

Licensure Shortage Areas in EDR #1	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 4	Tier 4 Restricted	Grand Total			
PHYSICS	2		2	20.00%		8		10	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.		
BUSINESS		2	2	18.18%		9		11			
CHEMISTRY	2		2	13.33%	1	12		15			
EARLY CHILDHOOD SPECIAL EDUCATION		2	2	10.53%		17		19			
SPEECH-LANGUAGE PATHOLOGIST	1	2	3	9.38%		29		32			
INSTR(BAND/ORCH) AND CLASSROOM MUSIC	1	1	2	9.09%	1	19		22			
DEVELOPMENTAL/ADAPTED PHYSICAL ED.	1		1	9.09%		10		11			
VISUAL ARTS		2	2	8.70%	1	20		23			
LIFE SCIENCES	1	1	2	6.25%	2	28		32			
EARLY CHILDHOOD EDUCATION	1	1	2	5.00%	4	34		40			
DEVELOPMENTAL DISABILITIES		1	1	5.00%		19		20			
LEARNING DISABILITIES		2	2	4.88%		39		41	These are shortage areas with 10 total teachers in the EDR but not among the top 10 most severe		
COMMUNICATION ARTS/LITERATURE		2	2	4.17%	3	43		48			
MATHEMATICS	2	1	3	3.80%		74	2	79			
VOCAL AND CLASSROOM MUSIC		1	1	3.70%	2	24		27			
SCIENCE 5-8		1	1	3.33%	4	25		30			
HEALTH EDUCATION		1	1	3.23%	1	29		31			
PHYSICAL EDUCATION		1	1	1.92%	2	49		52			
ELEMENTARY EDUCATION		7	7	1.70%	10	395		412			
EMOTIONAL BEHAVIOR DISORDERS	1		1	1.67%		59		60			
MEDICAL CAREERS		2	2	100.00%				2	These are shortage areas with fewer than 10 total teachers in the EDR		
FAMILY AND CONSUMER SCIENCES	2	2	4	44.44%		5		9			
CONSTRUCTION CAREERS	1	1	2	33.33%		4		6			
GERMAN		1	1	25.00%		3		4			
LIBRARY MEDIA SPECIALIST	1		1	16.67%		5		6			
ACADEMIC AND BEHAVIORAL STRATEGIST		1	1	14.29%	1	5		7			
AUTISM SPECTRUM DISORDERS		1	1	11.11%	1	6	1	9			

Licensure Shortage Areas in EDR #2	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 3 Restricted	Tier 4	Tier 4 Restricted	Grand Total	
ACADEMIC AND BEHAVIORAL STRATEGIST	1	2	3	25.00%	3	1	5		12	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.
SCHOOL PSYCHOLOGIST		2	2	20.00%			8		10	
EARLY CHILDHOOD SPECIAL EDUCATION		3	3	18.75%			13		16	
DEVELOPMENTAL DISABILITIES		3	3	16.67%			15		18	
EMOTIONAL BEHAVIOR DISORDERS	4	2	6	12.24%			43		49	
CHEMISTRY		1	1	10.00%			9		10	
LEARNING DISABILITIES		2	2	7.69%			24		26	
DEVELOPMENTAL/ADAPTED PHYSICAL ED.	1		1	7.69%			12		13	
EARLY CHILDHOOD EDUCATION	1	1	2	6.90%			27		29	
PHYSICAL EDUCATION	2		2	6.67%	1		27		30	
SCIENCE 5-8		1	1	5.88%	1		15		17	These are shortage areas with 10 total teachers in the EDR but not among the top
VISUAL ARTS		1	1	5.88%	1		15		17	
PRE-PRIMARY		1	1	4.76%	1		19		21	
LIFE SCIENCES		1	1	3.70%	1		25		27	
COMMUNICATION ARTS/LITERATURE	1	1	2	3.45%			56		58	
MATHEMATICS		2	2	3.17%	1		60		63	
SOCIAL STUDIES -ALL-	1	1	2	2.63%			74		76	
ELEMENTARY EDUCATION	1	5	6	1.45%	9		398		413	
AUTISM SPECTRUM DISORDERS		3	3	33.33%			5	1	9	These are shortage areas with fewer than 10 total teachers in the EDR (Tiers 1-4)
DRIVER EDUCATION		1	1	16.67%			5		6	
COMPUTER KEYBOARDING AND TECHNOLOGY	2		2	66.67%			1		3	
AGRICULTURAL EDUCATION	1		1	33.33%			2		3	
COMMUNICATIONS TECHNOLOGY CAREERS	1		1	50.00%			1		2	
MEDICAL CAREERS	1		1	50.00%			1		2	
OJIBWE	1		1	50.00%			1		2	
FAMILY AND CONSUMER SCIENCES		1	1	100.00%					1	

Licensure Shortage Areas in EDR #3	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 3 Restricted	Tier 4	Tier 4 Restricted	Grand Total	
BUSINESS	7	1	8	38.10%			13		21	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.
