



Tuesday, February 16, 2021

To whom it may concern,

I am writing to express my strong opposition to SF788, which includes removing the Tier 2 to Tier 3 pathway for individuals who have taught on a Tier 2 license for at least 3 years with strong performance in the classroom. I oppose this rule change for the following reasons:

- 1) Our district has a number of Tier 2 teachers who have been working diligently through the current tiered licensure system to earn Tier 3 licensure. Multiple teachers are eligible to apply for a Tier 3 license for the 2021-2022 school year. Removing this option would amount to a false promise by the Minnesota Senate, creating a pathway a few years ago only to remove that pathway as soon as it becomes a real option for teachers. Our educators deserve better than a false promise. And our students deserve to have these great educators in the classroom as a long-term career.
- 2) The teachers at our district who will be most impacted by this rule change are experienced, highly educated, teachers of color. They often have a master's degree or PhDs in their content area, and years of teaching experience, with strong results, in their content area. They are teachers of color who forge strong relationships with our students. They are highly successful in their work. Adding additional barriers for these teachers to stay in this profession for the long term risks losing them forever, and runs counter to Minnesota's demonstrated need to increase the diversity of its teachers.
- 3) This rule change not only impacts the cohort of teachers mentioned above, but does significant damage to our district's long term pipeline of teachers of color. Our district's white teachers are, without question, more traditionally licensed through teacher prep programs. This is in part because of systemic inequities in our society that ultimately result in more white graduates of teacher prep programs. The Tier 1 to Tier 2 to Tier 3 licensure pathway provides a needed alternative for qualified, successful teachers to earn long term teacher licensure in this state.

Thank you for your consideration.

Sincerely,

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