Teacher Shortage Loan Forgiveness Program: 2018 Annual Report

February 1, 2019
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 more than $198 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.
Introduction

The 2015 Minnesota Legislature enacted the Teacher Shortage Loan Forgiveness Program, effective August 1, 2015, Minnesota Statutes 136A.1791. The Minnesota 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, 2017 TSLRP applications have been awarded, 2018 applications are in the process of review, and 2019 applications are anticipated to launch in spring of 2019.

1 https://www.revisor.mn.gov/statutes/cite/136A.1791
2 https://www.revisor.mn.gov/rules/4830/
Financial Overview

Minnesota Statutes 136A.1791 Subdivision 8\(^3\) 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>Fiscal Year</th>
<th>Appropriation</th>
<th>Administrative</th>
<th>Awards</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016/2017 One-Time Appropriation</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 One-Time Appropriation</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>


A total balance of $1,658,693 remains for future awards.

2018 applications (2017-2018 shortage areas) are still in review and expected to be paid in fiscal year 2019.

\(^3\) https://www.revisor.mn.gov/statutes/cite/136A.1791
Shortage Areas

OHE requests MDE to identify teacher shortage areas on an annual basis for the purposes of administering 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 they are:

- 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; OR
- A fully licensed teacher providing classroom instruction who belong to any racial or ethnic group other than White (non-Hispanic/Latino).

In addition, 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

[^]: https://apps.deed.state.mn.us/assets/lmi/areamap/edr.shtml
License Field Shortage Areas within each Economic Development Region:

Region 1 – Northwest

- Academic and Behavioral Strategist
- Elementary Education
- Autism Spectrum Disorders
- Construction Careers
- Emotional Behavior Disorders
- Chemistry
- Development Disabilities
- English as a Second Language
- Family and Consumer Sciences
- Science 5-8 (130600)
- Vocal and Classroom Music
- Learning Disabilities
- Science 5-8 (13601)
- Life Sciences
- Technology

Region 2 - Headwaters

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

Region 3 – Arrowhead

• Academic and Behavioral Strategist
• Developmental Disabilities
• Early Childhood Special Education
• Physical and Health Disabilities
• Spanish
• Autism Spectrum Disorders

• Communications Technology Careers
• Emotional Behavior Disorders
• Manufacturing Careers
• Science 5-8 (130600)
• Teachers of Computer, Keyboarding, and Related Technology Applications
• Business
• Construction Careers
• Early Childhood Education
• Learning Disabilities
• Mathematics
• Science 5-8 (13060)

Region 4 - West Central

• Academic and Behavioral Strategist
• Developmental Disabilities
• Early Childhood Education
• English as a Second Language
• Physics
• Agricultural Education

• Communication Arts and Literature
• Early Childhood Special Education
• Learning Disabilities
• Teacher/Coordinator Work-Based Learning
• Autism Spectrum Disorders
• Construction Careers
• Developmental/Adapted Physical Education
• Emotional Behavior Disorders
• Mathematics
• Transportation Careers

Region 5 – North Central

• Academic and Behavioral Strategist
• Early Childhood Education
• Autism Spectrum Disorders
• Developmental Disabilities

• Chemistry
• Developmental/Adapted Physical Education
• Elementary Education
• Learning Disabilities
• Physics
• Early Childhood Special
• Mathematics
• Emotional Behavior Disorders
• Parent and Family Education

Region 6E – Southwest Central

• Academic and Behavioral Strategist
• Early Childhood Education
• Early Childhood Special Education

• Autism Spectrum Disorders
• Communication Arts and Literature
• Elementary Education English as a Second Language
• Chemistry
• Developmental/Adapted Physical Education
• Emotional Behavior Disorders
• Learning Disabilities

Region 6W – Upper MN Valley

• Academic and Behavioral Strategist

Region 7E – East Central

• Autism Spectrum Disorders
- Developmental/Adapted Physical Education
- Emotional Behavior Disorders
- Manufacturing Careers
- Teachers of Computer, Keyboarding, and Related Technology Applications

- Construction Careers
- Early Childhood Education
- Elementary Education
- Family and Consumer Sciences
- Parent and Family Education
- Developmental Disabilities

**Region 7W – Central**

- Academic and Behavioral Strategist
- Construction Careers
- Developmental Disabilities
- Elementary Education
- Emotional Behavior Disorders
- Manufacturing Careers
- Autism Spectrum Disorders

- Communication Arts and Literature
- Developmental/Adapted Physical Education
- Teachers of Computer, Keyboarding, and Related Technology Applications
- English as a Second Language

