



# Teacher Shortage Loan Repayment Program Annual Report

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**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 \$207 million in need-based grants to Minnesota residents attending eligible colleges, universities and career schools in Minnesota. The agency oversees other state scholarship programs, tuition reciprocity programs, a student loan program, Minnesota's 529 College Savings Plan, licensing and early college awareness programs for youth.

**About This Report**

This is a legislative-mandated report. As requested by Minnesota Statutes, section 3.197, this report cost approximately \$1,390 to prepare, including staff time.

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# Introduction

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The 2015 Minnesota Legislature enacted the Teacher Shortage Loan Forgiveness Program, effective August 1, 2015, [Minnesota Statutes 136A.1791<sup>1</sup>](https://www.revisor.mn.gov/statutes/?id=136A.1791). The 2021 Minnesota Legislature amended the name of the Teacher Shortage Loan Forgiveness Program to the Teacher Shortage Loan *Repayment* Program (TSLRP) to better align the program's name to its design. The Minnesota Office of Higher Education (OHE) was tasked with establishing rules and administering the program. [Minnesota Administrative Rules<sup>2</sup>](https://www.revisor.mn.gov/rules/?id=4830) were adopted on Tuesday, February 28, 2017.

TSLRP is designed to provide student loan debt relief, in the form of repayment awards, to teachers working in (1) licensure shortage areas identified by the Professional Educator Licensing and Standards Board (PELSB) in coordination with the OHE Commissioner using data collected for the "Teacher Supply and Demand Report", (2) Rural School Districts, and (3) teachers who belong to racial and ethnic groups underrepresented in the Minnesota teacher workforce. The loan repayment program was created as an incentive to encourage qualified licensed teachers to work in identified licensure shortage areas and rural school districts.

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) the number of individuals who received loan repayment, (2) the race or ethnicity of the teachers, (3) the licensure areas and school districts in which the teacher taught, (4) the average amount paid, and (5) any other summary data identified as outcome indicators.

Currently, 2021 TSLRP applications have been awarded and 2022 applications are in the process of review.

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<sup>1</sup> <https://www.revisor.mn.gov/statutes/?id=136A.1791>

<sup>2</sup> <https://www.revisor.mn.gov/rules/?id=4830>

# Financial Summary

[Minnesota Statutes 136A.1791 Subdivision 8<sup>3</sup>](#) established a fund for TSLRP, making appropriations to the fund “continuously available” for loan repayment awards, as shown in the table below:

**Table 1. Teacher Shortage Loan Repayment Program Appropriation Summary**

FY	Appropriation	Administrative	Awards
2016/2017 One-Time Appropriation	\$2,000,000.00	\$60,000.00	\$1,940,000.00
2016	\$200,000.00	\$6,000.00	\$194,000.00
2017	\$200,000.00	\$6,000.00	\$194,000.00
2018 One-Time Appropriation	\$500,000.00	\$15,000.00	\$485,000.00
2018	\$200,000.00	\$6,000.00	\$194,000.00
2019	\$200,000.00	\$6,000.00	\$194,000.00
2020/2021 Appropriation			
2020	\$200,000.00	\$6,000.00	\$194,000.00
2021	\$200,000.00	\$6,000.00	\$194,000.00
2022/2023 Appropriation			
2022	\$200,000.00	\$6,000.00	\$194,000.00
2023	\$200,000.00	\$6,000.00	\$194,000.00
<b>TOTAL</b>	<b>\$4,100,000.00</b>	<b>\$123,000.00</b>	<b>\$3,977,000.00</b>

**Table 2. Teacher Shortage Loan Repayment Program Disbursement Summary**

FY	Awards
2017	\$707,743.32
2018	\$833,306.87
2019	\$1,017,869.24
2020	\$727,100.33
2021	\$266,000.00
2022	\$206,867.00
<b>Total</b>	<b>\$ 3,758,886.76</b>
<b>Remaining Funds</b>	<b>\$232,326.03</b>

A total balance of \$232,326.03 remains for future awards (\$38,326.03 from carry-over and \$194,000 from FY2023 appropriation). 2022 applications (2021-2022 shortage areas) are still in review and expected to be paid in fiscal year 2023.

<sup>3</sup> <https://www.revisor.mn.gov/statutes/?id=136A.1791>

# Applications and Awards

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Table 3 reflects TSLRP 2021 application and awards data.

