Teacher Shortage Loan Forgiveness Program

February 1, 2018
About the Minnesota Office of Higher Education

The Minnesota Office of Higher Education is a cabinet-level state agency providing students with financial aid programs and information to help them gain access to postsecondary education. The agency also serves as the state’s clearinghouse for data, research and analysis on postsecondary enrollment, financial aid, finance and trends.

The Minnesota State Grant Program is the largest financial aid program administered by the Office of Higher Education, awarding up to $180 million in need-based grants to Minnesota residents attending accredited institutions in Minnesota. The agency oversees tuition reciprocity programs, a student loan program, Minnesota’s 529 College Savings Plan, licensing and early college awareness programs for youth.
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Introduction

The 2015 Minnesota Legislature enacted the Teacher Shortage Loan Forgiveness Program, effective August 1, 2015, Minnesota Statutes 136A.1791. The MN Office of Higher Education (OHE) refers to the program as the Teacher Shortage Loan Repayment Program (TSLRP) to better align the program’s name to its design. OHE was tasked with establishing rules and administering the program. Minnesota Administrative Rules were established on Tuesday, February 28, 2017.

TSLRP is designed to provide student loan debt relief, in the form of repayment awards, to teachers working in shortage areas identified by the Commissioner of the Minnesota Department of Education (MDE) using data collected for the “Teacher Supply and Demand Report.” The loan repayment program was created as an incentive to encourage qualified licensed teachers to work in identified teacher shortage area classrooms and to reduce the number of school districts that are unable to hire fully licensed teachers in particular license fields.

OHE is required to submit an annual report by February 1 to the chairs of the K-12 and higher education committees of the Legislature. The report must include (1) number of individuals who received loan forgiveness, (2) licensure areas and economic development regions in which the teachers taught, (3) average amount paid to a teacher participating in the program, and (4) other summary data identified by the commissioner as outcome indicators. Currently, 2016 TSLRP applications have been awarded, 2017 applications are in the process of review, and 2018 applications are anticipated to launch in spring of 2018.
Financial Summary

Minnesota Statutes 136A.1791 Subdivision 8 established a fund for TSLRP, making appropriations to the fund “continuously available” for loan repayment awards:

Table 1. Teacher Shortage Loan Repayment Program Financial Summary

<table>
<thead>
<tr>
<th>FY</th>
<th>Appropriation</th>
<th>Administrative</th>
<th>Awards</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016/2017</td>
<td>$2,000,000.00</td>
<td>$60,000.00</td>
<td>$1,940,000.00</td>
</tr>
<tr>
<td>2016</td>
<td>$200,000.00</td>
<td>$6,000.00</td>
<td>$194,000.00</td>
</tr>
<tr>
<td>2017</td>
<td>$200,000.00</td>
<td>$6,000.00</td>
<td>$194,000.00</td>
</tr>
<tr>
<td>2018/2019</td>
<td>$500,000.00</td>
<td>$15,000.00</td>
<td>$485,000.00</td>
</tr>
<tr>
<td>2018</td>
<td>$200,000.00</td>
<td>$6,000.00</td>
<td>$194,000.00</td>
</tr>
<tr>
<td>2019</td>
<td>$200,000.00</td>
<td>$6,000.00</td>
<td>$194,000.00</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$3,300,000.00</td>
<td>$99,000.00</td>
<td>$3,201,000.00</td>
</tr>
</tbody>
</table>

- OHE paid $707,743.32 in fiscal year 2017 based upon 2016 applications (2015-2016 shortage areas).
- A total balance of $2,493,256.68 remains for future awards.
- 2017 applications (2016-2017 shortage areas) are still in review and expected to be paid in fiscal year 2018.
**Shortage Areas**

OHE requests MDE to identify teacher shortage areas on an annual basis to manage this program. However, some of the data MDE uses to identify shortage areas is not collected annually because the MDE “Teacher Supply and Demand Report” is only produced every two years. Teacher shortage areas include (1) economic development region shortage areas, (2) statewide license fields shortage areas, and (3) license field shortage areas within each economic development region.

Teachers are eligible to apply for TSLRP if:

- Providing classroom instruction in a designated license field teacher shortage area anywhere in the state; OR
- Providing classroom instruction in any license field in an Economic Development Region identified as having a teacher shortage area; OR
- Providing classroom instruction in a designated license field teacher shortage within the Economic Development Region in which they teach.
- Teachers must be fully-licensed (e.g. not teaching under a Special Permission or Variance) in the license field(s) in which they are providing classroom instruction.