- Business
- Communications Technology Careers
- Early Childhood Special Education
- Learning Disabilities
- Transportation Careers

**Region 8 – Southwest**

- Autism Spectrum Disorders
- Blind or Visually Impaired
- Academic and Behavioral Strategist
- Developmental Disabilities
- Early Childhood Education
- Emotional Behavior Disorders
- Life Sciences

- Physical Education
- Science 5-8 (130601)
- Chemistry
- Developmental/Adapted Physical Education
- English as a Second Language
- Mathematics
- Physics

- Communication Arts and Literature
- Early Childhood Special Education
- Parents and Family Education
- Science 5-8 (130600)

**Region 9 – South Central**

- Academic and Behavioral Strategist
- Construction Careers
- Developmental/Adapted Physical Education
- Emotional Behavior Disorders
- Life Sciences
- Spanish
- Visual Arts
- Autism Spectrum Disorders

- Chemistry
- Developmental Disabilities
- Early Childhood Education
- Elementary Education
- English as a Second Language
- Mathematics
- Teacher/Coordinator Work-Based Learning
- Business

- Communication Arts and Literature
- Early Childhood Special Education
- Learning Disabilities
- Physics
- Teacher of Computer, Keyboarding, and Related Technology Applications

**Region 10 – Southeast**

- Academic and Behavioral Strategist
- Deaf or Hard of Hearing
- Early Childhood Education
- Elementary Education
- English as a Second Language

- Mathematics
- Science 5-8 (130601)
- Autism Spectrum Disorders
- Construction Careers
- Developmental Disabilities
- Early Childhood Special Education
- Learning Disabilities

- Parent and Family Education
- Transportation Careers
- Communication Arts and Literature

- Developmental/Adapted Physical Education
- Emotional Behavior Disorders
- Manufacturing Careers
- Science 5-8 (130600)

**Region 11 – Twin Cities**

- Academic and Behavioral Strategist
- Dance
- Early Childhood Special Education
- Mathematics
- Social Studies
- Autism Spectrum Disorders

- Communications Technology Careers
- Elementary Education
- English as a Second Language
- Science 5-8 (130600)
- Spanish
- Communication Arts and Literature

- Developmental Disabilities
- Emotional Behavior Disorders
- Learning Disabilities
- Science 5-8 (130601)
- Theater Arts
- Visual Arts
- Teacher/Coordinator Work-Based Learning

**Statewide Racial and Ethnic Groups Shortage Area:**

Refers to fully-licensed teachers providing classroom instruction and who belong to any racial or ethnic group other than White (non-Hispanic/Latino) meet this shortage area.
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 4830.91305 and used to prioritize the awards among eligible applicants:

A. Financial need of an applicant, considering the applicant’s income (without regard to spousal income, if applicable), household size, and total qualified educational loan;
B. Previous awards to the applicant from TSLRP;
C. Whether the applicant is employed in an economic development region that is a teacher shortage area;
D. Whether the applicant is employed in a teacher shortage area within the applicant’s economic development region;
E. Whether the applicant is employed in a statewide teacher shortage area;
F. Whether the applicant belongs to any racial or ethnic group other than White (non-Hispanic/Latino; and
G. Statewide distribution of funds.

Applicants

To be an eligible applicant, an individual must:

A. Hold a teaching license issued by the Minnesota Professional Educator Licensing and Standards Board;
B. Be employed by a school district to provide classroom instruction in a teacher shortage area;
C. Not have received five annual awards from this program;
D. Provide a complete application;
E. Have outstanding qualified educational loan debt;
F. Not submit false or misleading information on any application to this program; and
G. 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, three application periods have been made available:


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

5 https://www.revisor.mn.gov/rules/?id=4830.9130
A. Application Data Verification Form
B. Employment Verification Form (completed by school or school district representative)
C. Verification of Qualified Educational Loans (statements from lenders and servicers)
D. 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 2017 applications among economic development regions:

