



MINNESOTA

PROFESSIONAL EDUCATOR

LICENSING AND STANDARDS BOARD

Professional Educator Licensing and Standards Board (PELSB) Presentation

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Michelle Hersh Vaught, J.D., Chief of Staff

2024

Professional Educator Licensing and Standards Board (PELSB)

MISSION:

Ensuring all Minnesota students have high quality educators in their schools

VISION:

To ensure equitable education practices through high licensure standards, quality educator preparation programs, and stakeholder engagement.



Bill Walk Through

Section 1: Clarifies submission timelines for the TOCAIT Report

Section 2: Clarifies submission timelines and reporting elements for the Supply and Demand Report

Section 3: Clarifies BOSA's responsibility over operational duties; clarifies data collection responsibilities

Meet the Needs of Minnesota's Students & Schools

Sections 4 - 6: Codifies federal requirements for teachers holding a Tier 1 or Tier 2 licenses in a special education field

Section 7: Clarifies that a teacher is *recommended* for licensure via the portfolio process

Section 8: Expands pathways to a Tier 4 license to include teachers who were initially licensed through the portfolio process and teachers who hold National Board Certification

Section 9: Expands the exemption from content and pedagogy exams to include teachers who hold National Board Certification

Section 10: Removes references to basic skills examinations

Section 11: Requires a district to remove a teacher from an instructional assignment if that teacher is charged with a serious criminal offense

Sections 12 & 13: Clarifies that district TD&Es must be aligned to the Standards of Effective Practice

Operational Excellence

Sections 14 & 15: Clarifies the definition of Heritage Language & Culture Educator and allow PELSB to prioritize program participation using the top language spoken by Minnesota's students and licensure scarcity

Section 16: Expands eligibility to the Teacher Mentorship Grant to include tribal contract schools

Section 17: Expands eligibility to the Preparation Pathway Grants to include Tier 1 teachers

Section 18: Repeals redundant reporting requirement & testing requirement

2023 Implementation

Eliminating Barriers to Licensure



Eliminating Licensure Exams

About the changes:

- Eliminated Basic Skills exams for teachers applying for a Tier 4 license
- Exempted teachers from content and pedagogy exams if:
 - The teacher completed a Minnesota-approved program
 - The teacher was recommended for licensure via portfolio
 - The teacher completed an out-of-state program and passed that state's exams (if applicable)

Impact:

850-1000
teachers

Eliminating Barriers to Licensure



Expanding the BA Exemption

About the changes:

- Expanded BA exemption to include:
 1. Native speakers seeking a World Language license
 2. Visual and Performing Artists with 5+ years of experience seeking an arts license
- Went into effect on August 1, 2023

Impact:

- 32 Tier 1 licenses issued
 - 11 in World Languages (Arabic, Chinese, French, German, Spanish, Somali, Karen)
 - 3 in Instrumental Music
 - 5 in Vocal Music
 - 4 in Dance
 - 5 in Theatre
 - 5 in Visual Arts

Expanding Pathways to Licensure



Heritage Language Pathway Program

About the program:

- Established a licensure pathway specifically for heritage language educators to obtain licensure in their target language
- Funding for a specialist
- Funding to support 50 teachers obtain licensure

Impact:

- Specialist hired!
- Over 90 applications received!
- 50 teachers selected representing Somali, Hmong, Karen, Arabic, and Spanish

