparent licensure program.
- **Since this was first presented, a CTE component, based on input from the CTE stakeholders, was added to the framework.**
 - **It provides a pathway for CTE educators to be hired for classroom instruction and sets a pathway for them to become licensed teachers in Minnesota.**

Tier Level	Duration	Renewability	Minimum Requirements Before Issue	Examples of people entering/moving through this tier	Exceptions	Rationale
Tier One License	One year	Once (total two years)	<ul style="list-style-type: none"> • Bachelor’s degree • School district or charter school request; district evidences sufficient attempt and inability to hire a teacher holding a tier three license or higher (any licensure area) • At least one 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 ○ Teaching in a field for which there is no license 	<ul style="list-style-type: none"> • “Community experts” • Emergency hires • Teachers in subject areas for which no MN licensure exists 	<ul style="list-style-type: none"> • CTE educators, are allowed to teach for 5 years without a BA as long as they participate in mentorship and meet one of the following: <ul style="list-style-type: none"> ○ Passing score on content-specific basic skills exam ○ Associate degree in content-specific field of licensure. ○ Industry-recognized, professional credential in content-specific field of licensure. ○ Two thousand verifiable hours of work experience within the past five years in content-specific field of licensure. ○ Evidence of minimum competency (as defined by Board of Teaching Administrative Rule+) in content-specific field of licensure via academic • CTE educators must also work with school districts to formulate & submit professional development plan for move to tier two license within two academic years. 	<ul style="list-style-type: none"> • Allows districts to fill gaps in shortage areas when no teaching professionals are available. <ul style="list-style-type: none"> ○ Allows CTE professionals to get into the classroom without needing to pay for additional schooling immediately and puts them on a path towards full licensure

Tier Two License	One year	Twice (total three years)	<ul style="list-style-type: none"> • Meets requirements of a Tier One License • Enrolled in a Minnesota-approved teacher-preparation program • Participating in district mentorship program • 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 in any state ○ Passing score on all required licensure exams ○ Completion of human relations coursework 	<ul style="list-style-type: none"> • People in grow-your-own programs • Tier 1 license-holders who want to become full-fledged teachers 	<ul style="list-style-type: none"> • CTE educators may present verifiable evidence of professional development or work experience to obtain licensure via portfolio, instead of being enrolled in teacher prep • CTE educators must also work with school districts to formulate & submit professional development plan for move to tier three license within two academic years. 	<ul style="list-style-type: none"> • Allows in-state aspiring teaching professionals to gain classroom experience while on a pathway to what is now considered full licensure. • Allows CTE educators to continue pursuing full licensure.
Tier Three License	Three years	None; one-year extension available	<ul style="list-style-type: none"> • Bachelor's degree • Completion of human relations coursework • At least one of the following: <ul style="list-style-type: none"> ○ Completion of a Minnesota-approved teacher-preparation program ○ Professional licensure in another state, including completion of a state-approved teacher prep program; at least 12 weeks of evaluated field experience work 	<ul style="list-style-type: none"> • Typical new graduates of MN prep programs • Teachers already licensed in another state but with fewer than three years of experience as a professionally licensed teacher. 	<ul style="list-style-type: none"> • CTE educators may present successful completion of licensure via portfolio for content-specific licensure area and have passing score on pedagogy exams from any state, in lieu of completing teacher prep. • CTE educators must also have a BA at this point. 	<ul style="list-style-type: none"> • A license for teachers who have yet to earn necessary state credentials. • Fits the mold of in-state aspiring professionals, acknowledging that they are farther along on the pathway (having earned their teaching degree), while still needing additional credentials. • Allows professionally licensed educators from other states to get right into classrooms while acknowledging that they still need additional credentials specific to Minnesota. • Allows CTE educators to continue teaching, as long they demonstrate competence in classroom management.

Tier Four License	Five years	Unlimited	<ul style="list-style-type: none"> • Meets the requirements of a Tier Three License • At least 3 years teaching experience in any state • Passing score on a board-adopted examination of skills in reading, writing, and mathematics in any state OR Minnesota board approval of portfolio • Passing score on content and pedagogy exams from any state • Complete two years mentorship • Participate in Teacher Cohort • Submit Initial Personal Growth Plan 	<ul style="list-style-type: none"> • Tier 3 license-holders who have/gain three years of teaching experience and pass all required exams • Teachers already licensed in another state with 3+ years of teaching experience and who pass all required exams 		<ul style="list-style-type: none"> • Acknowledges educators' obtaining of necessary Minnesota credentials for what is now considered full licensure.
Tier Five License	Five years	Unlimited	<ul style="list-style-type: none"> • Meets the requirements of a Tier Four License • National Board Certification OR board-approved teacher leader certification • Administrator or teacher cohort recommendations 	<ul style="list-style-type: none"> • Tier 4 license-holders who have/gain more teaching experience and obtain additional national credentials 		<ul style="list-style-type: none"> • Allows teachers to further their career by obtaining additional credentials

Special circumstances:

- **[Substitute licenses.]** Renewable every 2 years