**Table 3. Teacher Shortage Loan Repayment Program 2021 Applications and Awards by Economic Development Region:**

Economic Development Region	Applications	Eligible Apps	Selected for Verification	Verification Complete	Awarded
Region 1 – Northwest	15	15	15	13	13
Region 2 – Headwaters	19	19	19	13	13
Region 3 – Arrowhead	28	27	20	19	19
Region 4 – West Central	44	41	21	15	15
Region 5 – North Central	26	22	22	15	15
Region 6E – Southwest Central	42	40	24	20	20
Region 6W – Upper MN Valley	16	16	16	14	14
Region 7E – East Central	15	15	13	11	11
Region 7W – Central	35	22	22	15	15
Region 8 – Southwest	33	32	23	21	21
Region 9 – South Central	43	35	20	12	12
Region 10 – Southeast	60	55	26	18	18
Region 11 – Twin Cities Area	131	101	27	22	22
Unknown District or Private School	1	0	0	0	0
<b>TOTAL</b>	<b>508</b>	<b>440</b>	<b>268</b>	<b>208</b>	<b>208</b>

The number of *Verification Complete* is less than the number of *Selected for Verification* because some applicants submitted incomplete documentation or no documentation at all.

The average award paid among 2021 award recipients was \$999.36.

# Recipients

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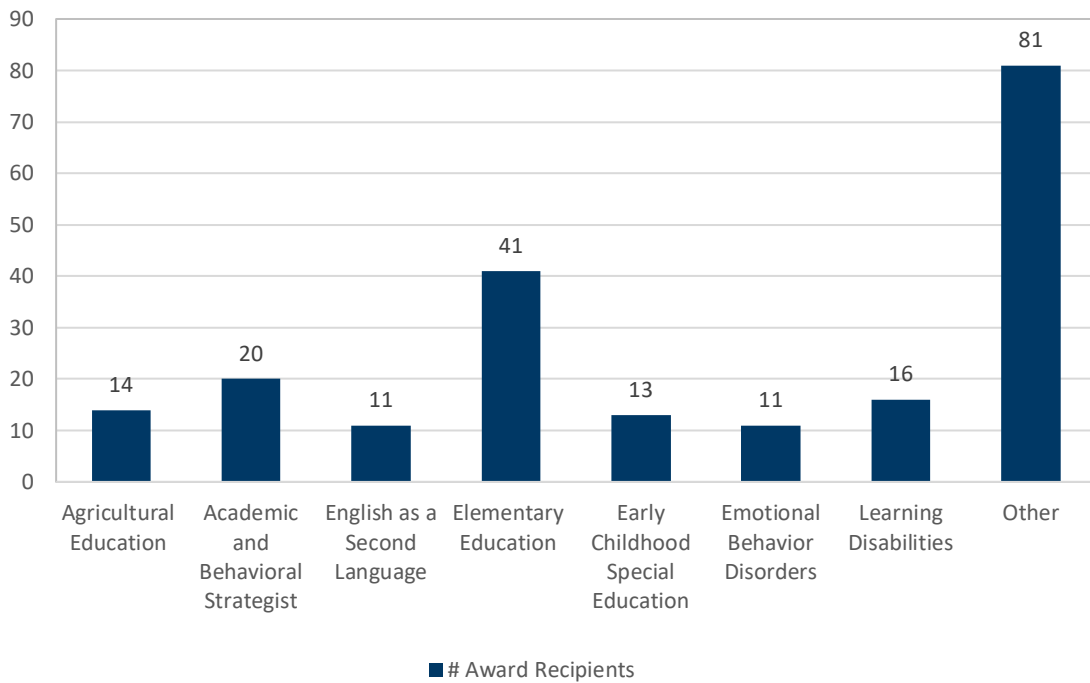
Table 4 reflects 2021 recipients by race/ethnicity.

**Table 4. Teacher Shortage Loan Repayment Program 2021 recipients by Race/Ethnicity**

<b>Race/Ethnicity</b>	<b>Recipients</b>
American Indian or Alaska Native	1
Asian	4
Black or African American	3
Hispanic or Latino	0
Native Hawaiian or Other Pacific Islander	0
White, Not Hispanic or Latino	176
Two or More Races	24
<b>Total</b>	<b>208</b>

Table 5 reflects the licensure fields in which the 2021 recipients taught.