Expanding Pathways to Licensure



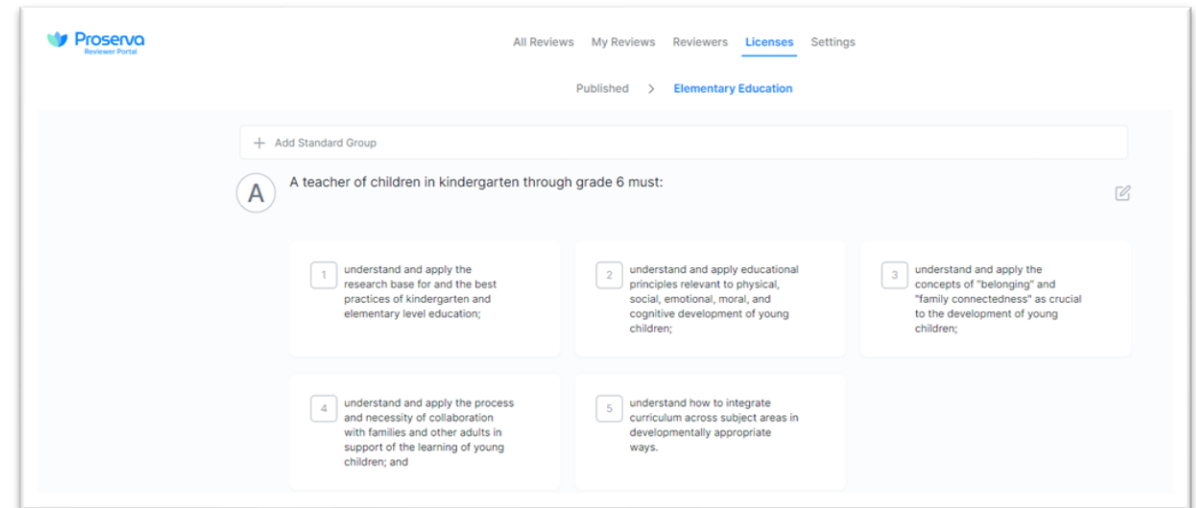
Licensure via Portfolio

About the pathway:

- Non-traditional pathway to licensure

Impact:

- Specialist hired!
- Proserva identified as online platform



Expanding Pathways to Licensure



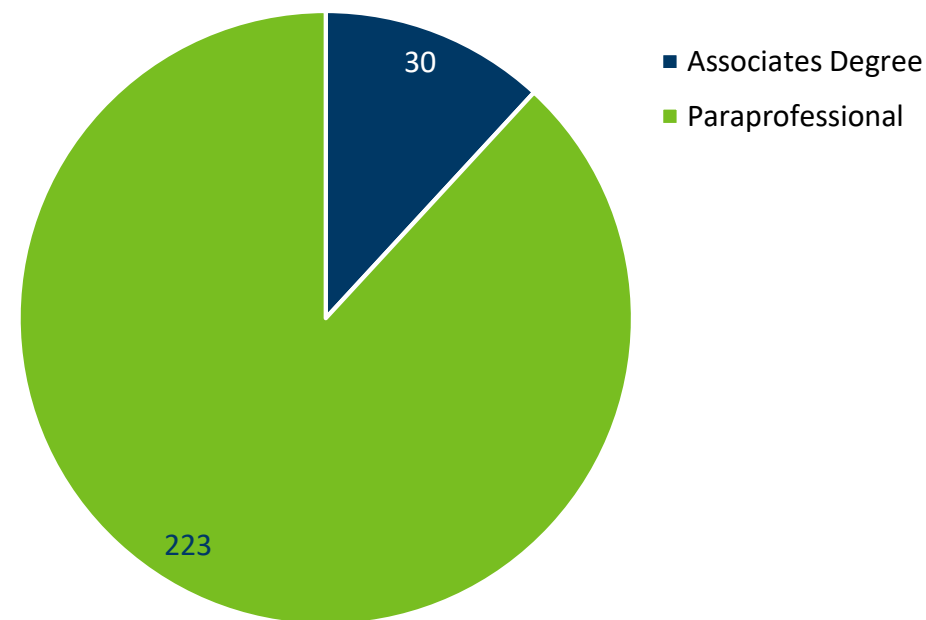
Substitute Teaching Pilot

About the pilot:

- Expands the eligibility requirements to serve as a short-call substitute teacher
 - individuals who hold an associate's degree in any field, or
 - educational support professionals (paraprofessionals) that hold a high school diploma, or equivalent, and have worked for at least one year for the hiring school.

Impact (July 1, 2023 – January 31, 2024):

- 253 licenses issued



American Indian History and Culture Renewal Requirement

About the new requirement:

- The cultural heritage and contemporary contributions of American Indians, with particular emphasis on Minnesota Tribal Nations

Impact:

- Consultations with 9 of the Tribal Nations that share geography with Minnesota and the Tribal Nations Education Committee

Diverse, Qualified, and Thriving Educator Workforce

Collaborative Urban and Greater Minnesota Educators of Color Grant

About the grant:

- To increase the number of teacher candidates of color and/or Indigenous teacher candidates who complete teacher preparation programs and obtain a Tier 3 license
- 550% increase in funding since FY23

Impact:

- 830 BIPOC teacher candidates served (increase from 291 in FY23)
- 13 teacher preparation provider grantees (increase from 8 in FY23)
- \$5,340,000 awarded (over \$6 million requested)

Diverse, Qualified, and Thriving Educator Workforce

Preparation Pathways Grant

About the grant:

- To support teachers with a Tier 2 license obtain a Tier 3 license
- New grant!

