



Teacher Shortage Loan Forgiveness 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 \$224 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 \$870.56 to prepare, including staff time.

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Introduction

The 2015 Minnesota Legislature enacted the Teacher Shortage Loan Forgiveness Program, effective August 1, 2015, [Minnesota Statutes 136A.1791](https://www.revisor.mn.gov/statutes/?id=136A.1791)¹. 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](https://www.revisor.mn.gov/rules/?id=4830)² 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, 2022 TSLRP applications have been awarded and 2023 applications are in the process of review.

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

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

Financial Summary

[Minnesota Statutes 136A.1791 Subdivision 8³](#) established a Special Revenue Fund for TSLRP, making appropriations to the fund “continuously available” for loan repayment awards:

Table 1. Teacher Shortage Loan Repayment Program Appropriation Summary

FY	Appropriation	Administrative	Awards
2016/2017	\$2,000,000.00	\$60,000.00	\$1,940,000.00
One-Time Appropriation			
2016	\$200,000.00	\$6,000.00	\$194,000.00
2017	\$200,000.00	\$6,000.00	\$194,000.00
2018 One-Time	\$500,000.00	\$15,000.00	\$485,000.00
Appropriation			
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
2024/2025 Appropriation			
2024	\$1,000,000.00	\$30,000.00	\$970,000.00
2025	\$1,000,000.00	\$30,000.00	\$970,000.00
TOTAL	\$6,100,000.00	\$183,000.00	\$5,917,000.00

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
2023	\$174,518.95
Total	\$ 3,933,405.71
Remaining Funds as of FY 2024	\$1,013,594.29

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

Applications and Awards

Table 3 reflects TSLRP 2022 application and awards data.

Table 3. Teacher Shortage Loan Repayment Program 2022 Applications and Awards by Economic Development Region:

Economic Development Region	Applications	Eligible Apps	Selected for Verification	Verification Complete	Awarded
Region 1 – Northwest	33	26	20	12	12
Region 2 – Headwaters	26	24	20	14	14
Region 3 – Arrowhead	45	40	20	15	14
Region 4 – West Central	127	102	20	12	12
Region 5 – North Central	25	18	18	17	17
Region 6E – Southwest Central	55	51	20	11	11
Region 6W – Upper MN Valley	36	31	20	18	18
Region 7E – East Central	18	15	15	11	11
Region 7W – Central	50	42	20	12	12
Region 8 – Southwest	69	62	20	16	16
Region 9 – South Central	37	35	20	16	16
Region 10 – Southeast	71	62	20	10	10
Region 11 – Twin Cities Area	232	176	22	12	12
TOTAL	824	684	255	176	175

The number of verifications completed is less than the number of selected for verification because some applicants submitted incomplete documentation or no documentation at all. The number of awarded in Region 3 – Arrowhead is less than the number verification complete because it was determined during the verification review process that a teacher provided inaccurate information on an application, therefore, was no longer eligible for program.

The average award paid among 2022 award recipients was \$997.25.

Recipients

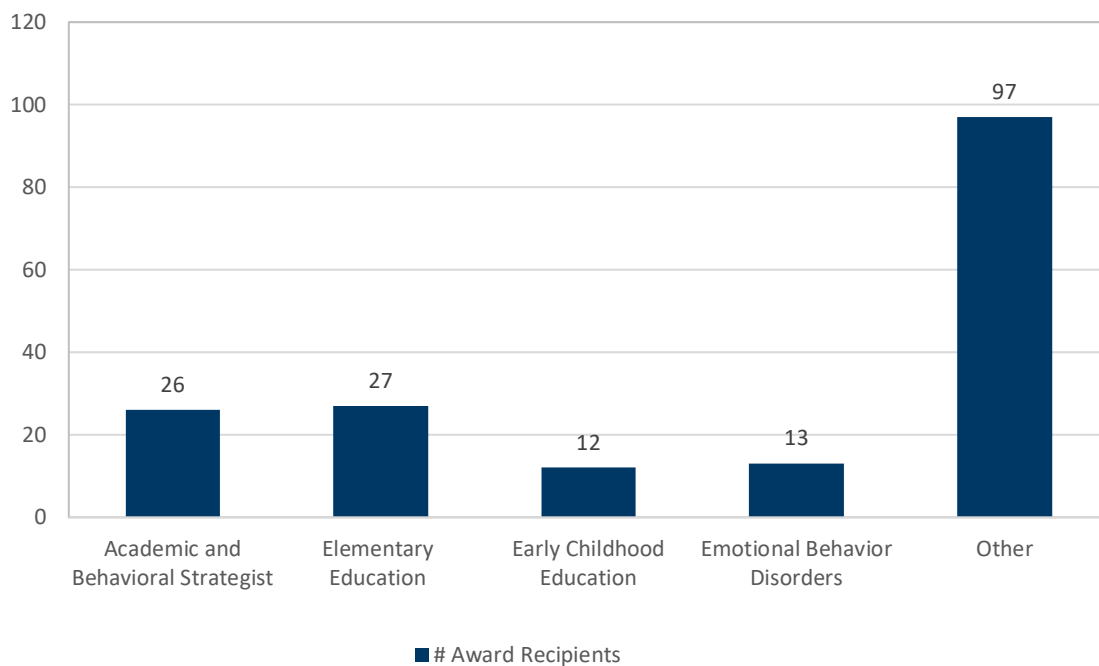
Table 4 reflects 2022 recipients by race/ethnicity.