ACADEMIC AND BEHAVIORAL STRATEGIST	6	4	10	16.13%	7	1	43	1	62	
PARENT AND FAMILY EDUCATION	2	1	3	12.00%	1		21		25	
LIBRARY MEDIA SPECIALIST		1	1	10.00%			9		10	
EARLY CHILDHOOD SPECIAL EDUCATION	1	3	4	8.89%			41		45	
PHYSICAL EDUCATION	3	2	5	7.25%	5		59		69	
EMOTIONAL BEHAVIOR DISORDERS	2	7	9	7.09%	4		114		127	
VOCAL AND CLASSROOM MUSIC	1	1	2	6.90%	2		25		29	
TECHNOLOGY		1	1	6.67%			14		15	
DEVELOPMENTAL/ADAPTED PHYSICAL ED.		1	1	4.17%			23		24	
HEALTH EDUCATION		3	3	4.00%	5		67		75	These are shortage areas with 10 total teachers in the EDR but not among the top
EARLY CHILDHOOD EDUCATION	1	2	3	3.19%	5		86		94	
VISUAL ARTS	1	1	2	3.13%	2		60		64	
DEVELOPMENTAL DISABILITIES	1		1	2.86%		2	30	2	35	
SPANISH	1		1	2.86%			34		35	
COMMUNICATION ARTS/LITERATURE		3	3	1.60%	2	1	182		188	
MATHEMATICS		3	3	1.58%	3		184		190	
SCHOOL COUNSELOR		1	1	1.49%	2		64		67	
LEARNING DISABILITIES	1		1	1.43%			68	1	70	
LIFE SCIENCES		1	1	1.32%			75		76	
ELEMENTARY EDUCATION	3	8	11	1.01%	13		1063		1087	These are shortage areas with fewer than 10 total teachers in the
DEAF OR HARD OF HEARING		1	1	11.11%	1		7		9	
FAMILY AND CONSUMER SCIENCES	2		2	25.00%	1		5		8	
AGRICULTURAL EDUCATION		1	1	14.29%	1		5		7	
MANUFACTURING CAREERS		1	1	33.33%			2		3	
MEDICAL CAREERS	1	1	2	100.00%					2	

Licensure Shortage Areas in EDR #4	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 3 Restricted	Tier 4	Tier 4 Restricted	Grand Total	
FAMILY AND CONSUMER SCIENCES	1	3	4	28.57%	1		9		14	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.