Impact:

- 79 teachers supported
- 7 grantees
- \$400,000 awarded (over \$1.6 million requested)

Diverse, Qualified, and Thriving Educator Workforce

Teacher Mentorship and Retention of Effective Teacher Grant

About the grant:

- To develop and expand mentoring, induction, and retention programs
- 117% increase in funding from previous fiscal year!

FY24 Impact:

- Approximately 5,900 teachers served (1,600+ TOCAIT)
- 38 grantees (school districts, coalitions, and education service cooperatives)
- \$3,395,000 awarded (over \$9 million requested)
- **69% of funding dedicated to serving TOCAIT**

Diverse, Qualified, and Thriving Educator Workforce

Teacher Marketing and Outreach Grant

About the grant:

- Reauthorized grant funding for a marketing and outreach campaign designed to elevate the teaching profession and recruit teachers

Impact:

- Funds awarded to the continuation and expansion of the Elevate Teaching Campaign



teaching is
creative



teaching is
legacy



teaching is
teamwork



teaching is
community
building



teaching is
opportunity



teaching is
evolving

Background Information

Board Members

1

Dr. Angela Osuji

Teacher - Metro

2

Dr. Lucy Payne

Teacher Preparation

3

Amy Aho

Teacher - Metro

4

Glazell Toledo

Teacher - Metro

5

Dr. Gift Saloka

Teacher – Special Education

6

Jennifer Trask

Teacher – Greater Minnesota

7

Brandee Shoemaker

Teacher – Greater Minnesota

8

Janie Yang

Teacher – Charter School

9

Dr. Kurt Stumpf

Superintendent

10

Justin Hoelscher

Cooperative Administrator

11

Reuben Moore

Public Member

12

Open Seat

Teacher Preparation

13

Open Seat

Principal

Jurisdiction and Scope of Work

5

Pathways to Licensure

- ✓ Oversees 38 Providers
- ✓ Oversees 756 Programs
- ✓ Licensure via Portfolio
- ✓ Heritage Language Licensure Pathways Program

2

Ethics

- ✓ 63 Actions Taken (2022)

1

Rulemaking

- ✓ 2 Active Projects

14

Licensure

- ✓ 114,000 Licensed Teachers
- ✓ 14,944 New Licenses Issued
- ✓ 6,019 Permissions Granted
- ✓ 26,973 Renewals Processed

2

Data & Compliance

- ✓ Licensure and assignment data from 550 Districts & Charter schools

4

Board Work

- ✓ 12 Meetings Held
- ✓ 1 Retreat
- ✓ 6 Committees (with regularly scheduled meetings)
- ✓ 3 Round Tables