**Table 5. Teacher Shortage Loan Repayment Program 2021 Recipients by Licensure Fields**



*Note: The category of "Other" includes licensure fields with less than 10 recipients per field: Autism Spectrum Disorders, Business, Chemistry, Communication Arts/Literature, Developmental Disabilities, Early Childhood Education, Earth and Space Science, German, Instrumental and Classroom Music, Life Science, Mathematics, Physical Education, Physics, Science 5-8, Science 5-9, Social Studies, Spanish, Technology, Visual Arts, Vocal and Classroom Music, and Vocational Agricultural.*

Please refer to Appendix A regarding the school districts – *Data is suppressed.*



## Appendix A:

### 2021 School Districts with Less Than 10 Award Recipients

– A.C.G.C. Public School District	– Forest Lake Public School District
– Adrian Public School District	– Freshwater Education District
– Aitkin Public School District	– Gateway STEM Academy
– Albany Public School District	– Glencoe-Silver Lake School District
– Albert Lea Public School District	– Goodhue Public School District
– Alexandria Public School District	– Goodridge Public School District
– Annandale Public School District	– Grand Meadow Public School District
– Anoka-Hennepin Public School District	– Grand Rapids Public School District
– Ashby Public School District	– Greenway Public School District
– Bagley Public School District	– Hancock Public School District
– Barnesville Public School District	– Hastings Public School District
– Battle Lake Public School District	– Henning Public School District
– Bemidji Public School District	– Herman-Norcross School District
– Bertha-Hewitt Public School District	– Hermantown Community School
– Big Lake Public School District	– Hibbing Public School District
– Bird Island-Olivia-Lake Lillian	– Hill City Public School District
– Braham Public School District	– Holdingford Public School District
– Brainerd Public School District	– Howard Lake-Waverly-Winsted
– Browerville Public School District	– Hutchinson Public School District
– Buffalo-Hanover-Montrose Public Sch	– Intermediate School District 287
– Cambridge-Isanti Public School Dist	– Intermediate School District 917
– Canby Public School District	– Isle Public School District
– Cass Lake-Bena Public School District	– Jackson County Central School District
– Centennial Public School District	– Janesville-Waldorf-Pemberton
– Central Public School District	– Kelliher Public School District
– Cook County Public Schools	– Kerkhoven-Murdock-Sunburg
– Crookston Public School District	– Kingsland Public School District
– Crosby-Ironton Public School District	– Lac Qui Parle Valley School District
– Delano Public School District	– Lake City Public School District
– Detroit Lakes Public School District	– Lake of the Woods School District
– Dover-Eyota Public School District	– Lake Superior Public School District
– Duluth Public School District	– Lanesboro Public School District
– Duluth Public Schools Academy	– Le Sueur-Henderson School District
– EdVisions Off Campus School	– Litchfield Public School District
– Ellsworth Public School District	– Little Falls Community Schools
– Farmington Public School District	– Long Prairie-Grey Eagle School District
– Foley Public School District	– M.A.C.C.R.A.Y. School District

– Mahnommen Public School District	– Rocori Public School District
– Mankato Public School District	– Roseau Public School District
– Marshall Public School District	– Rosemount-Apple Valley-Eagan
– Marshall County Central Schools	– Saint Paul Public Schools
– Milaca Public School District	– Sartell-St. Stephen School District
– Minneapolis Public School District	– Sauk Rapids-Rice Public Schools
– Minnesota Public School District	– Sleepy Eye Public School District
– Moorhead Area Public School District	– Southwest Metro Intermeidate 288
– Mountain Iron-Buhl School District	– St. Charles Public School Distric
– Mountain Lake Public Schools	– St. Cloud Publich School District
– New City School	– St. Francis Area Schools
– New London-Spicer School District	– St. Peter Public School District
– New Prague Area Schools	– Stewartville Public School District
– New Ulm Public School District	– Tri-City United School District
– Northfield Public School District	– TRIO Wolf Creek Distance Learning
– Park Rapids Public School District	– Triton School District
– Pequot Lakes Public Schools	– Underwood Public School District
– Perham-Dent Public School District	– Wabasso Public School District
– Pine City Public School District	– Waconia Public School District
– Pine Island Public School District	– Walker-Hackensack-Akeley School District
– Pine Point Public School District	– Warren-Alvarado-Oslo School District
– Pipestone Area Public School District	– Waseca Public School District
– Princeton Public School District	– Waubun-Ogema-White Earth Public School
– Prior Lake-Savage Area Schools	– Westonka Public School District
– Proctor Public School District	– Willmar Public School District
– Red Lake Falls Public School District	– Windom Public School District
– Redwood Area School District	– Win-E-Mac School District
– Robbinsdale Public School District	– Worthington Public School District
– Rochester Public School District	– Zumbrota-Mazeppa School District
– Rock Ridge Public Schools	

# Appendix B

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## Minnesota Office of Higher Education Data Suppression Policy for Student Information

### Purpose

The purpose of this policy is to ensure the protection of private data on students when releasing summary data about our institutions and students.

