

Teacher Licensure Advisory Task Force

Preliminary Information and Data Presentation Possible Data Sources

August 1, 2013

Information & Data Points

- Unintended consequences?

In 2012-13 schools terminated 300+ teachers and, in some cases, replaced them with less qualified individuals on temporary limited or substitute licenses.

- No limit on retakes:

Pass rate for first attempt combined Basic Skills test is only 67%; thus, 33% of candidates need to retake the test at least once.

That's approximately 2000+ candidates.

Information & Data Points (con't)

- 27% of MN school districts reported that teacher testing requirements were a “large barrier” to hiring effective teachers. In Region 1 (Northwest) 52% reported the same. (page 52 of 2013 “Teacher Supply and Demand” report).
- Between 2010 to 2011 candidates completing MN programs dropped 13% (from 4334 to 3790); between 2011 to 2012 candidates completing MN programs dropped from 3790 to 3574.

Information & Data Points (con't)

MTLE Testing limits the access of well qualified candidates in some fields. We have experienced many issues related to MTLE testing. The following are a few examples.

- Candidates for whom English is not a first language find the timing on the exams to be very challenging. As a result, we are losing some excellent teacher candidates who come from under-represented populations due to the testing issues.
- Similarly, some candidates are unable to complete the testing requirements successfully due to the on-screen reading requirements in a timed setting.
- The cost associated with all of the testing (Basic Skills, Pedagogy, and Content) is discouraging some excellent candidates from pursuing teacher preparation.

(2012 MACTE survey for 2013 “Teacher Supply and Demand” report, p. 55)

Issues to Consider

Test Administration

- Timed. Do they take into account different learning styles? What is the benefit of having the test timed?
- Accommodations. Is there a system of providing accommodations for those with special needs?
- Remediation. What is the process for giving/receiving feedback?
- Confusion. Changes every year are confusing to candidates, as well as the lack of alignment with other tests.

Issues to Consider (con't)

Impact on Schools Hiring

- Experienced teacher “gap” from out-of-state.
- Equity issue. Minnesota has not moved the needle on the overall number of teachers from diverse populations. It has remained at 3.5% of total teacher population. (p. 2, and pages 15-18 of 2013 “Teacher Supply and Demand” report)
- Impact on specialized or shortage staffing needs: immersion, special education, out-of-state, etc.

Issues to Consider (con't)

Impact on Kids

- Are we losing a significant number of effective teachers - MN grads and out-of-state?

General

- Are the Basic Skills tests really measuring what we intend them to measure?
- All MTLE's are high stakes. Are all tests reviewed for fidelity?
- Are we relying too much on teacher tests as measures of initial teacher effectiveness?

Issues to Consider (con't)

- As the use of the edTPA is ramping up, do we need to adjust our current testing system?
- Morale for teachers.
- Coordinating systems for teacher development in terms of incorporating current research and recommendations (CCSSO, InTASC, induction, evaluation, teacher leaders).
- Alignment with move to revise federal “highly qualified” requirements to shift some of the focus to “outcome” indicators of effectiveness.

Data “Menu”

- MDE’s 2012 survey of districts on teacher supply and demand, and 2013 legislative report.
<http://education.state.mn.us/MDE/Welcome/Legis/LegisRep/index.html>
- MDE’s 2012 survey of teacher preparation programs. (found in 2013 “Teacher Supply and Demand”)
- Minnesota Association for Colleges of Teacher Education’s (MACTE) database on program completers (MTQM) found online.
- Minnesota Automated Reporting Student System (MARSS).

Data “Menu”

- Minnesota Board of Teaching’s (BOT’s) database contains special permissions to staff vacant teaching positions with non-licensed teachers.
- MDE’s educator licensure database.
- Minnesota Financial Reports (MFRs) at MDE.
- Staff Automated Reporting system (STAR) at MDE.
- Other data that might be needed?

Contact Information

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