Table 2. 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>Review Documents Received</th>
<th>Verification Complete</th>
<th>Total Apps</th>
</tr>
</thead>
<tbody>
<tr>
<td>Region 1 – Northwest</td>
<td>38</td>
<td>2</td>
<td>38</td>
<td>37</td>
<td>37</td>
<td>40</td>
</tr>
<tr>
<td>Region 2 – Headwaters</td>
<td>22</td>
<td>1</td>
<td>22</td>
<td>19</td>
<td>19</td>
<td>23</td>
</tr>
<tr>
<td>Region 3 – Arrowhead</td>
<td>66</td>
<td>2</td>
<td>66</td>
<td>55</td>
<td>53</td>
<td>68</td>
</tr>
<tr>
<td>Region 4 – West Central</td>
<td>71</td>
<td>2</td>
<td>71</td>
<td>59</td>
<td>58</td>
<td>73</td>
</tr>
<tr>
<td>Region 5 – North Central</td>
<td>64</td>
<td>0</td>
<td>64</td>
<td>52</td>
<td>50</td>
<td>64</td>
</tr>
<tr>
<td>Region 6E – Southwest Central</td>
<td>35</td>
<td>1</td>
<td>35</td>
<td>52</td>
<td>50</td>
<td>36</td>
</tr>
<tr>
<td>Region 6W – Upper MN Valley</td>
<td>15</td>
<td>0</td>
<td>15</td>
<td>14</td>
<td>12</td>
<td>15</td>
</tr>
<tr>
<td>Region 7E – East Central</td>
<td>36</td>
<td>1</td>
<td>36</td>
<td>32</td>
<td>30</td>
<td>37</td>
</tr>
<tr>
<td>Region 7W – Central</td>
<td>63</td>
<td>0</td>
<td>63</td>
<td>54</td>
<td>53</td>
<td>63</td>
</tr>
<tr>
<td>Region 8 – Southwest</td>
<td>40</td>
<td>0</td>
<td>40</td>
<td>33</td>
<td>33</td>
<td>40</td>
</tr>
<tr>
<td>Region 9 – South Central</td>
<td>70</td>
<td>1</td>
<td>70</td>
<td>65</td>
<td>64</td>
<td>71</td>
</tr>
<tr>
<td>Region 10 – Southeast</td>
<td>118</td>
<td>2</td>
<td>118</td>
<td>101</td>
<td>96</td>
<td>120</td>
</tr>
<tr>
<td>Region 11 – Twin Cities Area</td>
<td>410</td>
<td>9</td>
<td>410</td>
<td>319</td>
<td>302</td>
<td>419</td>
</tr>
<tr>
<td>Unknown District or Private School</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</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>892</strong></td>
<td><strong>857</strong></td>
<td><strong>1070</strong></td>
</tr>
</tbody>
</table>

Ineligible applications were determined prior to selection for review and during review. The number of completed verifications is less than the number of review documents received, because some applicants submitted incomplete documentation. Of those selected for review, 82% of applications resulted in complete verification and awards.

Table 3 reflects data for the 2018 applications, still processing, among economic development regions:

Table 3. Teacher Shortage Loan Repayment Program 2018 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>67</td>
<td>0</td>
<td>67</td>
<td>67</td>
</tr>
<tr>
<td>Region 2 – Headwaters</td>
<td>57</td>
<td>1</td>
<td>56</td>
<td>57</td>
</tr>
<tr>
<td>Region 3 – Arrowhead</td>
<td>135</td>
<td>1</td>
<td>134</td>
<td>135</td>
</tr>
<tr>
<td>Region 4 – West Central</td>
<td>108</td>
<td>1</td>
<td>107</td>
<td>108</td>
</tr>
<tr>
<td>Region 5 – North Central</td>
<td>83</td>
<td>3</td>
<td>80</td>
<td>83</td>
</tr>
</tbody>
</table>
### Economic Development Region

<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 6E – Southwest Central</td>
<td>66</td>
<td>0</td>
<td>66</td>
<td>66</td>
</tr>
<tr>
<td>Region 6W – Upper MN Valley</td>
<td>22</td>
<td>1</td>
<td>21</td>
<td>22</td>
</tr>
<tr>
<td>Region 7E – East Central</td>
<td>69</td>
<td>2</td>
<td>67</td>
<td>69</td>
</tr>
<tr>
<td>Region 7W – Central</td>
<td>157</td>
<td>5</td>
<td>153</td>
<td>157</td>
</tr>
<tr>
<td>Region 8 – Southwest</td>
<td>98</td>
<td>1</td>
<td>98</td>
<td>98</td>
</tr>
<tr>
<td>Region 9 – South Central</td>
<td>124</td>
<td>1</td>
<td>124</td>
<td>124</td>
</tr>
<tr>
<td>Region 10 – Southeast</td>
<td>227</td>
<td>5</td>
<td>151</td>
<td>227</td>
</tr>
<tr>
<td>Region 11 – Twin Cities Area</td>
<td>827</td>
<td>14</td>
<td>150</td>
<td>827</td>
</tr>
<tr>
<td>Unknown District or Private School</td>
<td>6</td>
<td>6</td>
<td>0</td>
<td>6</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>2046</strong></td>
<td><strong>41</strong></td>
<td><strong>1273</strong></td>
<td><strong>2046</strong></td>
</tr>
</tbody>
</table>

