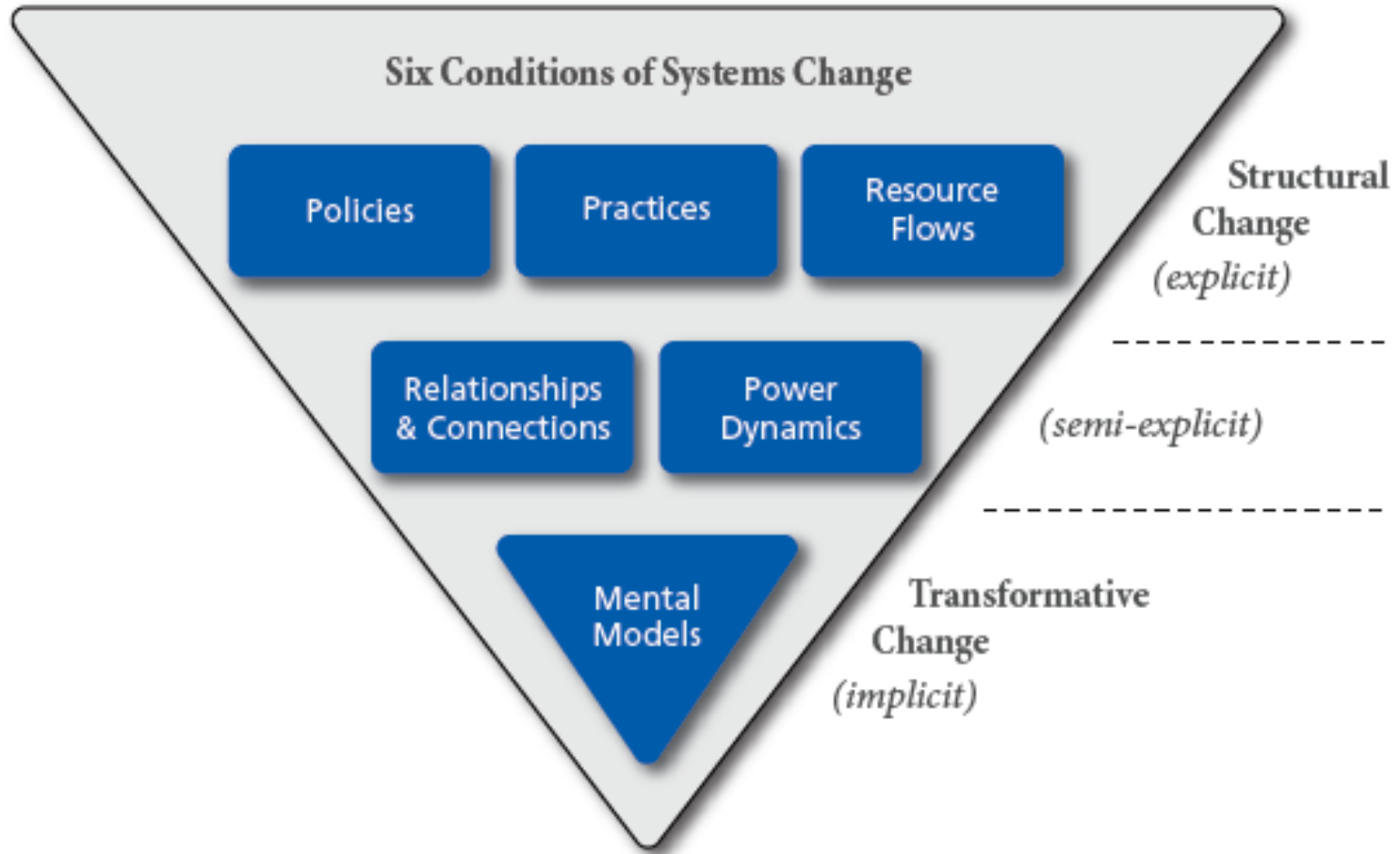


Demystifying Secondary Licensure & Other Things You Should Know!



