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State of Minnesota  
HOUSE OF REPRESENTATIVES  
NINETIETH SESSION

H. F. No. 4301

03/29/2018 Authored by Lee, Bly, Ward, Schultz, Kunesch-Podein and others  
The bill was read for the first time and referred to the Committee on Education Innovation Policy

1.1 A bill for an act  
1.2 relating to education; defining cultural competency training for teacher licensure;  
1.3 amending Minnesota Statutes 2016, section 122A.06, by adding a subdivision;  
1.4 Minnesota Statutes 2017 Supplement, sections 122A.181, subdivision 3; 122A.182,  
1.5 subdivisions 3, 7; 122A.187, subdivision 3.

1.6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.7 Section 1. Minnesota Statutes 2016, section 122A.06, is amended by adding a subdivision  
1.8 to read:

1.9 Subd. 9. Cultural competency training. "Cultural competency training" means a training  
1.10 program that promotes self-reflection and discussion on all of the following topics: racial,  
1.11 cultural, and socioeconomic groups; American Indian students; implicit bias; systemic  
1.12 racism; gender identity, including transgender students; sexual orientation; language diversity;  
1.13 and individuals with disabilities. Training programs must be designed to increase teachers'  
1.14 understanding of these topics and teachers' ability to implement this knowledge with students,  
1.15 families, and the school community.

1.16 Sec. 2. Minnesota Statutes 2017 Supplement, section 122A.181, subdivision 3, is amended  
1.17 to read:

1.18 Subd. 3. **Term of license and renewal.** (a) The Professional Educator Licensing and  
1.19 Standards Board must issue an initial Tier 1 license for a term of one year. A Tier 1 license  
1.20 may be renewed subject to paragraphs (b) and (c). The board may submit written comments  
1.21 to the district or charter school that requested the renewal regarding the candidate.

1.22 (b) The Professional Educator Licensing and Standards Board must renew a Tier 1  
1.23 license if:

2.1 (1) the district or charter school requesting the renewal demonstrates that it has posted  
 2.2 the teacher position but was unable to hire an acceptable teacher with a Tier 2, 3, or 4 license  
 2.3 for the position;

2.4 (2) the teacher holding the Tier 1 license took a content examination in accordance with  
 2.5 section 122A.185 and submitted the examination results to the teacher's employing district  
 2.6 or charter school within one year of the board approving the request for the initial Tier 1  
 2.7 license; and

2.8 (3) the teacher holding the Tier 1 license participated in cultural competency training  
 2.9 consistent with ~~section~~ sections 120B.30, subdivision 1, paragraph (q), and 122A.06,  
 2.10 subdivision 9, within one year of the board approving the request for the initial Tier 1 license.

2.11 The requirement in clause (2) does not apply to a teacher that teaches a class in a career and  
 2.12 technical education or career pathways course of study.

2.13 (c) A Tier 1 license must not be renewed more than three times, unless the requesting  
 2.14 district or charter school can show good cause for additional renewals. A Tier 1 license  
 2.15 issued to teach (1) a class or course in a career and technical education or career pathway  
 2.16 course of study or (2) in a shortage area, as defined in section 122A.06, subdivision 6, may  
 2.17 be renewed without limitation.

2.18 Sec. 3. Minnesota Statutes 2017 Supplement, section 122A.182, subdivision 3, is amended  
 2.19 to read:

2.20 Subd. 3. **Term of license and renewal.** The Professional Educator Licensing and  
 2.21 Standards Board must issue an initial Tier 2 license for a term of two years. A Tier 2 license  
 2.22 may be renewed three times. Before a Tier 2 license is renewed for the first time, a teacher  
 2.23 holding a Tier 2 license must participate in cultural competency training consistent with  
 2.24 ~~section~~ sections 120B.30, subdivision 1, paragraph (q), and 122A.06, subdivision 9. The  
 2.25 board must issue rules setting forth the conditions for additional renewals after the initial  
 2.26 license has been renewed three times.

2.27 Sec. 4. Minnesota Statutes 2017 Supplement, section 122A.182, subdivision 7, is amended  
 2.28 to read:

2.29 Subd. 7. **Mentorship and evaluation.** (a) A teacher holding a Tier 2 license must  
 2.30 participate in the employing district or charter school's mentorship and evaluation program,  
 2.31 including an individual growth and development plan that includes cultural competency  
 2.32 under ~~section~~ sections 120B.30, subdivision 1, paragraph (q), and 122A.06, subdivision 9.

3.1 (b) A teacher holding a Tier 2 license must participate in an evaluation aligned, to the  
3.2 extent practicable, with the evaluation under section 122A.40, subdivision 8, or section  
3.3 122A.41, subdivision 5.

3.4 Sec. 5. Minnesota Statutes 2017 Supplement, section 122A.187, subdivision 3, is amended  
3.5 to read:

3.6 Subd. 3. **Professional growth.** (a) Applicants for license renewal for a Tier 3 or Tier 4  
3.7 license under sections 122A.183 and 122A.184, respectively, who have been employed as  
3.8 a teacher during the renewal period of the expiring license, as a condition of license renewal,  
3.9 must present to their local continuing education and relicensure committee or other local  
3.10 relicensure committee evidence of work that demonstrates professional reflection and growth  
3.11 in best teaching practices, including among other things, cultural competence in accordance  
3.12 with ~~section~~ sections 120B.30, subdivision 1, paragraph (q), and 122A.06, subdivision 9,  
3.13 and practices in meeting the varied needs of English learners, from young children to adults  
3.14 under section 124D.59, subdivisions 2 and 2a. A teacher may satisfy the requirements of  
3.15 this paragraph by submitting the teacher's most recent summative evaluation or improvement  
3.16 plan under section 122A.40, subdivision 8, or 122A.41, subdivision 5.

3.17 (b) The Professional Educator Licensing and Standards Board must ensure that its teacher  
3.18 relicensing requirements include paragraph (a).