Table 4. Teacher Shortage Loan Repayment Program 2022 recipients by Race/Ethnicity

Race/Ethnicity	Recipients
American Indian or Alaska Native	1
Asian	4
Black or African American	3
Hispanic or Latino	3
Native Hawaiian or Other Pacific Islander	0
White, Not Hispanic or Latino	154
Two or More Races	7
Unknown	3
Total	175

Table 5 reflects the licensure fields in which the 2022 recipients taught.

Table 5. Teacher Shortage Loan Repayment Program 2022 Recipients by Licensure Fields



Note: The category of "Other" includes licensure fields with less than 10 recipients per field: Agricultural Education, American Sign Language, Autism Spectrum Disorders, Business, Chemistry, Developmental Disabilities, Early Childhood Special Education, Earth and Space Science, English as a Second Language, Family and Consumer Sciences, General Physical Education, Instrumental and Classroom Music, Language Arts, Learning Disabilities, Life Sciences, Manufacturing Careers, Mathematics, Mild to Moderate Mentally Handicapped, Physics, Pre-Primary, Science 5-8, Social Studies, Spanish, Teacher/Coordinator Work Based Learning, Technology, Visual Arts, and Vocal and Classroom Music.

Please refer to Appendix A regarding the school districts in which the teachers taught – *Data is suppressed.*

Appendix A:

2022 School Districts with Less Than 10 Award Recipients

– A.C.G.C. Public School District	– Kerkhoven-Murdock-Sunburg
– Ada-Borup-West Public Schools	– Kimball Public School District
– Albert Lea Public School District	– Lac Qui Parle Valley School District
– Alexandria Public School District	– Lake City Public School District
– Anoka-Hennepin Public School District	– Lake Superior Public School District
– Barnesville Public School District	– Laporte Public School District
– Bemidji Public School District	– Little Falls Community Schools
– Benson Public School District	– Long Prairie-Grey Eagle School District
– Bird Island-Olivia-Lake Lillian	– M.A.C.C.R.A.Y. School District
– Brainerd Public School District	– Mahanomen Public School District
– Butterfield Public School District	– Mankato Public School District
– Canby Public School District	– Marshall Public School District
– Cass Lake-Bena Public School District	– Martin County West School District
– Clinton-Graceville-Beardsley	– Milaca Public School District
– Crosby-Ironton Public School District	– Minneota Public School District
– Dassel-Cokato Public School District	– Minnewaska School District
– Detroit Lakes Public School District	– Montevideo Public School District
– Duluth Public School District	– Monticello Public School District
– East Grand Forks Public School District	– Moorhead Public School District
– Faribault Public School District	– Nevis Public School District
– Fergus Falls Public School District	– New London-Spicer School District
– Fertile-Beltrami School District	– North St. Paul-Maplewood Oakdale DIST
– Fisher Public School District	– Northeast Metro
– Forest Lake Public School District	– Northland Community Schools
– Frazee-Vergas Public School District	– Northland Learning Center
– Glencoe-Silver Lake School District	– Onamia Public School District
– Goodridge Public School District	– Osakis Public School District
– Greenway Public School District	– Park Rapids Public School District
– Herman-Norcross School District	– Pine City Public School District
– Hermantown Public School District	– Pine Island Public School District
– Hinckley-Finlayson School District	– Princeton Public School District
– Hmong College Prep Academy	– Proctor Public School District
– Houston Public School District	– Red Lake Public School District
– Howard Lake-Waverly-Winsted	– Redwood Area School District
– Hutchinson Public School District	– River Bend Education District
– Intermediate School District 287	– Rock Ridge Public Schools

– Kelliher Public School District	– Rocori Public School District
– Sauk Rapids-Rice Public Schools	– Upsala Public School District
– Sebekka Public School District	– Verndale Public School District
– Sibley East School District	– Waconia Public School District
– Sleepy Eye Public School District	– Wadena-Deer Creek School District
– South Washington County School Dist	– Walker-Hackensack-Akeley School District
– Spring Lake Park Public Schools	– Warren-Alvarado-Oslo School District
– Springfield Public School District	– Waseca Public School District
– St. Clair Public School District	– Waubun-Ogema-White Earth Public School
– St. Francis Public School District	– Willmar Public School District
– St. Louis County School District	– Willow River Public School District
– St. Paul Public School District	– Windom Public School District
– Staples-Motley School District	– Worthington Public School District
– Stewartville Public School District	– Wrenshall Public School District
– TrekNorth High School	– Yellow Medicine East
– United South Central School Dist	– Zumbrota-Mazeppa School District

Appendix B

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 (≥ 95 percent), and
- Recode categories with values of 0 to 5 percent to less than or equal to 5 percent (≤ 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.



2024