



**Great MN Schools**  
1330 Lagoon Ave 4th floor  
Minneapolis, MN 55408

February / 23 / 2021

Rep. Ruth Richardson  
Minnesota State Capitol  
Room 200  
75 Rev Dr Martin Luther King Jr Boulevard  
St. Paul, MN 55155

Chair Richardson and Members of the House Education Policy Committee:

On behalf of Minnesota schools and students, thank you for your leadership. We are writing to express concern over components of education bill HF950, specifically pertaining to removing the Tier 2 to Tier 3 pathway for educators who have taught on a Tier 2 license for at least three years and have a good summative evaluation.

We partner with promising schools, guiding their improvement and growth, strengthening students' learning experiences, and advancing educational outcomes. In working alongside school communities, we're particularly aware of the need to diversify the teaching profession and to ensure all students—especially those who are underserved—benefit from teachers who are well prepared, and are supported and developed as professionals.

In Minneapolis, where we focus our work, only 25% of Indigenous, Black, and Latinx 4<sup>th</sup> graders read at grade level, compared to 80% of white students. And our graduation rates for Indigenous students and students of color—across the state—have trailed the nation for years.

The experiences that students have in our classrooms directly contribute to these gaps—and more high-quality teachers, including those who identify as people of color, can improve student learning. This is well researched and evidenced by other U.S. cities that are effectively closing K-12 gaps.

The Tier 2 to Tier 3 pathway is foundational to ensuring all students access a great school with highly effective, engaging teachers. We support the Tier 2 to Tier 3 pathway for many reasons, including:

- 21% of individuals teaching on a Tier 2 license are teachers of color; closing this pathway would remove a way for teachers of color to get permanent licensure.



- This pathway provides a way for individuals who have demonstrated that they are effective educators to obtain permanent licenses.
- Minnesota is in the third year of tiered licensure. There are high-quality Tier 2 individuals who are in their third year; if this pathway is removed, Minnesota would block these educators from receiving the Tier 3 license that they have been working toward.

Again, thank you for your leadership—and please support our state’s comprehensive and accessible tiered licensure process for educators.

Sincerely,

A handwritten signature in black ink, appearing to read "Jennifer Stern". The signature is fluid and cursive, with the first name being more prominent.

Jennifer Stern  
CEO, Great MN Schools