For fiscal year 2017 (2016 application), see the report submitted last year, “Teacher Shortage Loan Forgiveness Program: February 1, 2017,” for shortage area information. For fiscal year 2018 (2017 application) the teacher shortage areas identified by MDE included:

**Economic Development Region Shortage Areas (Map):**

- Region 1 – Northwest
- Region 3 – Arrowhead
- Region 5 – North Central
- Region 6E – Southwest Central
- Region 7E – East Central
- Region 8 - Southwest
- Region 9 – South Central
- Region 10 – Southeast
Statewide License Fields Shortage Areas:

- Academic and Behavioral Strategist
- Agricultural Education
- American Indian Language and Culture
- American Sign Language
- Arabic
- Autism Spectrum Disorders
- Bilingual/Bicultural Education
- Blind or Visually Impaired
- Business
- Chemistry
- Communication Arts and Literature
- Communication Technology Careers
- Construction Careers
- Creative Design Careers
- Dakota
- Dance
- Dance and Theatre
- Deaf or Hard of Hearing
- Developmental Disabilities
- Developmental / Adapted Physical Education
- Driver Education
- Early Childhood Careers
- Early Childhood Education
- Early Childhood Special Education
- Earth and Space Science / Earth Science
- Elementary Education
- Emotional Behavior Disorders
- English as a Second Language
- Family and Consumer Science
- French
- German
- Greek
- Health Education
- Hebrew
- Hmong
- Hospitality Service Careers
- Instrumental (Band/Orchestra) and Classroom Music
- Italian
- Japanese
- Latin
- Learning Disabilities
- Library Media Specialist
- Life Sciences
- Manufacturing Careers
- Mathematics
- Medical Careers
- Norwegian
- Ojibwa
• Parent and Family Education
• Physical and Health Disabilities
• Physical Education
• Physics
• Polish
• Pre-Primary
• Reading
• Reading Leader
• Russian
• Science 5-8 (130600)
• Science 5-8 (130601)

• Social Studies - All
• Spanish
• Swedish
• Teacher/Coordinator Work Based Learning
• Teachers of Computer, Keyboarding, and Related Technology Applications
• Technology
• Theatre Arts
• Transportation Careers
• Visual Arts
• Vocal and Classroom Music

License Field Shortage Areas within each Economic Development Region:

Region 1 - Northwest

• Academic and Behavioral Strategist
• Autism Spectrum Disorders
• Chemistry
• Construction Careers
• Developmental Disabilities
• Elementary Education
• Emotional Behavior Disorders
• English as a Second Language

• Family and Consumer Sciences
• Learning Disabilities
• Life Sciences
• Science 5-8 (130600)
• Science 5-8 (130601)
• Technology
• Vocal and Classroom Music

Region 2 – Headwaters

• Autism Spectrum Disorders
• Communication Arts and Literature

• Construction Careers
• Developmental Disabilities
- Early Childhood Education
- Early Childhood Special Education
- Emotional Behavior Disorders
- Health Education
- Learning Disabilities
- Mathematics
- Teachers of Computer, Keyboarding, and Related Technology Applications
- Visual Arts

Region 3 – Arrowhead

- Academic and Behavioral Strategist
- Autism Spectrum Disorders
- Business
- Communications Technology Careers
- Construction Careers
- Developmental Disabilities
- Early Childhood Education
- Early Childhood Special Education
- Emotional Behavior Disorders
- Learning Disabilities
- Manufacturing Careers
- Mathematics
- Physical and Health Disabilities
- Science 5-8 (130600)
- Science 5-8 (130601)
- Spanish
- Teachers of Computer, Keyboarding, and Related Technology Applications

Region 4 – West Central

- Academic and Behavioral Strategist
- Agricultural Education
- Autism Spectrum Disorders
- Communication Arts and Literature
- Construction Careers
- Developmental Disabilities
- Developmental / Adapted Physical Education
- Early Childhood Education
- Early Childhood Special Education
- Elementary Education
- Emotional Behavior Disorders
- English as a Second Language
- Learning Disabilities
- Mathematics
- Physics
- Teacher/Coordinator Work Based Learning
- Transportation Careers
Region 5 – North Central