ACADEMIC AND BEHAVIORAL STRATEGIST	3	3	6	20.00%	5		19		30	
ENGLISH AS A SECOND LANGUAGE	1	3	4	16.00%			21		25	
PARENT AND FAMILY EDUCATION		1	1	8.33%			11		12	
EARLY CHILDHOOD SPECIAL EDUCATION		3	3	6.52%			43		46	
AGRICULTURAL EDUCATION		1	1	5.56%	1		16		18	
DEVELOPMENTAL/ADAPTED PHYSICAL ED.		1	1	4.76%	1		19		21	
BUSINESS	1		1	4.55%			21		22	
SCIENCE 5-8	1		1	4.35%	1		21		23	
SPANISH		1	1	3.70%		1	25		27	
COMMUNICATION ARTS/LITERATURE	1	3	4	3.31%	5		112		121	These are shortage areas with 10 total teachers in the EDR but not among the top
EMOTIONAL BEHAVIOR DISORDERS	3	1	4	3.28%	4		114		122	
EARLY CHILDHOOD EDUCATION	1	1	2	2.70%	3		69		74	
VOCAL AND CLASSROOM MUSIC		1	1	2.63%	1		36		38	
VISUAL ARTS		1	1	2.22%			44		45	
LIFE SCIENCES		1	1	1.82%			54		55	
LEARNING DISABILITIES	1		1	1.69%	2		54	2	59	
HEALTH EDUCATION		1	1	1.45%	2		66		69	
ELEMENTARY EDUCATION	1	10	11	1.27%	19		838		868	These are shortage areas with fewer than 10 total teachers in
PHYSICAL EDUCATION		1	1	1.27%	2		76		79	
SOCIAL STUDIES -ALL-		1	1	0.65%	5		147	1	154	
CHINESE		1	1	33.33%			2		3	
MANUFACTURING CAREERS		1	1	50.00%			1		2	

Licensure Shortage Areas in EDR #5	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 4	Tier 4 Restricted	Grand Total	
AUTISM SPECTRUM DISORDERS		7	7	36.84%	1	11		19	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.
ACADEMIC AND BEHAVIORAL STRATEGIST	1	3	4	12.12%		29		33	
BUSINESS	1		1	7.14%		13		14	
TECHNOLOGY		1	1	6.67%		14		15	
DEVELOPMENTAL/ADAPTED PHYSICAL ED.	1	1	2	6.45%		29		31	
INSTR(BAND/ORCH) AND CLASSROOM MUSIC		2	2	6.25%		30		32	
CHEMISTRY		1	1	6.25%		15		16	
SCHOOL PSYCHOLOGIST		1	1	6.25%		15		16	
PHYSICAL EDUCATION	1	2	3	5.77%	4	44	1	52	
EMOTIONAL BEHAVIOR DISORDERS	2	2	4	4.44%	1	85		90	
SCHOOL COUNSELOR		1	1	4.17%		23		24	These are shortage areas with 10 total teachers in the EDR but not among the top
EARLY CHILDHOOD SPECIAL EDUCATION		1	1	2.78%		35		36	
SPEECH-LANGUAGE PATHOLOGIST		1	1	2.00%	1	48		50	
LEARNING DISABILITIES		1	1	1.61%	2	59		62	
ELEMENTARY EDUCATION	1	7	8	1.23%	5	637		650	
COMMUNICATION ARTS/LITERATURE	1		1	1.19%		82	1	84	
SOCIAL STUDIES -ALL-		1	1	0.95%	2	102		105	
CONSTRUCTION CAREERS		1	1	16.67%		5		6	These are shortage areas with fewer than 10 total teachers in the
COMMUNICATIONS TECHNOLOGY CAREERS	1		1	20.00%		4		5	
DEAF OR HARD OF HEARING		1	1	20.00%		4		5	
FAMILY AND CONSUMER SCIENCES	1		1	25.00%		3		4	
AMERICAN SIGN LANGUAGE		1	1	100.00%				1	
EARLY CHILDHOOD CAREERS	1		1	100.00%				1	

Licensure Shortage Areas in EDR #6E	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 3 Restricted	Tier 4	Tier 4 Restricted	Grand Total	
ACADEMIC AND BEHAVIORAL STRATEGIST	1	3	4	23.53%	2	1	10		17	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.
