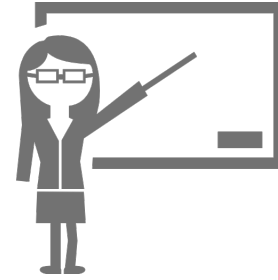


## Minnesota faces a rising teacher shortage.

The two greatest factors in students' academic success are parental involvement and the quality of teachers. Minnesota's 845,000 students need highly qualified licensed teachers, across all grades and specialties, guiding them every day. [More at MREAVOICE.org/TeacherCrisisGuide](http://MREAVOICE.org/TeacherCrisisGuide)



### DRIVERS OF SHORTAGE >>

- ⇒ Slowing growth and more diversity in workforce
- ⇒ Fewer young people choosing education as a career
- ⇒ Rising challenges entering the teaching profession and sustaining a satisfactory and impactful career
- ⇒ Low income potential and growing wage gap

*Minnesota Teacher Crisis Report, 2016*

### KEY FINDINGS >>

- ⇒ 1,400 Minnesota teachers retire annually.
- ⇒ One-quarter of Minnesota's new teachers leave the profession within three years.
- ⇒ Another 2,000 teachers are needed by 2035 to serve a growing number of students.

## LEGISLATIVE ACTIONS NEEDED

LICENSURE	QUALITY & SUPPLY	RETENTION
<ul style="list-style-type: none"> <li>• Establish alternative requirements for CTE licenses. (Recommended by CTE Task Force).</li> <li>• Create tiered license system similar to Board of Teaching draft rules. (Also recommended by Legislative Study Group on Educator Licensing).</li> <li>• Require candidates to disclose test scores to school employers.</li> <li>• Prohibit test scores from being used to determine licensure.</li> </ul>	<ul style="list-style-type: none"> <li>• Direct new single entity for teacher licensing to balance both the quality and supply of teachers through its policies and recommendations.</li> <li>• Ensure diversity in geography and district size of the members of the single entity's professional standards board.</li> <li>• Accept out-of-state prepared teachers in areas without an in-state prep program with only testing requirements.</li> <li>• Secure adequate, ongoing funding for loan forgiveness.</li> </ul>	<ul style="list-style-type: none"> <li>• Expand QComp funding for interested school districts and create full eligibility for cooperatives to participate.</li> <li>• Maintain a stable, defined-benefit retirement plan through shared responsibility as proposed by TRA Board or similar with full funding for districts' increased costs.</li> <li>• Repeal the eight "checkbox" re-licensure statutes effective two years after passage and direct new single entity to design a comprehensive yet simple re-licensure system.</li> </ul>