- Academic and Behavioral Strategist
- Autism Spectrum Disorders
- Chemistry
- Developmental Disabilities
- Developmental / Adapted Physical Education
- Early Childhood Education
- Early Childhood Special Education
- Elementary Education
- Emotional Behavior Disorders
- Learning Disabilities
- Mathematics
- Parent and Family Education
- Physics

Region 6E – Southwest Central

- Academic and Behavioral Strategist
- Autism Spectrum Disorders
- Chemistry
- Communication Arts and Literature
- Developmental / Adapted Physical Education
- Early Childhood Education
- Early Childhood Special Education
- Elementary Education
- Emotional Behavior Disorders
- English as a Second Language
- Learning Disabilities

Region 6W – Upper MN Valley

- Academic and Behavioral Strategist

Region 7E – East Central

- Autism Spectrum Disorders
- Construction Careers
- Developmental Disabilities
- Developmental / Adapted Physical Education
- Early Childhood Education
- Early Childhood Special Education
- Elementary Education
- Emotional Behavior Disorders
- Family and Consumer Sciences
- Learning Disabilities
- Manufacturing Careers
- Parent and Family Education
- Teacher/Coordinator Work Based Learning

**Region 7W - Central**

- Academic and Behavioral Strategist
- Autism Spectrum Disorders
- Business
- Communication Arts and Literature
- Communications Technology Careers
- Construction Careers
- Developmental Disabilities
- Developmental / Adapted Physical Education
- Early Childhood Special Education
- Elementary Education
- Emotional Behavior Disorder
- English as a Second Language
- Learning Disabilities
- Manufacturing Careers
- Teachers of Computer, Keyboarding, and Related Technology Applications
- Transportation Careers

**Region 8 – Southwest**

- Academic and Behavioral Strategist
- Autism Spectrum Disorders
- Blind or Visually Impaired
- Chemistry
- Communication Arts and Literature
- Developmental Disabilities
- Developmental / Adapted Physical Education
- Elementary Education
- Emotional Behavior Disorder
- English as a Second Language
- Life Sciences
- Mathematics
- Parents and Family Education
- Physical Education
- Physics
- Science 5-8 (130600)
- Science 5-8 (130601)

**Region 9 – South Central**

- Academic and Behavioral Strategist
- Autism Spectrum Disorders
- Business
- Chemistry
- Communication Arts and Literature
- Construction Careers
- Developmental Disabilities
- Developmental / Adapted Physical Education
- Early Childhood Education
- Early Childhood Special Education
- Elementary Education
- Emotional Behavior Disorders
- English as a Second Language
- Learning Disabilities
- Life Sciences
- Mathematics
- Physics
- Spanish
- Teacher/Coordinator Work Based Learning
- Teachers of Computer, Keyboarding, and Related Technology Applications
- Visual Arts

**Region 10 - Southeast**

- Academic and Behavioral Strategist
- Autism Spectrum Disorders
- Communication Arts and Literature
- Construction Careers
- Deaf or Hard of Hearing
- Developmental Disabilities
- Developmental / Adapted Physical Education
- Early Childhood Education
- Early Childhood Special Education
- Elementary Education
- Emotional Behavior Disorders
- English as a Second Language
- Learning Disabilities
- Manufacturing Careers
- Mathematics
- Parent and Family Education
- Science 5-8 (130600)
- Science 5-8 (130601)
- Transportation Careers

**Region 11 – Twin Cities**

- Academic and Behavioral Strategist
- Autism Spectrum Disorders
- Communication Arts and Literature
- Communications Technology Careers
- Dance
- Developmental Disabilities
- Early Childhood Special Education
- Elementary Education
- Emotional Behavior Disorders
- English as a Second Language
- Learning Disabilities
- Mathematics
- Science 5-8 (130600)
- Science 5-8 (130601)
- Social Studies
- Spanish
- Teacher/Coordinator Work Based Learning
- Theatre Arts
- Visual Arts
Application and Award Process

A TSLRP applicant may receive a maximum of $1,000 per year, not to exceed the balance of the applicant’s qualified educational loans, including principal and interest. An applicant may receive a lifetime maximum of five awards. OHE assumed the likelihood of receiving more applications from eligible teachers than available funding, so the following elements are addressed in Minnesota Administrative Rules 4830.9130 and used to prioritize the awards among eligible applicants:

- Financial need of an applicant, considering the applicant’s income (without regard to spousal income, if applicable), household size, and total qualified educational loan;
- Previous awards to the applicant from TSLRP;
- Whether the applicant is employed in an economic development region that is a teacher shortage area;
- Whether the applicant is employed in a teacher shortage area within the applicant’s economic development region;
- Whether the applicant is employed in a statewide teacher shortage area; and
- Statewide distribution of funds.