DISCLAIMERS



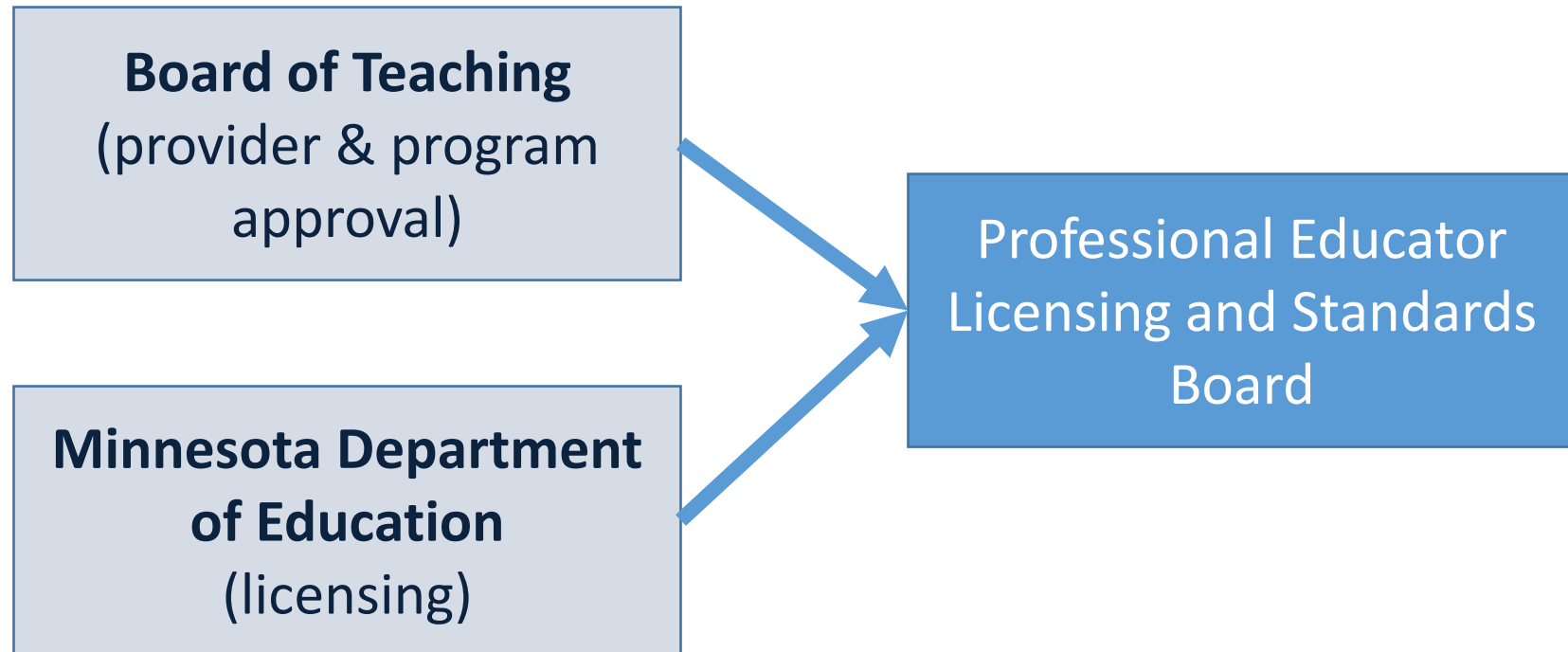


System Function: what the system actually does, not what it professes to do. How the system behaves.



Governance Structure

January 1, 2018



**License vs.
Endorsement vs.
“CTE certification”**



What is a teaching license?



Pathways to a Teaching License

- Teacher Preparation
 - Traditional / Nonconventional – based in Institutions of Higher Education (IHE)
 - Alternative – based in school districts, charter schools, or education related nonprofits – IHEs are not eligible
- Progression through tiers
- Licensure via Portfolio



Statute vs. Session Law vs. Rule



CTE Licenses/Endorsements

License	MN Admin Rule
Teachers of Agriculture Education	8710.4050
Teachers of Business	8710.4200
Teachers of Family & Consumer Sciences	8710.4450
Teachers of Communication Technology Careers	8710.8010
Teachers of Construction Careers	8710.8020
Teachers of Manufacturing Careers	8710.8030
Teachers of Medical Careers	8710.8040
Teacher of Creative Design Careers	8710.8050
Teacher of Early Childhood Careers	8710.8060
Teacher of Hospitality Careers	8710.8070
Teachers of Transportation Careers	8710.8080
Career Pathways (Cosmetology, Law Enforcement)	8710.9010
Teacher Coordinator of Work Based Learning (endorsement)	8710.4825



Definitions

Minnesota Administrative Rule 8710.9010

Career pathways scope of practice:

A career pathways teacher is authorized to teach students the skills and information necessary for a specific career where that career does not necessarily require a four-year degree and in which there are no board rules in place. Such careers include but are not limited to law enforcement, cosmetology, and park services.



Definitions

Minnesota Administrative Rule 8710.0310

Teacher of record means an individual who is responsible for the planning, instruction, and assessment of students in a classroom and authorized to grant students credit for meeting standards attributed to the content taught, or is a part of a co-teaching assignment and has shared responsibility for planning, instruction, and assessment of students in a classroom.



Continuing Contract - Probation

MS 122A.40, Subdivision 5(e).

A probationary teacher must complete at least ~~120~~ 90 days of teaching service each year during the probationary period. Days devoted to parent-teacher conferences, teachers' workshops, and other staff development opportunities and days on which a teacher is absent from school do not count as days of teaching service under this paragraph.