EARLY CHILDHOOD SPECIAL EDUCATION	2	3	5	21.74%			18		23	
EMOTIONAL BEHAVIOR DISORDERS	2	3	5	12.50%	1		34		40	
BUSINESS		1	1	10.00%			9		10	
ENGLISH AS A SECOND LANGUAGE	1	1	2	9.52%			19		21	
CHEMISTRY		1	1	9.09%	2		8		11	
DEVELOPMENTAL/ADAPTED PHYSICAL ED.		1	1	7.69%			12		13	
HEALTH EDUCATION	2		2	6.25%	1		29		32	
PHYSICAL EDUCATION		1	1	4.35%			22		23	
EARLY CHILDHOOD EDUCATION	1	1	2	3.77%	2	1	48		53	
COMMUNICATION ARTS/LITERATURE	1	1	2	3.13%	3		59		64	These are shortage areas with 10 total teachers in the EDR but not among the top 10 most severe
SPEECH-LANGUAGE PATHOLOGIST	1		1	3.03%			32		33	
LEARNING DISABILITIES	1		1	2.38%			41		42	
MATHEMATICS	1		1	1.45%	3		64	1	69	
ELEMENTARY EDUCATION		1	1	0.25%	5		387		393	These are shortage areas with fewer than 10 total teachers in the EDR
LIBRARY MEDIA SPECIALIST	1		1	50.00%			1		2	
CONSTRUCTION CAREERS	1		1	100.00%					1	

Licensure Shortage Areas in EDR #6W	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 4	Grand Total	
ACADEMIC AND BEHAVIORAL STRATEGIST	2	2	4	25.00%	2	10	16	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.
INSTR(BAND/ORCH) AND CLASSROOM MUSIC		4	4	23.53%		13	17	
PHYSICAL EDUCATION		2	2	15.38%	3	8	13	
COMMUNICATION ARTS/LITERATURE	1	2	3	10.34%	1	25	29	
LIFE SCIENCES	1		1	9.09%	1	9	11	
LEARNING DISABILITIES		1	1	8.33%		11	12	
EARLY CHILDHOOD EDUCATION		2	2	7.69%	5	19	26	
SPEECH-LANGUAGE PATHOLOGIST	1		1	5.88%		16	17	
SOCIAL STUDIES -ALL-		1	1	2.33%		42	43	
ELEMENTARY EDUCATION	1	1	2	1.10%	5	175	182	
EARLY CHILDHOOD SPECIAL EDUCATION		1	1	11.11%		8	9	These are shortage areas with fewer than 10 total teachers in the
HEALTH EDUCATION	1		1	11.11%		8	9	
BUSINESS		1	1	14.29%		6	7	
ENGLISH AS A SECOND LANGUAGE		1	1	16.67%		5	6	
AUTISM SPECTRUM DISORDERS		1	1	20.00%		4	5	
AGRICULTURAL EDUCATION		1	1	33.33%		2	3	
READING		1	1	100.00%			1	

Raw Data Provided by PELSB for 2019

Licensure Shortage Areas in EDR #7E	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 3 Restricted	Tier 4	Tier 4 Restricted	Grand Total	
BUSINESS	2	1	3	25.00%			9		12	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.
