# Tiered Licensure in Minnesota

## Tier 1 Requirements

| Bachelor’s Degree | For all subjects except Career & Technical Ed (CTE) or Career Pathways Course of Study (CP)*
|-------------------|--------------------------------------------------|

* CTE or CP candidates must have one of the following:

- AA degree
- Professional certification
- Five years of relevant work experience

Candidate must have a BA degree unless teaching Career and Tech Ed or Career Pathways, in which case must have AA degree, professional certification, or five years of relevant work experience.

- Good for one year and can be renewed three times, though there are conditions under which districts can renew further.
- District and teacher apply jointly. District must show it could not find a Tier 2, 3, or 4 teacher.
- These teachers are not in the teacher bargaining unit and are not earning credit toward probation. Teachers at Tier 1 do not have continuing contract rights.

## Tier 2 Requirements

<table>
<thead>
<tr>
<th>Bachelor’s Degree</th>
<th>For all subjects except CTE or CP*</th>
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AND

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<thead>
<tr>
<th>Minnesota Approved Teacher Preparation Program Enrollment</th>
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OR

- Master’s Degree in Content Area
- Two of the following:
  - Completed teacher preparation program
  - Eight upper-division credits in subject area
  - Training in subject-specific teaching methods
  - Passing scores on state tests in subject area
  - Two or more years experience teaching in subject area

Candidate must be enrolled in a teacher preparation program, OR have a master’s degree, OR have two of the following: completed teacher preparation program; eight upper-division credits in subject area; training in subject-specific teaching methods; two years of experience teaching in subject area; passing scores on state tests in subject area.

- Good for two years and can be renewed three times.
- District and teacher apply jointly.
- These teachers are in the teacher bargaining unit and are not probationary. However, if these teachers get to Tier 3, then two years of successful teaching at Tier 2 can count toward the Tier 3 requirement of three years of probation. Teachers at Tier 2 do not have continuing contract rights.

## Tier 3 Requirements

<table>
<thead>
<tr>
<th>Bachelor’s Degree</th>
<th>For all subjects except CTE or CP*</th>
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AND

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<tr>
<th>Passing Scores on Content and Pedagogy</th>
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OR

ONE of the following:

- Completion of a Minnesota-approved teacher preparation program (traditional or alternative, if accredited)
- Completion of a prep program from another state that includes field-specific student teaching equivalent to requirements of MN programs
- Portfolio in a given licensure field
- Three years teaching experience at Tier 2 without being placed on an improvement plan
- Professional teaching license from another state, license in good standing, and two years of teaching experience

Candidate has BA degree for all subjects except CTE or CP, passing scores on content and pedagogy exams, and one of the following: Completion of a Minnesota-approved teacher preparation program (traditional or alternative, if accredited); completion of a prep program from another state that includes field-specific student teaching equivalent to requirements of MN programs; portfolio in a given licensure field; professional teaching license from another state, license in good standing, and two years of teaching experience; two years of teaching experience under a Tier 2 license and evidence of summative evaluations that did not result in placement on an improvement plan.

- Good for three years and can be renewed indefinitely.
- Teacher applies for the license.
- These teachers are in the bargaining unit. Teachers at Tier 3 have continuing contract rights after completion of the applicable probationary requirement.

## Tier 4 Requirements

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<th>Bachelor’s Degree</th>
<th>For all subjects except CTE or CP*</th>
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AND

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<tr>
<th>Passing Scores on Content and Pedagogy</th>
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OR

<table>
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<tr>
<th>Completion of Preparation Program</th>
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AND

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<tr>
<th>Passing Scores on Board-Approved Skills Exam</th>
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AND

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<tr>
<th>Three Years Teaching Experience in Minnesota</th>
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AND

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<th>Most Recent Summative Evaluation Must Not Have Resulted in an Improvement Plan</th>
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The candidate must meet all Tier 3 requirements, have completed a preparation program or portfolio, have passing scores on content and pedagogy exams and passing scores on board-approved skills exam. In addition, the most recent summative evaluation must not have resulted in placing the teacher on an improvement plan.

- Good for five years and can be renewed indefinitely.
- Teacher applies for the license.
- These teachers are in the bargaining unit. Teachers at Tier 4 have continuing contract rights after completion of the applicable probationary requirement.

## Anticipated Transition Details

Details can be found at [www.educationminnesota.org/resources.aspx#credentials-licensure](http://www.educationminnesota.org/resources.aspx#credentials-licensure). Revised July 18, 2018. Subject to change.