Increased attention to education has led to an expansion in the amount of information on students and institutions reported by the Minnesota Office of Higher Education (OHE). Such reports offer a challenge of meeting reporting requirements while also meeting legal requirements to protect each student's personally identifiable information (Family Educational Rights and Privacy Act [FERPA]) (20 U.S.C. § 1232g; 34 CFR Part 99). Recognizing this, subgroup disaggregation of the data may not be published if the results would yield personally identifiable information about an individual student (or if the number of students in a category is insufficient to yield statistically reliable information). States are required to define a minimum number of students in a reporting group or subgroup required to publish results consistent with the protection of personally identifiable information (34 CFR § 200.7).

### Scope

This policy applies to all public reports generated by employees, agents, or contractors of OHE.

### Policy

OHE may release summary data, including aggregate student counts for all groups including those of less than 10. However, OHE may not release any other information regarding the group depending on the sensitive nature of the data.

Other information is defined as information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school (institution) community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty. Other information may include, but is not limited to: gender or sex, gender identity, race/ethnicity, Tribal affiliation, disability, citizenship, income and wages, expected contributions, cumulative debt, and birth date or birthplace information. Other information also includes aid awarded for the following programs, including but not limited to: Postsecondary Child Care Grants, Minnesota Indian Scholarship Program, MN Reconnect, Public Safety Officer Survivor Grant, Teacher Candidate Grants, Grants for Students with Intellectual and Developmental Disabilities, and State Grant.

OHE may suppress other information for aggregate student counts of less than 10 for the following reasons:

- the information could identify an individual, or
- the report will be released to an audience that includes recipients other than individuals to whom OHE may disclose personally identifiable information pursuant to federal or state law.

In addition to suppressing small cells, OHE may:

- Recode categories with values of 95 to 100 percent to greater than or equal to 95 percent ( $\geq 95$  percent), and
- Recode categories with values of 0 to 5 percent to less than or equal to 5 percent ( $\leq 5$  percent).

Unforeseen circumstances, such as a pandemic or natural disaster, may affect the integrity of annually collected data. OHE will consider and decide upon potentially adjusted reporting and suppression strategies in such extraordinary times.

Individuals and organizations to which OHE discloses information will be directed that its re-disclosure to anyone who is not authorized to receive that information under state and/or federal law is prohibited. Disclosure of data by the Minnesota Office of Higher Education is subject to Minnesota Government Data Practices Act (MGDPA, Minnesota Statutes Chapter 13) and the Family Educational Rights and Privacy Act (34 CFR Part 99.31).

Additionally, any use of education records by another state agency, its employees, agents, or contractors is subject to and shall be consistent with applicable provisions of the Family Educational Rights and Privacy Act (FERPA) and the Minnesota Government Data Practices Act (MGDPA) including, but not limited to, FERPA regulations at 34 C.F.R. § 99.32 through 99.35, regarding recordkeeping, re-disclosure, and destruction of education records.

## Definitions

- Personally identifiable information (PII): Data that identifies the individual. For the purposes of education records, PII is defined by federal law as information that includes, but is not limited to a student's name; the name of the student's parent or other family members; the address of the student or student's family; a personal identifier, such as the student's social security number, student number, or biometric record; other indirect identifiers, such as the student's date of birth, place of birth, and mother's maiden name; other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school (institution) community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty; and information requested by a person who the educational agency or institution reasonably believes knows the identity of the student to whom the education record relates.
- Summary Data: Statistical records and reports aggregated from data on individuals in a way that individuals are not identified and from which neither their identities nor any other characteristic that could uniquely identify an individual is ascertainable.

## Classification of Information

Pursuant to Minnesota Statutes 2020, section 13.02, subdivision 12 and Minnesota Statutes 2020, section 136A.162, data on students collected and used by the Minnesota Office of Higher Education are private data on

individuals, including data on applicants for financial assistance collected and used by the Minnesota Office of Higher Education for student financial aid programs administered by that office.



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