AUTISM SPECTRUM DISORDERS	2	2	4	21.05%	1		14		19	
VOCAL AND CLASSROOM MUSIC	1	2	3	13.04%	1		19		23	
SCHOOL PSYCHOLOGIST		3	3	10.71%	3		22		28	
DEVELOPMENTAL DISABILITIES	1	1	2	8.70%			21		23	
LIFE SCIENCES	1	2	3	7.69%			36		39	
PRE-PRIMARY		1	1	7.69%			12		13	
EARLY CHILDHOOD SPECIAL EDUCATION	1		1	5.88%			16		17	
VISUAL ARTS		2	2	5.41%	1		34		37	
CHEMISTRY	1		1	5.00%			19		20	
LEARNING DISABILITIES	1	2	3	4.69%			61		64	These are shortage areas with 10 total teachers in the EDR but not among the top
EMOTIONAL BEHAVIOR DISORDERS	4		4	4.30%	3		86		93	
ACADEMIC AND BEHAVIORAL STRATEGIST		1	1	3.13%	5	1	25		32	
PHYSICAL EDUCATION		1	1	2.33%	3		39		43	
SPEECH-LANGUAGE PATHOLOGIST		1	1	2.17%			45		46	
MATHEMATICS		2	2	1.96%	3		97		102	
COMMUNICATION ARTS/LITERATURE		1	1	1.28%	1		76		78	
ELEMENTARY EDUCATION	1	3	4	0.67%	8		581		593	These are shortage areas with fewer than 10 total teachers in the
ENGLISH AS A SECOND LANGUAGE	2		2	22.22%			7		9	
MANUFACTURING CAREERS	1		1	20.00%			4		5	
AMERICAN SIGN LANGUAGE		1	1	50.00%	1				2	
TRANSPORTATION CAREERS		1	1	100.00%					1	

Licensure Shortage Areas in EDR #7W	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 3 Restricted	Tier 4	Tier 4 Immersion	Tier 4 Restricted	Grand Total	
FAMILY AND CONSUMER SCIENCES	1	4	5	22.73%	1		16			22	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.
ACADEMIC AND BEHAVIORAL STRATEGIST	4	5	9	10.59%	11	1	63		1	85	
ENGLISH AS A SECOND LANGUAGE	2	8	10	9.52%	4		91			105	
EARTH AND SPACE SCIENCE	1	1	2	9.52%			19			21	
PHYSICS	1		1	9.09%			10			11	
EMOTIONAL BEHAVIOR DISORDERS	7	9	16	7.41%	3		197			216	
PARENT AND FAMILY EDUCATION	1	1	2	7.14%			26			28	
AUTISM SPECTRUM DISORDERS	3	2	5	7.04%			66			71	
BUSINESS	1	1	2	6.45%			29			31	
DEVELOPMENTAL DISABILITIES	4	1	5	5.81%	2		79			86	
EARLY CHILDHOOD SPECIAL EDUCATION	2	1	3	3.57%	2		79			84	These are shortage areas with 10 total teachers in the EDR but not among the top
TECHNOLOGY	1		1	3.57%	2		25			28	
SCHOOL PSYCHOLOGIST		2	2	3.51%	3		52			57	
INSTR(BAND/ORCH) AND CLASSROOM MUSIC	1	2	3	3.41%	6		79			88	
LEARNING DISABILITIES	1	5	6	3.24%	3		175		1	185	
COMMUNICATION ARTS/LITERATURE	4	4	8	2.91%	8		259			275	
SCIENCE 5-8		2	2	2.47%	1		78			81	
SCHOOL COUNSELOR		1	1	1.03%	1		95			97	
VISUAL ARTS		1	1	0.88%	1		111			113	
ELEMENTARY EDUCATION	2	6	8	0.49%	9		1599	1		1617	
MATHEMATICS		1	1	0.34%	3		294			298	These are shortage areas with fewer than 10 total teachers in the
SOCIAL STUDIES -ALL-		1	1	0.25%	4		394			399	
COMPUTER KEYBOARDING AND TECHNOLOGY	2		2	40.00%			3			5	
CHINESE		1	1	33.33%			2			3	
CONSTRUCTION CAREERS		1	1	33.33%			2			3	
TRANSPORTATION CAREERS		1	1	50.00%			1			2	
MANUFACTURING CAREERS		1	1	100.00%						1	
MEDICAL CAREERS	1		1	100.00%						1	

Licensure Shortage Areas in EDR #8	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 3 Restricted	Tier 4	Tier 4 Restricted	Grand Total	
ACADEMIC AND BEHAVIORAL STRATEGIST	1	7	8	25.81%	6		17		31	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.
