

## Proposed changes to Tiered Licensure

HF1376 would eliminate many of the licensure pathways teachers use.

### TIER 1

<b>REQUIREMENTS</b>	<ol style="list-style-type: none"> <li>1. Educators must hold a bachelor’s degree, or if teaching in career and technical education, have one of the following: an associate’s degree, a professional credential, or five years of work experience in the content area.</li> <li>2. Educators must participate in district mentorship and induction programs, in teacher evaluations, and take content exams (unless teaching in career and technical education).</li> <li>3. School must affirm the candidate has the necessary skills and knowledge and must demonstrate that they were unable to hire a higher-tiered teacher.</li> </ol>
<b>TERMS &amp; RENEWALS</b>	<p>One-year license with up to three renewal, unless schools can present a further need <del>or if educator is a teacher shortage, a teacher of color, or a career and technical education teacher</del>. License is limited to the employing school district (cannot be transferred and not available to nonpublic schools).</p>

### TIER 2

<b>REQUIREMENTS</b>	<ol style="list-style-type: none"> <li>1. Educators must hold a bachelor’s degree, or if teaching in career and technical education, have one of the following: an associate’s degree, a professional credential, or five years of work experience in the content area.</li> <li>2. Educators must be enrolled in a Minnesota teacher preparation program <u>or</u>; hold a master’s degree in the content area, <del>or fulfill at least two of the following:</del> <ul style="list-style-type: none"> <li><del>○ have 8 upper division credits in content area;</del></li> <li><del>○ completed field-specific methods training;</del></li> <li><del>○ have two years of teaching experience in content area;</del></li> <li><del>○ receive passing scores on content and pedagogy exams;</del></li> <li><del>○ completed a state-approved teacher preparation program.</del></li> </ul> </li> <li>3. Educators must participate in district mentorship and induction programs, and in teacher evaluations.</li> </ol>
<b>TERMS &amp; RENEWALS</b>	<p>Two-year license with up to <del>three</del> <u>two</u> renewals. License is limited to the employing school district (cannot be transferred and not available to nonpublic schools).</p>

#### IMPACT OF HF1376 ON TIER 1

- X Removes automatic license renewal for teachers of color and teachers in shortage areas (Lines 17.11-17.14)
- ✓ Removes bachelor’s degree requirement for world language and art teachers.

#### IMPACT OF HF1376 ON TIER 2

- X Eliminates 10 of the 12 pathways to Tier 2 licensure, taking licenses away from current Tier 2 teachers who use these pathways. (Lines 19.2-19.14)
- X Reduces renewals from three to two, pushing educators out after 6 years—unless given an exemption by PELSB. (Line 20.4)

### TIER 3

<b>REQUIREMENTS</b>	<ol style="list-style-type: none"> <li>Educators must hold a bachelor's degree, or if teaching in career and technical education, have one of the following: an associate's degree, a professional credential, or five years of work experience in the content area.</li> <li><del>Educators must receive passing scores on content and pedagogy exams.</del></li> <li>Educators must participate in district mentorship and induction programs, and in teacher evaluations.</li> <li>Educators must fulfill at least one of the following:             <ul style="list-style-type: none"> <li>completed a Minnesota teacher preparation program;</li> <li>completed a state-approved teacher preparation program with field-specific student teaching or at least two years of teaching experience;</li> <li>submitted an application for licensure via portfolio;</li> <li>hold an out-of-state license with at least two years of teaching experience; or</li> <li><del>completed three years teaching experience in Tier 2 with successful summative evaluations.</del></li> </ul> </li> </ol>
<b>TERMS &amp; RENEWALS</b>	Three-year license with unlimited renewability.

#### IMPACT OF HF1376 ON TIER 3

**X** Current law promises that Tier 2 teachers can be promoted to Tier 3 licensure with a good evaluation from their administrators. HF1376 would remove this pathway, pushing Tier 2 teachers out after 6 years.

The finish line is being moved; now, educators will have to go back to school or complete a lengthy portfolio process to continue working and their effectiveness will be removed from consideration. (Lines 22.7 – 22.10)

*\*Restriction also in Governor's bill*



Moves content and pedagogy assessment requirements to Tier 4

### TIER 4

<b>REQUIREMENTS</b>	<ol style="list-style-type: none"> <li>Educators must hold a Tier 3 license.</li> <li><del>Educators must receive passing scores on basic skills exam. Educators must receive passing scores on content and pedagogy exams.</del></li> <li>Educators must have three years of teaching experience in <u>content area from any state Minnesota.</u></li> <li><del>Educators' most recent summative teacher evaluation cannot place them on an improvement plan.</del></li> <li>Educators must have completed a state-approved teacher preparation program.</li> </ol>
<b>TERMS &amp; RENEWALS</b>	Five-year license with unlimited renewability.

#### IMPACT OF HF1376 ON TIER 4

**X** Tier 4 master teachers would no longer need to show evidence of their effectiveness through a good evaluation. (Lines 23.17 – 23.19)



Removes the basic skills assessment requirement. (Lines 23.28 – 24.4)



Allows out-of-state teachers immediate access to licensure.