Applicants

To be an eligible applicant, an individual must:

- Hold a teaching license issued by the licensing division in the Minnesota Department of Education on behalf of the Board of Teaching;
- Be employed by a school district to provide classroom instruction in a teacher shortage area;
- Not have received five annual awards from this program;
- Provide a completed application;
- Have outstanding qualified educational loan debt;
- Not submit false or misleading information on any application to this program; and
- Provide verification of the application of previously awarded funds toward eligible qualified educational loans, if the applicant has previously received an award.

Applications

To date, two application periods have been made available:

Applicants selected for further review were provided with notice to submit the following additional supporting documentation during July and August, by a deadline of August 31st:

• Application Data Verification Form
• Employment Verification Form (completed by school or school district representative)
• Verification of Qualified Educational Loans (statements from lenders and servicers)
• Verification of Income and Household Size (federal tax forms)
• Review of all application materials was conducted from September through February.

Table 2 reflects data for 2016 applications among economic development regions:

Table 2. Teacher Shortage Loan Repayment Program 2016 Applications

<table>
<thead>
<tr>
<th>Economic Development Region</th>
<th>Eligible Apps</th>
<th>Ineligible Apps</th>
<th>Apps Selected for Review</th>
<th>Review Documents Received</th>
<th>Verification Complete</th>
<th>Total Apps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Region 1 – Northwest</td>
<td>94</td>
<td>4</td>
<td>94</td>
<td>71</td>
<td>64</td>
<td>98</td>
</tr>
<tr>
<td>Region 2 – Headwaters</td>
<td>53</td>
<td>1</td>
<td>53</td>
<td>36</td>
<td>35</td>
<td>54</td>
</tr>
<tr>
<td>Region 3 – Arrowhead</td>
<td>188</td>
<td>7</td>
<td>115</td>
<td>80</td>
<td>72</td>
<td>195</td>
</tr>
<tr>
<td>Region 4 – West Central</td>
<td>75</td>
<td>8</td>
<td>75</td>
<td>56</td>
<td>52</td>
<td>83</td>
</tr>
<tr>
<td>Region 5 – North Central</td>
<td>102</td>
<td>5</td>
<td>102</td>
<td>81</td>
<td>77</td>
<td>107</td>
</tr>
<tr>
<td>Region 6E – Southwest Central and Region 6W – Upper MN Valley</td>
<td>68</td>
<td>8</td>
<td>68</td>
<td>52</td>
<td>47</td>
<td>76</td>
</tr>
<tr>
<td>Region 7E – East Central and Region 7W – Central</td>
<td>287</td>
<td>25</td>
<td>110</td>
<td>83</td>
<td>75</td>
<td>312</td>
</tr>
<tr>
<td>Region 8 – Southwest</td>
<td>116</td>
<td>8</td>
<td>116</td>
<td>81</td>
<td>74</td>
<td>124</td>
</tr>
<tr>
<td>Region 9 – South Central</td>
<td>144</td>
<td>11</td>
<td>112</td>
<td>79</td>
<td>74</td>
<td>155</td>
</tr>
<tr>
<td>Region 10 – Southeast</td>
<td>260</td>
<td>18</td>
<td>110</td>
<td>89</td>
<td>81</td>
<td>278</td>
</tr>
<tr>
<td>Region 11 – Twin Cities Area</td>
<td>1415</td>
<td>45</td>
<td>110</td>
<td>70</td>
<td>58</td>
<td>1460</td>
</tr>
<tr>
<td>Unknown District or Private School</td>
<td>0</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>2802</td>
<td>146</td>
<td>1065</td>
<td>778</td>
<td>709</td>
<td>2948</td>
</tr>
</tbody>
</table>

Ineligible applications were determined prior to selection for review. The number of completed verifications was less than the number of documents received for review because some applicants submitted incomplete
documentation. Of those selected for review, 67 percent of applications resulted in complete verification and awards.