As reflected in Tables 2 and 3, the number of eligible applications received significantly increased by 976 applications between 2017 and 2018. With this increase in applications, a priority selection process was put in place to select applicants. Applications were prioritized based on the following:

A. Financial need of an applicant, considering the applicant’s income, household size, and total qualified educational loan debt;
B. Previous awards to the applicant from the Teacher Shortage Loan Repayment Program;
C. Employment location and licensure field in which applicant is currently providing classroom instruction; and
D. Racial or ethnic group of the applicant, which is underrepresented in the Minnesota teacher workforce.

Table 4 reflects 2018 applications by Race/Ethnicity:

**Table 4. Teacher Shortage Loan Repayment Program 2018 applications by Race/Ethnicity**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Apps</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>14</td>
</tr>
<tr>
<td>Asian</td>
<td>43</td>
</tr>
<tr>
<td>Black or African American</td>
<td>32</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>58</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>2</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>35</td>
</tr>
<tr>
<td>White, Not Hispanic or Latino</td>
<td>1,716</td>
</tr>
<tr>
<td>Not Reported</td>
<td>124</td>
</tr>
</tbody>
</table>

Table 5 represents age demographics of applicants selected for review:

**Table 5. Teacher Shortage Loan Repayment Program Age of Applicants Selected for Review**

<table>
<thead>
<tr>
<th>Age</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average</td>
<td>35.42</td>
<td>34.99</td>
<td>35.60</td>
<td>35.34</td>
</tr>
</tbody>
</table>
Age

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Median</td>
<td>34</td>
<td>33</td>
<td>34</td>
<td>34</td>
</tr>
<tr>
<td>Minimum</td>
<td>23</td>
<td>23</td>
<td>23.5</td>
<td>23</td>
</tr>
<tr>
<td>Maximum</td>
<td>69</td>
<td>64</td>
<td>65</td>
<td>66</td>
</tr>
</tbody>
</table>

Awards

Upon successful verification of 2017 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 who do not return documents verifying payment was made to student loans are no longer eligible for future TSLRP awards. Of the 835 award recipients, 582 (70%) elected to re-apply with the 2018 application. Only 15 re-apply applicants were determined ineligible due to not submitting documentation that verified student loan payments to OHE within 60 days of receiving the award.

Table 6. Teacher Shortage Loan Repayment Program 2017 Awards

<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>37</td>
<td>37</td>
<td>37</td>
</tr>
<tr>
<td>Region 2 – Headwaters</td>
<td>19</td>
<td>19</td>
<td>19</td>
</tr>
<tr>
<td>Region 3 – Arrowhead</td>
<td>53</td>
<td>53</td>
<td>52</td>
</tr>
<tr>
<td>Region 4 – West Central</td>
<td>58</td>
<td>58</td>
<td>56</td>
</tr>
<tr>
<td>Region 5 – North Central</td>
<td>50</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>Region 6E – Southwest Central</td>
<td>28</td>
<td>28</td>
<td>28</td>
</tr>
<tr>
<td>Region 6W – Upper MN Valley</td>
<td>12</td>
<td>12</td>
<td>11</td>
</tr>
<tr>
<td>Region 7E – East Central</td>
<td>30</td>
<td>30</td>
<td>26</td>
</tr>
<tr>
<td>Region 7W – Central</td>
<td>53</td>
<td>53</td>
<td>53</td>
</tr>
<tr>
<td>Region 8 – Southwest</td>
<td>33</td>
<td>33</td>
<td>33</td>
</tr>
<tr>
<td>Region 9 – South Central</td>
<td>64</td>
<td>64</td>
<td>64</td>
</tr>
<tr>
<td>Region 10 – Southeast</td>
<td>96</td>
<td>96</td>
<td>94</td>
</tr>
<tr>
<td>Region 11 – Twin Cities Area</td>
<td>302</td>
<td>302</td>
<td>289</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>835</strong></td>
<td><strong>835</strong></td>
<td><strong>811</strong></td>
</tr>
</tbody>
</table>
Recipients

The average award paid among 2017 award recipients was $1,000. Figures 1 through 3 depict summary data about license fields, district, and economic development regions of 2017 award recipients.

