



# Minnesota Board of Teaching

## Facilitating Teacher Mobility in MN

January 2015

More candidates coming to MN from other states are being licensed than ever before.

### **2009/2010 Data:**

Total Licenses Issued: **8,368**

Total Licenses Issued to Out of State Applicants: **1,697 (20% of total)**

97% issued Full time licenses

3% issued as limited licenses

### **2013/2014 Data:**

Total Licenses Issued: **9,403**

Total Licenses Issued to Applicants trained in other states: **3,658 (39% of total)**

99% issued Full time licenses

1% issued as limited licenses

**MN Statute** mandates that candidates coming to MN complete the following items to be issued a full time standard 5 year license (if not already present at the time of application).

Many are issued a 1 year full time license to facilitate employment, while meeting these requirements.

- Training in the teaching of reading
- Training in multicultural education (Human Relations) and specifically training that addresses history, culture and language of Minnesota's American Indian population
- MN Basic Skills testing
- MN Pedagogy Testing
- MN Content (Subject area) Testing

It is common that candidates who receive a 1 year license with the above renewal conditions or anything less than a full 5 year license inaccurately report being "denied" licensure in Minnesota. As long as the statutory requirements are evidenced at the end of 1 year, a full 5 year license is issued.

Changes have taken place since 2013 regarding the licensing of teachers trained in other states and promotion of teacher mobility broadly.

### **Changes to Testing:**

- Immersion & World Language Teachers that are non-native English Speakers are not required to take the Basic Skills Exam
- The Board has adopted ACT and SAT scores to be used to meet the Basic Skills requirement
- Recommendations from the Board will be incorporated into FY15 RFP for FY 16 testing changes. The RFP is set to be released in February 2015.
- Testing recommendations going forward are being discussed with Legislators and MDE prior to and during the 2015 Session.

- edTPA is now required for all candidates in MN teacher preparation programs. Minnesota candidates may present composite scores to be recognized for licensure in select states.

### **Changes to licensing process:**

- Candidates that can provide recommendation for the same licensure field from a state approved program for 7-12 licensure in another state, passing MTLE exam scores, training in adolescent psychology/development, content specific pedagogy training and student teaching or equivalent experience can be granted the full MN 5-12 license.
- Middle level course options across MN teacher training programs are being provided for those needing to address deficiencies in their training in the areas of adolescent psychology or middle level pedagogy.
- The requirement for student teaching can be met through a supervised equivalent experience (e.g. residency program, district supported mentorship and induction program during teaching)
- Bi-weekly meetings are held with MDE/BOT staff to provide in-depth review of any applications that do not appear to meet qualifications prior to a denial being issued.

### **Changes for Institutions:**

- Out of state candidates needing course work but requiring less than 50% of a program's total requirements need not receive a recommendation for licensure from that institution to apply for licensure.
- Candidates can submit a transcript demonstrating that they have address any noted deficiencies to reapply for full MN licensure.
- Training regarding advising out of state candidates is being provided to all MN institutions and their licensure certification officers to provide clarification and consistency.

### **Changes for the BOT:**

- A licensure committee of the Board has been established to review licensure appeals for those who have been denied licensure.  
Candidates are asked to submit a written statement and any additional information that may not have been initially considered within the licensure process to meet identified deficiencies.
- Licensure Rules that are presenting barriers have been identified for specific fields. In December 2014, the Board began rulemaking to change the licensure rules for Developmental and Adaptive PE due to identified barriers to candidates from other states and to MN programs

### **Next Steps in 2015:**

- Streamlining Recommendations to be made by BOT/MDE Working group specific to Special Education licensure
- Interstate Agreements to be put in place  
Wisconsin – First meeting August 27, 2014 – Follow up November 2014 - next meeting February 2015  
Illinois - TBD – Waiting for efficiencies/model identified within WI contract. WI and IL already aligned.  
Iowa  
North Dakota  
South Dakota

# Reciprocal Agreements and Teacher Mobility in Minnesota

The purpose of this document is to provide information about current policies and procedures, and describe the steps taken to provide a streamlined licensure application process for all candidates.

## AGREEMENTS IN PLACE

Minnesota has signed the *Interstate Agreement* created by the National Association of State Directors of Teacher Education (NASDTEC), a collection of 50 individual agreements by states. It outlines which types of licenses are required, which types of licenses will be accepted by an individual state, and accommodations for temporary licenses while candidates meet state specific requirements for full licensure they are missing.

There are 2 components to the NASDTEC agreement which Minnesota has signed:

- First is participation in the information clearinghouse for licensure requirements for each state. It is not a collection of reciprocity agreements.
- Second is participation in the Educator Information Clearinghouse to provide names of educators whose licenses have been suspended, revoked, etc.

In other words, Minnesota has a NASDTEC agreement in place which is used to facilitate licensure decisions by agreeing to review out of state candidates according to a set of agreed upon standards, and providing access to an information sharing resource. To help with educator mobility, the agreement does commit Minnesota to provide for initial licenses or temporary licensure authorizations to teach while candidates from out of state complete Minnesota specific requirements.

## CONTRACT PROCESS

Apart from the NASDTEC agreement, as a state we have a Board authorized option to also facilitate mobility of licensed teachers from certain states. We are working on establishing contracts with states to recognize the licensure requirements approved by that state as equivalent to Minnesota's. The contract process is not connected to the NASDTEC agreement and is not authorized by NASDTEC. The contract option further streamlines licensure processing and provides advance reassurance to candidates. Moreover, contracts assure that we have reviewed the requirements for other states' teacher preparation programs to determine if they are essentially equivalent, or not, in order to meet the standards for licensure established by the Legislature and the Board of Teaching. The state intent is to improve licensure mobility without lowering professional licensure standards.

## ADDITIONAL SUPPORTS

- Streamlining: the BOT has developed new policies and procedures to facilitate the review and processing of licensure applications. Both Teacher Preparation programs and MDE licensing staff are undergoing training to ensure consistency across multiple reviews.
- MDE/Licensing is contracting with the Teacher Evaluation System (TES) to provide access to a national data base on college and university courses for candidates who have completed out of state programs, including military personnel, in order to evaluate coursework: this should significantly cut down on processing time.