Table 3 reflects data for the 2017 applications, still processing, among economic development regions:

### Table 3. Teacher Shortage Loan Repayment Program 2017 Applications

<table>
<thead>
<tr>
<th>Economic Development Region</th>
<th>Eligible Apps</th>
<th>Ineligible Apps</th>
<th>Apps Selected for Review</th>
<th>Total Apps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Region 1 – Northwest</td>
<td>38</td>
<td>2</td>
<td>38</td>
<td>40</td>
</tr>
<tr>
<td>Region 2 – Headwaters</td>
<td>22</td>
<td>1</td>
<td>22</td>
<td>23</td>
</tr>
<tr>
<td>Region 3 – Arrowhead</td>
<td>66</td>
<td>2</td>
<td>66</td>
<td>68</td>
</tr>
<tr>
<td>Region 4 – West Central</td>
<td>71</td>
<td>2</td>
<td>71</td>
<td>73</td>
</tr>
<tr>
<td>Region 5 – North Central</td>
<td>64</td>
<td>0</td>
<td>64</td>
<td>64</td>
</tr>
<tr>
<td>Region 6E – Southwest Central</td>
<td>35</td>
<td>1</td>
<td>35</td>
<td>36</td>
</tr>
<tr>
<td>Region 6W – Upper MN Valley</td>
<td>15</td>
<td>0</td>
<td>15</td>
<td>15</td>
</tr>
<tr>
<td>Region 7E – East Central</td>
<td>36</td>
<td>1</td>
<td>36</td>
<td>37</td>
</tr>
<tr>
<td>Region 7W – Central</td>
<td>63</td>
<td>0</td>
<td>63</td>
<td>63</td>
</tr>
<tr>
<td>Region 8 – Southwest</td>
<td>40</td>
<td>0</td>
<td>40</td>
<td>40</td>
</tr>
<tr>
<td>Region 9 – South Central</td>
<td>70</td>
<td>1</td>
<td>70</td>
<td>71</td>
</tr>
<tr>
<td>Region 10 – Southeast</td>
<td>118</td>
<td>2</td>
<td>118</td>
<td>120</td>
</tr>
<tr>
<td>Region 11 – Twin Cities Area</td>
<td>410</td>
<td>9</td>
<td>410</td>
<td>419</td>
</tr>
<tr>
<td>Unknown District or Private School</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1048</strong></td>
<td><strong>22</strong></td>
<td><strong>1048</strong></td>
<td><strong>1070</strong></td>
</tr>
</tbody>
</table>

As reflected in Tables 2 and 3, the number of eligible applications received drastically declined by 1,754 applications between 2016 and 2017. A potential reason was decreased outreach efforts by teacher organizations, school districts, and others before and during the 2017 application period. In addition, 2016 eligible applicants not selected for review based upon prioritization may have assumed they would again not be selected and decided not to apply.

Table 4 represents age demographics of applicants selected for review:

### Table 4. Teacher Shortage Loan Repayment Program Age of Applicants Selected for Review

<table>
<thead>
<tr>
<th>Age</th>
<th>2016</th>
<th>2017</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>35.42</td>
<td>34.99</td>
<td>35.2</td>
</tr>
<tr>
<td>Median</td>
<td>34</td>
<td>33</td>
<td>33</td>
</tr>
<tr>
<td>Minimum</td>
<td>23</td>
<td>23</td>
<td>23</td>
</tr>
<tr>
<td>Maximum</td>
<td>69</td>
<td>64</td>
<td>69</td>
</tr>
</tbody>
</table>
Awards

Upon successful verification of 2016 application documents, OHE notified applicants of awards, sent award payments, and required award recipients to return documents verifying payment was made to student loans. Award recipients that do not return documents verifying payment was made to student loans are no longer eligible for future TSLRP awards. Of the 709 award recipients, 513 (72 percent) elected to re-apply with the 2017 application. Only 4 returning applicants were determined ineligible due to not submitting the required documentation—verifying their student loan payments—to OHE within 60 days of receiving the award.

