Proposed changes to Tiered Licensure

HF1376 would eliminate many of the licensure pathways teachers use.

**TIER 1**

| REQUIREMENTS | 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.  
2. Educators must participate in district mentorship and induction programs, in teacher evaluations, and take content exams (unless teaching in career and technical education).  
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. |
| --- | --- |

**TERMS & RENEWALS**

One-year license with up to three renewal, unless schools can present a further need or if educator is a teacher shortage, a teacher of color, or a career and technical education teacher. License is limited to the employing school district (cannot be transferred and not available to nonpublic schools).

**IMPACT OF HF1376 ON TIER 1**

- 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.

**TIER 2**

| REQUIREMENTS | 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.  
2. Educators must be enrolled in a Minnesota teacher preparation program or, hold a master’s degree in the content area, or fulfill at least two of the following:  
   - have 8 upper division credits in content area;  
   - completed field-specific methods training;  
   - have two years of teaching experience in content area;  
   - receive passing scores on content and pedagogy exams;  
   - completed a state-approved teacher preparation program.  
3. Educators must participate in district mentorship and induction programs, and in teacher evaluations. |
| --- | --- |

**TERMS & RENEWALS**

Two-year license with up to three renewals. License is limited to the employing school district (cannot be transferred and not available to nonpublic schools).

**IMPACT OF HF1376 ON TIER 2**

- 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)
- Reduces renewals from three to two, pushing educators out after 6 years—unless given an exemption by PELSB. (Line 20.4)
## TIER 3

| REQUIREMENTS | 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.  
2. Educators must receive passing scores on content and pedagogy exams.  
3. Educators must participate in district mentorship and induction programs, and in teacher evaluations.  
4. Educators must fulfill at least one of the following:  
   - completed a Minnesota teacher preparation program;  
   - completed a state-approved teacher preparation program with field-specific student teaching or at least two years of teaching experience;  
   - submitted an application for licensure via portfolio;  
   - hold an out-of-state license with at least two years of teaching experience; or  
   - completed three years teaching experience in Tier 2 with successful summative evaluations. |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>TERMS &amp; RENEWALS</td>
<td>Three-year license with unlimited renewability.</td>
</tr>
</tbody>
</table>

## 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

| REQUIREMENTS | 1. Educators must hold a Tier 3 license.  
2. Educators must receive passing scores on basic skills exam.  
3. Educators must have three years of teaching experience in content area from any state.  
4. Educators’ most recent summative teacher evaluation cannot place them on an improvement plan.  
5. Educators must have completed a state-approved teacher preparation program. |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>TERMS &amp; RENEWALS</td>
<td>Five-year license with unlimited renewability.</td>
</tr>
</tbody>
</table>

## 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.