BUSINESS	2		2	18.18%	1		8		11	
EARLY CHILDHOOD SPECIAL EDUCATION	2	2	4	17.39%			19		23	
DEVELOPMENTAL DISABILITIES	2	1	3	15.79%	1		15		19	
EMOTIONAL BEHAVIOR DISORDERS	4	4	8	14.81%	1	1	43	1	54	
AUTISM SPECTRUM DISORDERS	1	1	2	13.33%			12	1	15	
ENGLISH AS A SECOND LANGUAGE	3		3	8.33%	2		30	1	36	
FAMILY AND CONSUMER SCIENCES		1	1	8.33%			11		12	
COMMUNICATION ARTS/LITERATURE	5	1	6	7.06%	2	1	76		85	
LEARNING DISABILITIES		2	2	6.06%	1		29	1	33	
LIFE SCIENCES		2	2	5.88%	1		31		34	These are shortage areas with 10 total teachers in the EDR but not among the top
CHEMISTRY		1	1	5.56%			17		18	
SPEECH-LANGUAGE PATHOLOGIST		2	2	5.00%			38		40	
AGRICULTURAL EDUCATION		1	1	4.76%	2		18		21	
HEALTH EDUCATION	1	1	2	4.35%	1		43		46	
PHYSICAL EDUCATION	1	1	2	4.00%	5		43		50	
INSTR(BAND/ORCH) AND CLASSROOM MUSIC	1		1	3.45%			28		29	
VISUAL ARTS		1	1	3.45%	2		26		29	
EARLY CHILDHOOD EDUCATION	1	1	2	2.86%	3		65		70	
MATHEMATICS		1	1	1.04%		1	94		96	
SOCIAL STUDIES -ALL-		1	1	0.85%	3		113	1	118	These are shortage areas with fewer than 10 total teachers in the
ELEMENTARY EDUCATION	1	2	3	0.57%	11		512		526	
CONSTRUCTION CAREERS		2	2	100.00%					2	
ADULT BASIC EDUCATION	1		1	100.00%					1	
HOSPITALITY SERVICE CAREERS	1		1	100.00%					1	
MEDICAL CAREERS	1		1	100.00%					1	

Licensure Shortage Areas in EDR #9	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 3 Restricted	Tier 4	Tier 4 Restricted	Grand Total	
ENGLISH AS A SECOND LANGUAGE	4	4	8	19.05%	2		31	1	42	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.
EMOTIONAL BEHAVIOR DISORDERS	6	5	11	16.92%	2		52		65	
SCHOOL PSYCHOLOGIST		4	4	12.90%	2		25		31	
FAMILY AND CONSUMER SCIENCES	1	1	2	11.76%	1		14		17	
AUTISM SPECTRUM DISORDERS	1	2	3	11.54%	1		22		26	
TEACHER/COORDINATOR WORK BASED LRNG	1		1	10.00%			9		10	
CHEMISTRY	2	1	3	8.82%	2		29		34	
SPANISH	1	1	2	8.70%	2		18	1	23	
LEARNING DISABILITIES	3	2	5	8.62%	2		49	2	58	
LIBRARY MEDIA SPECIALIST		1	1	8.33%	1		10		12	
PARENT AND FAMILY EDUCATION	1		1	8.33%			11		12	These are shortage areas with 10 total teachers in the EDR but not among the top
LIFE SCIENCES	1	4	5	8.20%			56		61	
BUSINESS		2	2	7.69%	1		23		26	
ACADEMIC AND BEHAVIORAL STRATEGIST	1	3	4	7.14%	12		40		56	
EARLY CHILDHOOD SPECIAL EDUCATION	1	1	2	5.56%	1		33		36	
AGRICULTURAL EDUCATION	1		1	4.76%	1		19		21	
SCIENCE 5-8		1	1	4.35%	1		21		23	
COMMUNICATION ARTS/LITERATURE	3	3	6	4.26%	2	1	131	1	141	
INSTR(BAND/ORCH) AND CLASSROOM MUSIC		1	1	2.38%	1		40		42	
DEVELOPMENTAL DISABILITIES	1		1	2.33%	2		40		43	
PHYSICAL EDUCATION		1	1	2.00%	2		47		50	These are shortage areas with fewer than 10 total teachers in the
VISUAL ARTS	1		1	1.56%	5		58		64	
MATHEMATICS	1	1	2	1.41%	2		138		142	
EARLY CHILDHOOD EDUCATION		1	1	1.41%	3		67		71	
ELEMENTARY EDUCATION		8	8	0.93%	11		837		856	
FRENCH	1		1	14.29%			6		7	
BLIND OR VISUALLY IMPAIRED		2	2	40.00%			3		5	
MEDICAL CAREERS		1	1	33.33%	1		1		3	
AMERICAN SIGN LANGUAGE		1	1	100.00%					1	

Licensure Shortage Areas in EDR #10	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 3 Restricted	Tier 4	Tier 4 Restricted	Grand Total	
DEAF OR HARD OF HEARING	1	7	8	25.81%			23		31	These are the 10 most severe license shortage areas (i.e. % of teachers on a T1 or T2 license) for any licensure area that had at least 10 total teachers in this EDR.