<table>
<thead>
<tr>
<th>Economic Development Region</th>
<th>Award Notice Sent</th>
<th>Payment Notice Sent</th>
<th>Payment Verification Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>Region 1 – Northwest</td>
<td>64</td>
<td>64</td>
<td>54</td>
</tr>
<tr>
<td>Region 2 – Headwaters</td>
<td>35</td>
<td>35</td>
<td>26</td>
</tr>
<tr>
<td>Region 3 – Arrowhead</td>
<td>72</td>
<td>72</td>
<td>64</td>
</tr>
<tr>
<td>Region 4 – West Central</td>
<td>52</td>
<td>52</td>
<td>51</td>
</tr>
<tr>
<td>Region 5 – North Central</td>
<td>77</td>
<td>77</td>
<td>69</td>
</tr>
<tr>
<td>Region 6E – Southwest Central and Region 6W – Upper MN Valley</td>
<td>47</td>
<td>47</td>
<td>46</td>
</tr>
<tr>
<td>Region 7E – East Central and Region 7W – Central</td>
<td>75</td>
<td>75</td>
<td>69</td>
</tr>
<tr>
<td>Region 8 – Southwest</td>
<td>74</td>
<td>74</td>
<td>71</td>
</tr>
<tr>
<td>Region 9 – South Central</td>
<td>74</td>
<td>74</td>
<td>70</td>
</tr>
<tr>
<td>Region 10 – Southeast</td>
<td>81</td>
<td>81</td>
<td>67</td>
</tr>
<tr>
<td>Region 11 – Twin Cities Area</td>
<td>58</td>
<td>58</td>
<td>53</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>709</td>
<td>709</td>
<td>640</td>
</tr>
</tbody>
</table>
Recipients

The average award paid among 2016 award recipients was $1,000. Awards were reduced among three recipients by a total of $1,256.68 due to student loan debt under $1,000 per recipient. Figures 1 through 3 depict summary data about license fields, district, and economic development regions of 2016 award recipients.

**Figure 1. Teacher Shortage Loan Repayment 2016 Award Recipient by License Fields**

Note: The category of “Other” includes license fields with less than 10 recipients per field: Agriculture (non-vocational); Agricultural Education; Business; Chemistry; Construction Careers; Developmental/Adapted Physical Education; English/Language Arts; Family and Consumer Sciences; Health Education; Instrumental (Band/Orchestra) and Classroom Music; Library Media Specialist; Life Sciences; Parent and Family Education; Physical and Health Disabilities; Physical Science (Physics and Chemistry); Pre-Primary; Reading; Science 5-8 (130601); Teacher/Coordinator Work Based Learning; Teachers of Computer, Keyboarding and Related Technology Applications; and Vocal and Classroom Music.
Figure 2. Teacher Shortage Loan Repayment 2016 Award by Recipient Districts

NOTE: A list of 230 additional school districts with less than 10 award recipients each is provided in Appendix A.
Figure 3. Teacher Shortage Loan Repayment 2016 Award Recipient by Economic Development Regions
Future Consideration

The broad definition of Minnesota shortage areas makes it possible for any teacher in Minnesota with outstanding student loan debt to meet at least one of the shortage area requirements. As a result, TSLRP awards are likely to become extremely competitive within the next few years. Reevaluation of measures defining shortage areas may better allow TSLRP to meet the goals of encouraging qualified licensed teachers to work in identified teacher shortage area classrooms and to reduce the number of school districts that are unable to hire fully licensed teachers in particular license fields. This may include the development of alternative state definitions of shortage areas in order to better target limit funding.

During the 2017 Legislative session, an additional teacher shortage area was added, “Economic development regions where there is a shortage of licensed teachers who reflect the racial or ethnic diversity of students in the region as reported by the commissioner of education.” OHE is in the process of working with MDE in establishing procedures to identify this shortage area, which will be part of the upcoming 2018 TSLRP application.
Appendix A