Figure 1. Teacher Shortage Loan Repayment 2017 Award Recipient by License Fields

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NOTE: The category “Other” includes license fields with less than 10 recipients per field: Life Sciences, Vocal and Classroom Music, Deaf or Hard of Hearing, Business, Science 5-8 (130601), Agricultural Education, Family and Consumer Sciences, Chemistry, English\Language Arts, Oral/Aural Deaf Education, Pre-Primary, Developmental/Adapted Physical Education, Reading, Blind or Visually impaired, Health Education, Teacher/Coordinator Work Based Learning, French, Moderate to Severe Mentally Handicapped, Technology, Mild to Moderate Mentally Handicapped, Parent and Family Education, German, Physical and Health Disabilities, Physics, Physical Sciences: Physics & Chem, Home Economics, Pre-Kindergarten, Science 5-9, Business Education -All-, and Keyboarding for Computer Applications.
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Figure 2. Teacher Shortage Loan Repayment 2017 Award by Recipient Districts

NOTE: A list of 238 additional school districts with less than 10 award recipients each is provided in Appendix A.

Figure 3. Teacher Shortage Loan Repayment 2017 Award Recipient by Economic Development Regions
Future Consideration

The broad definition of Minnesota shortage areas makes it possible for virtually 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.
Appendix A: 2017 School Districts with Less Than 10 Award Recipients

- Duluth Public Schools
- Metro Deaf School Alexandria Public Schools
- New Heights School, Inc.
- Austin Public Schools
- Spring Lake Park Schools District 16
- Winona Area Public Schools
- Waconia Public Schools
- Forest Lake Area Schools
- Eden Valley-Watkins ISD #463
- Intermediate School District #917
- Litchfield Public Schools
- Willmar Public Schools
- Dawson-Boyd Public Schools
- Proctor Public Schools
- Lac Qui Parle Valley School District
- Staples-Motley Public School District
- MACCRAY Public Schools
- G.F.W. Schools Braham Area Schools
- Mounds View Public Schools
- North Branch Area Public Schools
- Milaca Public Schools
- Big Lake Public School District
- Detroit Lakes School District
- Buffalo-Hanover-Montrose Schools
- Marshall Public Schools
- Foley Public Schools
- Albert Lea Area Schools
- Melrose Area Schools
- Moorhead Area Public Schools
- Monticello Public School District
- Brainerd Public Schools
- Ada-Borup Public School District
- Worthington School District
- Badger Independent School District #676
- Blue Earth Area Public Schools
- Fisher Public School District
- Houston Public Schools
- Norman County East School District
- Owatonna Public Schools
- Warren-Alvarado-Oslo School District #2176
- Northeast Metro 916 Intermediate School District
- Bagley School District 162
- Richfield Public Schools
- Laporte Public School District
- South Washington County Schools
- Voyageurs Expeditionary School
- Cambridge Isanti Schools
- Waubun-Ogema-White Earth Schools
- Dassel-Cokato Schools
- Hermantown Community Schools
- Area Schools
- Hibbing Public Schools
- TrekNorth High School
- Northern Lights Community School
- Wheaton Area School District
- St. Louis County Schools
- Saint Peter Public Schools
- Virginia Minnesota Public Schools
- Triton Public Schools ISD #2125
- Wrenshall School District
- Eastern Carver County Schools
- Ashby Public School
- Prior Lake-Savage Area Schools
- Campbell-Tintah Public Schools
- Shakopee Public Schools
- Fergus Falls Public Schools
- New London-Spicer School District 345
- Frazee-Vergas Public Schools
- St. Cloud Area School District 742
- Hawley Public Schools
- East Grand Forks Public Schools
- Henning School District
- Roseau Community Schools
- Parkers Prairie Public Schools
- Thief River Falls Public Schools ISD #564
- Perham-Dent Public Schools
- Pelican Rapids School District 548
- Underwood School District #550
- Bertha-Hewitt School District
- West Central Area School District
- Upsala Area Schools
- Browerville Public Schools
- Walker-Hackensack-Akeley School District 113
- Crosslake Community Schools
Appendix A: 2017 School Districts with Less Than 10 Award Recipients