1

Grants

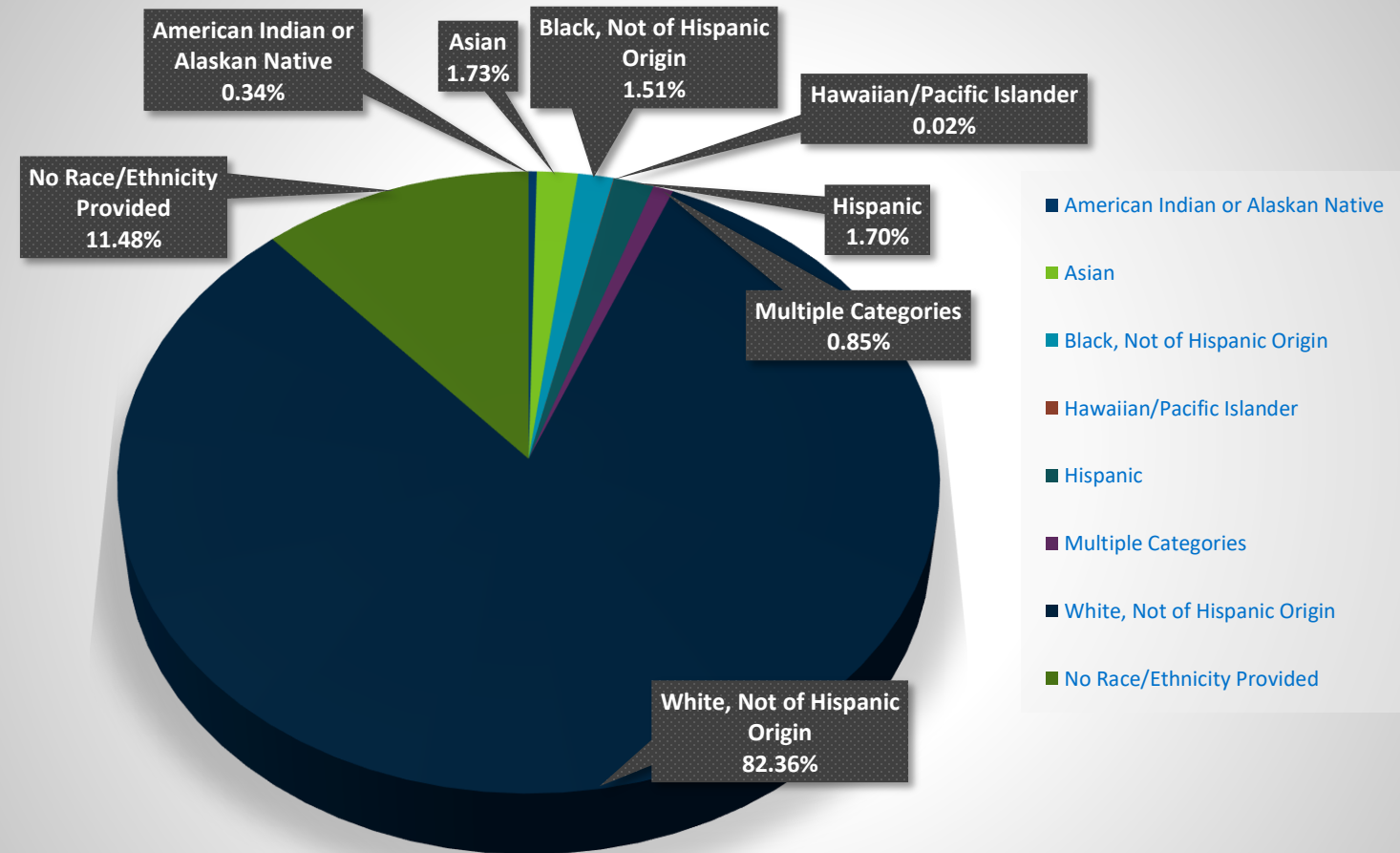
- ✓ Nearly \$10 million in grant funding distributed

A Picture of the Teaching Profession: Current Licensed Teachers

Race and Ethnicity

- Across all racial/ethnic groups, the percentage of teachers who hold a professional license (Tier 3 or Tier 4) is higher than the percentage teachers who hold a Tier 1 or Tier 2 license.
- Teachers of color continue to be more represented among Tier 1 and Tier 2 educators, identifying the need for greater access to professional development and pathways to licensure, such as teacher preparation or the licensure via portfolio.
- 6.16% percent of licensed teachers are teachers of color and/or Indigenous teachers.

Demographics of Licensed Teachers



A Picture of the Teaching Profession: Proportions of Teachers in Each Licensure Tier by Race/Ethnicity

Race/Ethnicity	Total Number of Licensed Teachers	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Percent on All Tiers
American Indian or Alaskan Native	394	3.81%	5.08%	17.51%	73.60%	100%
Asian	1,974	5.57%	13.22%	24.87%	56.33%	100%
Black, Not of Hispanic Origin	1,724	10.38%	19.14%	23.09%	47.39%	100%
Hawaiian/Pacific Islander	26	11.54%	23.08%	50.00%	15.38%	100%
Hispanic	1,945	5.76%	16.25%	27.92%	50.08%	100%
Multiple Categories	973	2.67%	5.45%	17.47%	74.41%	100%
White, Not of Hispanic Origin	94,149	1.14%	3.15%	14.36%	81.35%	100%
No Race/Ethnicity Provided	13,127	1.46%	3.42%	21.34%	73.79%	100%
Total	114,312	1.49%	3.85%	15.75%	78.91%	100%
Teachers of Color	7,036	6.32%	14.01%	23.93%	55.73%	100%

Source: 2023 Tiered Licensure Report (data from the 2022-23 school year)

Contact Us



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