

## Memorandum

**Date:** September 19, 2025  
**To:** Professional Educator Licensing and Standards Board  
**From:** Yelena Bailey, Executive Director  
**RE:** Board Metrics - REPORT

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### Background:

At the 2025 retreat, Board members discussed revisions to the Board’s goals and metrics. The majority of those surveyed believe the current goals fit within the Board’s mission and jurisdiction. However, there was a recommendation to replace the word “stakeholders” with something like “community partners. The revised goals are:

### Board Goals:

1. Grow, support, and diversify Minnesota’s educator workforce
2. Retain and support existing educators
3. Ensure licensure requirements and standards meet the current and emerging needs of Minnesota’s E-12 students and schools
4. Ensure PELSB is seen and utilized as a resource for and partner with education groups across all sectors of education

### Board Goal Metrics:

Staff synthesized board member feedback on the metrics and brought that to the Board’s Executive Committee for further discussion. The Executive Committee would like the full Board to discuss the following draft metrics. These metrics are designed to help measure progress towards board goals. However, they do not encompass all of the work being done in each goal area. Rather, they are simply measurable outcomes that can help inform the Board’s work.

#### Goal #1: Grow, support, and diversify Minnesota’s educator workforce

Metrics
Number and quality of supports to increase of teachers of color

Increased participation in mentorship and induction programs (gathered through survey data)
Increased use of alternative pathways
Teacher satisfaction rates (gathered through survey data)
Induction rates

**Goal #2: Retain and support existing educators**

<b>Metrics</b>
Teacher satisfaction rates (gathered through survey data)
Number of teachers moving up tiers
Lower attrition rates

**Goal #3: Ensure licensure requirements and standards meet the current and emerging needs of Minnesota’s E-12 students and schools**

<b>Metrics</b>
Successful rulemaking projects
Meaningful, clear renewal requirements

**Goal #4: Ensure PELSB is seen and utilized as a resource for and partner with education groups across all sectors of education**

<b>Metrics</b>
Board retreat attendance

Board and staff participation in community partner events
Increased communications to the public on licensing and pathways

**Options:**

This is a report. No action is needed. The Board may send this back to the Executive Committee for further consideration.