- Independent School District 728
- Pine River-Backus Schools
- Farmington Area Public Schools
- Royalton Public Schools
- Lakeville Area Public Schools
- Sebeka Public School
- Lionsgate Academy
- Wadena-Deer Creek Public Schools
- Minnesota Transitions Charter School
- Freshwater Education District
- North St Paul-Maplewood-Oakdale School District
- Adrian Public Schools
- South St. Paul Public Schools
- Cedar Mountain Schools District 2754
- St. Louis Park Public Schools
- Fulda Public School
- White Bear Lake Area Schools
- Luverne Public School District
- Atwater-Cosmos-Grove City Public Schools ISD 2396
- Pipestone Area Schools
- Pine City Public Schools
- Tracy Area Public Schools
- Howard Lake-Waverly-Winsted
- Region 6 and 8-SW/WC Service Cooperative
- Sauk Rapids-Rice Public Schools
- Janesville-Waldorf-Pemberton Public Schools
- Red Lake Falls School District
- Kato Public Charter School
- Bemidji Area Schools
- Maple River Schools
- Chisholm School District
- N.R.H.E.G. Public Schools #2168
- Cloquet Public Schools ISD #94
- Sibley East Public Schools
- Independent School District 318
- St. James Public Schools ISD #840
- McGregor Independent School District #4
- Waterville-Elysian-Morristown School District #2143
- Hancock Public School District
- Byron Public Schools
- Crosby-Ironton School District
- Faribault Public Schools ISD #656
- Little Falls Community Schools
- Fillmore Central Public Schools
- Pequot Lakes Schools ISD 186
- Hayfield Community Schools
- Lakeview Public Schools
- Kenyon-Wanamingo School District
- Tri-City United Schools
- Lyle Public School
- Waseca Public Schools
- Medford Public School
- Blooming Prairie Public Schools ISD 756
- Northfield Public Schools
- Chatfield Public Schools
- Pine Island Public School District
- Lake City Public Schools
- Red Wing Public Schools ISD #256
- Plainview-Elgin-Millville Community Schools
- St. Charles Public Schools
- Edina Public Schools
- Zumbrota-Mazeppa Schools
- New Prague Area Schools
- Goodhue County Education District
- Wayzata Public Schools
- Hiawatha Valley Education District
- Intermediate District 287
- Athlos Leadership Academy
- Glencoe-Silver Lake Public Schools
- Beacon Academy Charter School
- Hutchinson Public Schools
- Centennial School District
- Benson School District 777
- Central Public Schools
- Princeton Public Schools – District 477
- Eagle Ridge Academy Charter School
- Maple Lake Public Schools
- Eden Prairie Schools
- Rocori School District
- Hastings Public Schools
- Sartell-St. Stephen ISD 748
- Hiawatha Academies
- St. Michael-Albertville Schools
- Jordan Public Schools
- Fosston Public Schools
- LIFE Prep School
- Grygla Public School
- Mahtomedi Public Schools
- Tri-County Public Schools
- The Mastery School
- Lake of The Woods School
- Minnesota Math and Science Academy
Carlton School District
Minnetonka Public Schools
Greenway Public Schools
Northeast College Prep
International Falls ISD #361
Prodeo Academy
Mesabi East Schools
SAGE Academy Charter School
Morris Area Schools
Saint Paul Conservatory for Performing Artists
Cass Lake-Bena Schools
St. Francis Area Schools
Long Prairie-Grey Eagle Public Schools
St. Paul City School
Pierz Public Schools
STEP Academy Charter School
Mid-State Education District
Stillwater Area Public Schools
Heron Lake-Okabena School
Twin Cities German Immersion School
Jackson County Central School District
Ubah Medical Academy
Redwood Area School District #2897
Watertown-Mayer Public Schools
Westbrook-Walnut Grove Schools
Westonka Public Schools
Windom Public School
Canyon Public Schools
Cleveland Public Schools
Kerkhoven-Murdock-Sunburg Public Schools

Fairmont Area Schools
Ortonville Public School
Lake Crystal-Wellcome Memorial #2071
Chisago Lakes School District
New Ulm Public Schools
Hinckley-Finlayson Public Schools
Sleepy Eye Public Schools
Mora Public Schools ISD #332
Springfield Public Schools
Ogilvie Public School District
Cannon Falls Area Schools
Onamia Public Schools
Dover-Eyota Public Schools
Albany Area Schools
Southland School District
Belgrade-Brooten-Elrosa Public Schools
Stewartville School District
Delano Public Schools
Wabasha-Kellogg School District
Holdingford Public Schools
Academic Arts High School
Rockford Area Schools
AFSA High School
Saint Cloud Math and Science Academy
The Best Academy
West Central Education District
Hopkins Public Schools
Wright Technical Center
Inver Grove Heights School
South Plains Education Cooperative