Exemptions from bachelor's degree

CTE: Continues to allow for exemption for associates, professional certification, or 5 years industry work experience.

NEW World Languages & Culture: “if the applicant is a native speaker of the language”

NEW Visual arts, dance, theatre, vocal & instrumental music: “if the applicant has at least five years of relevant work experience”



CAVEAT: “The Professional Educator Licensing and Standards Board must adopt rules regarding the qualifications and determinations for applicants exempt from paragraph (a).”

Tiered Licensure -- Tier 1 (MS 122A.181)

Minimum Requirement:

Bachelor's degree or exemptions in CTE, world languages & cultures or visual & performing arts.

Term: 1 Year, renewable 3 times (w/exceptions)

Limitations: Limited to content area, district who requests & not defined as teacher as defined in 122A.40 or 122A.41 ~~nor 179A.03~~

Renewal Conditions : district must attempt to hire tier 2, 3 & 4 teacher, must take content exam, must have cultural competency & mental illness training

Mentorship/Evaluation: Must participate in mentorship & PD. Must participate in evaluation as practicable



Tiered Licensure: Tier 2 (MS 122A.182)

Minimum Requirement:

Bachelor's degree or exemptions in CTE, world languages & cultures or visual & performing arts.

Term: 2 Years,
renewable 3 times

Ed/Prof Requirements: enrolled in MN approved teacher prep OR Master's degree in content, or completion of state approved teacher prep program

OR

~~**Coursework Requirement:** 2 of the following (1) 8 "upper division" credits in content, (2) field specific methods of training, (3) 2 years teaching in similar content in any state (4) passing score on pedagogy & content exams, (5) completion of teacher prep program~~

Renewal Conditions : must have cultural competency training

Mentorship/Evaluation: Must participate in mentorship evaluation, including individual growth & development plan.

Limitations: Limited to content area, not teacher as defined in 122A.40 or 122A.41



Temporary Eligibility for Renewal

- a. From July 1, 2023 until June 30, 2024, the Professional Educator Licensing and Standards Board must approve an application for Tier 2 license that meets the coursework requirement under subdivision 2, and other requirements under subdivision 1, clauses (1), (2), (3), and (4).
- b. For the 2023-2024, 2024-2025, and 2025-2026 school years only, the Professional Educator Licensing and Standards Board must approve an application to renew a Tier 2 license for an applicant that meet the Tier 2 requirements in effect at the time the first Tier 2 license was issued. Nothing in this subdivision modifies the original requirements in subdivision 3.



Tiered Licensure

Tier 3 (MS 122A.183)

Minimum Requirement:

Bachelor's degree or exemptions in CTE, world languages & cultures or visual & performing arts.

Term: 3 Years,
unlimited renewals

Ed/Prof Requirements:

Passed all required licensure exams
(content & pedagogy)

AND

Coursework Requirement: 1 of the following (1) completion of MN-approved teacher prep program; (2) completion of out-of-state teacher prep program w/ at least 12 weeks field-specific student teaching or w/ 2 years teaching; (3) approved for license via portfolio; (4) out of state license w/2 years teaching, (5) 3 years teaching in Tier 2 & not placed on improvement plan

Renewal Conditions : statutorily-defined renewal requirements

Limitations: no limitations

Mentorship/Evaluation: Must participate in mentorship evaluation, including individual growth & development plan.



Tiered Licensure

Tier 4 (MS 122A.184)

Minimum Requirement:

Bachelor's degree or exemptions in CTE, world languages & cultures or visual & performing arts.

Term: 5 Years,
unlimited renewals

Ed/Prof Requirements: All Tier 3 requirements, ~~passing score on all licensure exams,~~ completion of teacher prep program, 3 years teaching, ~~evals that did not result in placement on improvement plan~~

Renewal Conditions : statutorily-defined renewal requirements

Limitations: no limitations

Mentorship/Evaluation: Must participate in mentorship evaluation, including individual growth & development plan.



Minnesota Rule 8710.0320

Out of Field Permission

- The new “variance”
- Authorizes Tier 2, 3, or 4 teacher to teach in a field not aligned with their license.
- Related service license holders are not eligible.
- District requests, applicant approves.
- Position must be posted for at least 15 days
- District must show one of the following:
 - (1) licensed applicant is an internal hire with 1 or more years of employment within the district; (2) applicant has additional qualifications that align with requirements of the position; or (3) one of the following: (a) no teachers who hold Tier 2, 3, 4 applied; (b) no teachers who hold Tier 2, 3, 4 accepted the position; or applicant is not hireable.
- May be renewed up to four times (60 day posting period)



Minnesota Rule 8710.0330

Subp. 4. **CTE exceptions.** An applicant for any career and technical education field under parts [8710.8010](#) to [8710.8080](#) is exempt from the criteria in subpart 3 and may apply for an initial Tier 3 license under part [8710.0313](#) through portfolio review under Minnesota Statutes, section [122A.18, subdivision 10](#), if the applicant completed parts [8710.2000](#) and [8710.8000](#), and meets one of the following requirements:

- A. has five years of relevant work experience aligned to the licensure area sought;
- B. holds an associate's degree aligned to the licensure area sought; or
- C. holds a professional certification aligned to the licensure area sought from an approved certifying organization.



