



March 15, 2021

Dear Chair Davnie and members of the House Education Finance Committee,

On behalf of Educators for Excellence - Minnesota (E4E), a teacher-led nonprofit with approximately 2,300 members across the state, thank you for the opportunity to testify on House File 1081.

E4E-MN supports many components of House File 1081, including,

- The language from the 2021 Teachers of Color Act which will make it a priority to recruit and retain diverse educators;
- the promotion of non-exclusionary discipline measures which will keep students in the classroom and reduce discipline disparities; and
- provisions that elevate access to advanced coursework through the World's Best Workforce, particularly as it defines antiracism and outlines a mandatory process to examine the equitable distribution of teachers

E4E, however, strongly opposes provisions in Article 3 of the bill which would alter Minnesota's proven and successful tiered licensure program by:

- Limiting the use of licensure via portfolio for Tier 1 and Tier 2 educators
- Removing the unlimited renewal for Tier 1 licenses
- Reducing the amount of renewals for a Tier 2 license
- Strikes the allowance of three years teaching experience under a Tier 2 license as serving as a qualification for a Tier 3 license

Should these provisions be approved, we would be walking backwards on years of progress to diversify our teaching workforce. **Please consider that the argument that high quality teachers only come from teacher preparation programs is flawed.** As a former teacher, coach, and performance evaluator, I can tell you that good coaching, mentorship, and content expertise are also proven strategies and factors that determine how successful a teacher can be.

While we urge legislators to remove these provisions of the bill during mark-up of the bill, we also look forward to a dialogue with you, Chair Davnie and members of the committee, over the remaining months of session to craft a bill that prioritizes equitable education policy for everyone.

Sincerely,

Paula Cole
Executive Director
Educators for Excellence-MN