ACADEMIC AND BEHAVIORAL STRATEGIST	10	10	20	24.39%	14	3	45		82	
AGRICULTURAL EDUCATION	3	3	6	20.00%	2		22		30	
TECHNOLOGY		2	2	15.38%			11		13	
AUTISM SPECTRUM DISORDERS	6	2	8	14.04%	1		46	2	57	
EMOTIONAL BEHAVIOR DISORDERS	12	5	17	8.37%	1		182	3	203	
FRENCH	1		1	8.33%			11		12	
EARTH AND SPACE SCIENCE	1	2	3	8.11%			34		37	
VOCAL AND CLASSROOM MUSIC		6	6	7.50%	4		70		80	
PARENT AND FAMILY EDUCATION		1	1	7.14%			13		14	
PHYSICS	1		1	7.14%	1		12		14	These are shortage areas with 10 total teachers in the EDR but not among the top
ENGLISH AS A SECOND LANGUAGE	2	6	8	6.72%	3	1	107		119	
EARLY CHILDHOOD SPECIAL EDUCATION	1	5	6	6.38%	3		85		94	
GERMAN		1	1	5.88%	1		15		17	
DEVELOPMENTAL DISABILITIES	3	3	6	5.56%	4		93	5	108	
FAMILY AND CONSUMER SCIENCES		1	1	5.26%	3		15		19	
LEARNING DISABILITIES	4	2	6	3.85%	5		143	2	156	
VISUAL ARTS		5	5	3.85%	2	1	121	1	130	
PHYSICAL EDUCATION	1	3	4	3.25%	1		118		123	
SPANISH	1	1	2	2.82%	2		66	1	71	
SCHOOL PSYCHOLOGIST		2	2	2.50%	8		70		80	
HEALTH EDUCATION		3	3	2.42%	2		119		124	
COMMUNICATION ARTS/LITERATURE	4	4	8	2.37%	9		320	1	338	
CHEMISTRY		1	1	2.33%	1		41		43	
SCIENCE 5-8		1	1	1.69%	3		55		59	
MATHEMATICS	1	3	4	1.28%	9		299	1	313	
SCHOOL COUNSELOR		1	1	1.12%	1		87		89	
INSTR(BAND/ORCH) AND CLASSROOM MUSIC		1	1	0.98%	4		97		102	
LIFE SCIENCES	1		1	0.76%	3		127		131	
SOCIAL STUDIES -ALL-		3	3	0.74%	7		396		406	
EARLY CHILDHOOD EDUCATION		1	1	0.68%	6		139	2	148	
ELEMENTARY EDUCATION	2	7	9	0.48%	24		1845		1878	
CONSTRUCTION CAREERS	1		1	12.50%			7		8	
ADULT BASIC EDUCATION	1		1	50.00%			1		2	
COMMUNICATIONS TECHNOLOGY CAREERS	1		1	50.00%			1		2	
MANUFACTURING CAREERS		1	1	50.00%			1		2	

Licensure Shortage Areas in EDR #11	Tier 1	Tier 2	Sum on T1&T2	% on T1 or T2	Tier 3	Tier 3 Montess ori	Tier 3 Restrict ed	Tier 4	Tier 4 Immersi on	Tier 4 Montes sori	Tier 4 Restrict ed	Grand Total
ARABIC	4	3	7	58.33%	1			4				12
AMERICAN SIGN LANGUAGE	6	4	10	55.56%	2			5			1	18