Position Posting Advice

DO:	DON'T:
<ul style="list-style-type: none"> • Be specific about what license/licensure area the district is seeking to hire. • Clearly indicate what courses and grade levels the teacher would be teaching • Include if there is an extended contract or CTSO advising included • Specifically clarify the FTE • Include details unique to the position for which the district is seeking – are the facilities updated? Are there unique learning labs? • Link the teacher collective bargaining agreement to the posting, particularly if salaries are highly competitive • Consider including language about licensed or <i>eligible to become licensed through industry experience</i> • Include language in the posting if the school/district is eligible for the loan forgiveness program. 	<ul style="list-style-type: none"> • Use the term “vocational” in your posting – it is outdated and will turn away applicants • Advertise for licenses or CTE areas that do not exist or are no longer active (“tech ed,” “home ec,” “industrial technology,” “vo ag,” etc.) • Be so generic a potential candidate has no idea about what they would be teaching • Use generic platitudes about the school or community – if you could substitute any other school name in on the sentence and that school would argue it is true, don’t include it • Include several qualifications about building relationships, communication skills, or other assumed expectations for anyone working in a school • Indicate eligibly for a license from MDE; PELSB issues teachers licenses in Minnesota, MDE has nothing to do with licenses



BAD postings

POSTING	Problematic Language
<p>Vocational Industrial Technology – XXXX High School</p> <p>General Duties: Provide classroom instruction teaching Industrial Technology</p> <p>Requirements: Current Minnesota Licensure in Vocational Industrial Technology at the high school level.</p>	<ul style="list-style-type: none"> • There are no such thing as “vocational” licenses any longer – not since 1999. • There is no CTE program called “Industrial Technology” • There is no such license as “Vocational Industrial Technology” • Ultimately the district would not be able to obtain a Tier 1 or an OFP in the appropriate CTE license with this posting as it does not advertise for the license that is required for the teaching position
<p>ISD #XXXX is accepting applications for an: <u>INDUSTRIAL ARTS TEACHER 7-12 Grade Licensure</u></p> <ul style="list-style-type: none"> • Must hold an Industrial Arts MN Licensure • CTE Certification is a plus <p><u>Preferred Qualifications</u></p> <ul style="list-style-type: none"> • General background in woodworking, construction trades, drafting, electronics and computer technology used in programing wood working machines and lasers. 	<ul style="list-style-type: none"> • Industrial Arts is an antiquated legacy license that is not eligible for CTE program approval. • There is no such thing as “CTE Certification” – only licenses that are eligible for CTE program approval • Based on preferred quals, the appropriate license to advertise for would be Construction Careers • Based on this posting, if a failed search for Industrial Arts happened, they would only be able to obtain a Tier 1 or OFP in industrial arts, not the appropriate construction careers as that is not the license advertised.



BAD postings

POSTING	Problematic Language
<p>TECHNOLOGY EDUCATION TEACHER-1.0 FTE – XXXX High School</p> <p>QUALIFICATIONS: Must hold a valid teaching license in the State of Minnesota or ability to be licensed.</p>	<ul style="list-style-type: none"> • There is no such thing as a “technology education” teacher. • The “technology” license is not a license eligible for CTE program approval. • There is no indication of what the teacher would actually teach. Is this posting for a Trade & Industry teacher or a business teacher that teaches computer science type courses? • Based on this posting, if a failed search for “Tech Ed” happened, they would only be able to obtain a Tier 1 or OFP in technology, not the appropriate Careers as that is not the license advertised.
<p>FAMILY & CONSUMER SCIENCES</p> <p>QUALIFICATIONS: Valid Minnesota Teaching License with a Family & Consumer Science or Home Economics Endorsement. Additional preferred skills include experience in secondary culinary programs, hospitality programs, and/or textile industries.</p>	<ul style="list-style-type: none"> • There is no such thing as a “Home Economics Endorsement” – the Home Economics license is an antiquated legacy license that is not eligible for CTE program approval. • The remainder of this posting is appropriate – the listing of the preferred skills helps contextualize the position, which is helpful to candidates.





Minnesota
**Teacher
Induction
Program**



CTE TIP

Career & Technical Education
Teacher Induction Program