2016 School Districts with Less Than 10 Award Recipients

- A.C.G.C. Public School District
- Ada-Borup Public School District
- Adrian Public School District
- Albany Public School District
- Albert Lea Public School District
- Annandale Public School District
- Arcadia Charter School
- Art and Science Academy
- Ashby Public School District
- Athlos Leadership Academy
- Austin Public School District
- Badger Public School District
- Bagley Public School District
- Barnesville Public School District
- Barnum Public School District
- Becker Public School District
- Bemidji Public School District
- Benson Public School District
- Bertha-Hewitt Public School District
- Best Academy
- Big Lake Public School District
- Blooming Prairie Public School District
- Blue Earth Area Public School
- Braham Public School District
- Brainerd Public School District
- Breckenridge Public School District
- Buffalo-Hanover-Montrose Public School District
- Burnsville Public School District
- Byron Public School District
- Cambridge-Isanti Public School District
- Canby Public School District
- Cannon Falls Public School District
- Carlton Public School District
- Cass Lake-Bena Public Schools
- Cedar Mountain School District
- Maple River School District
- Marshall County Central Schools
- McGregor Public School District
- Medford Public School District
- Melrose Public School District
- Menahga Public School District
- Mesabi East School District
- Mid State Education District
- Milaca Public School District
- Milroy Public School District
- Minneapolis Public School District
- Minneota Public School District
- Minnesota State Academies
- Minnetonka Public School District
- Minnewaska School District
- Montevideo Public School District
- Monticello Public School District
- Moorhead Public School District
- Mora Public School District
- Morris Area Public Schools
- Mountain Iron-Buhl School District
- Murray County Central School Dist.
- Nashwauk-Keewatin School District
- Naytahwaush Community School
- Nevis Public School District
- New City School
- New Heights School, Inc.
- New London-Spicer School District
- New Prague Area Schools
- New York Mills Public School Dist.
- Norman County East School District
- North Branch Public Schools
- North St Paul-Maplewood Oakdale Public School District
- Northeast Metro 916
- Northfield Public School District
- Chatfield Public Schools

- Chisago Lakes School District
- Chisholm Public School District
- Clearbrook-Gonvick School District
- Cleveland Public School District
- Cloquet Public School District
- Community of Peace Academy
- Community School of Excellence
- Crosby-Ironton Public School Dist.
- Crosswinds Arts and Science School
- Dassel-Cokato Public School Dist.
- Dawson-Boyd Public School District
- Delano Public School District
- Detroit Lakes Public School Dist.
- Dover-Eyota Public School District
- Duluth Public Schools Academy
- East Central School District
- East Grand Forks Public School Dist
- Eden Prairie Public School District
- Eden Valley-Watkins School District
- Elk River Public School District
- Ely Public School District
- Fairmont Area School District
- Faribault Public School District
- Farmington Public School District
- Fergus Falls Public School District
- Fertile-Beltrami School District
- Fisher Public School District
- Forest Lake Public School District
- Fosston Public School District
- Frazee-Vergas Public School District
- Freshwater Education District
- Fulda Public School District
- G.F.W.
- Glencoe-Silver Lake School District
- Goodhue County Education District
- Goodridge Public School District
- Granada Huntley-East Chain
- Grand Rapids Public School District
- Greenway Public School District
- Grygla Public School District
- Hancock Public School District
- Northland Community Schools
- Northland Learning Center
- NRHEG School District
- Ogilvie Public School District
- Osseo Public School District
- Owatonna Public School District
- Pelican Rapids Public School District
- Pequot Lakes Public Schools
- Perham-Dent Public School District
- Pierz Public School District
- Pillager Public School District
- Pine City Public School District
- Pine Island Public School District
- Pipestone Area School District
- Plainview-Elgin-Millville
- Princeton Public School District
- Prior Lake-Savage Area Schools
- Proctor Public School District
- Red Lake County Central Public Schools
- Red Lake Falls Public School District
- Red Wing Public School District
- Redwood Area School District
- Region 6 AND 8-SW/WC Service Cooperative
- Renville County West School District
- Richfield Public School District
- Robbinsdale Public School District
- Rockford Public School District
- Rocori Public School District
- Roseau Public School District
- Rosemount-Apple Valley-Eagan
- Royalton Public School District
- Saint Cloud Math and Science Academy Charter School
- Sartell-St. Stephen School District
- Sauk Rapids-Rice Public Schools
- Sebeka Public School District
- South Koochiching School District
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TrekNorth High School
Tri-City United School District
Tri-County School District
Triton School District
Truman Public School District
Twin Cities German Immersion Charter School
Underwood Public School District
Upsala Public School District
Verndale Public School District
Virginia Public School District
Wabasha-Kellogg Public School Dist.
Wadena-Deer Creek School District
Walker-Hackensack-Akeley Schl. Dist
Warren-Alvarado-Oslo School Dist.
Warroad Public School District
Waseca Public School District
Waterville-Elysian-Morristown Public School District
Wayzata Public School District
West Central Area
West Central Education District
West St. Paul-Mendota Hts.-Eagan
Westbrook-Walnut Grove Schools
Wheaton Area Public School District
Willmar Public School District
Windom Public School District
Winona Area Public School District
Wrenshall Public School District
Zumbrota-Mazeppa School District