MEDICAL CAREERS	2	6	8	53.33%	1			6				15
LATIN	4	5	9	39.13%				13			1	23
THEATRE ARTS	3	9	12	34.29%				23				35
COMPUTER KEYBOARDING AND TECHNOLOGY	2	1	3	23.08%				10				13
COMMUNICATIONS TECHNOLOGY CAREERS	2	8	10	18.87%	1			42				53
ACADEMIC AND BEHAVIORAL STRATEGIST	18	75	93	16.91%	83		5	363			6	550
CONSTRUCTION CAREERS		2	2	15.38%				11				13
DANCE	1	3	4	14.81%				23				27
BLIND OR VISUALLY IMPAIRED		4	4	13.79%	1		1	23				29
DANCE AND THEATRE	1	3	4	13.33%	1			25				30
AGRICULTURAL EDUCATION		2	2	10.53%				17				19
AUTISM SPECTRUM DISORDERS	10	39	49	9.19%	25		1	452			6	533
RUSSIAN		1	1	8.33%	1			9			1	12
BUSINESS	4	5	9	7.69%	7			101				117
CHINESE	2	2	4	7.27%	1			49			1	55
BILINGUAL/BICULTURAL EDUCATION	2		2	5.71%	2			31				35
PHYSICS	1	4	5	4.95%	3			93				101
DEAF OR HARD OF HEARING	1	5	6	4.88%	4			113				123
EMOTIONAL BEHAVIOR DISORDERS	13	53	66	4.73%	22		1	1298			8	1395
SCIENCE 5-8	6	15	21	4.47%	17			432				470
TECHNOLOGY	1	2	3	4.17%	1			68				72
FAMILY AND CONSUMER SCIENCES	5		5	4.13%	4			112				121
DEVELOPMENTAL DISABILITIES	3	14	17	3.56%	22		1	430	1		6	477
GERMAN	2	1	3	3.23%	1			87			2	93
EARLY CHILDHOOD SPECIAL EDUCATION		11	11	2.74%	16			375				402
VOCAL AND CLASSROOM MUSIC	3	8	11	2.71%	16			379				406
EARLY CHILDHOOD EDUCATION	4	14	18	2.65%	30	1	3	608	14		5	679
CHEMISTRY	3	4	7	2.50%	5			268				280
LEARNING DISABILITIES	11	11	22	2.46%	25		2	833			12	894
HEALTH EDUCATION	8	6	14	2.39%	12			559				585
MATHEMATICS	8	35	43	2.26%	43		2	1802			9	1899
VISUAL ARTS	5	12	17	2.20%	24			729	1			771
INSTR(BAND/ORCH) AND CLASSROOM MUSIC	1	9	10	2.05%	11			466				487
SPANISH	5	8	13	2.02%	14		4	602			9	642
SCHOOL PSYCHOLOGIST		10	10	1.93%	36			472				518
TEACHER/COORDINATOR WORK BASED LRNG	1	1	2	1.90%	2			101				105
PHYSICAL EDUCATION	5	7	12	1.74%	15			657	2		2	688
LIFE SCIENCES	2	11	13	1.73%	11			728				752
DRIVER EDUCATION	1		1	1.64%	1			59				61
FRENCH	1	2	3	1.62%	4			174			4	185
ELEMENTARY EDUCATION	27	156	183	1.60%	211	2		11001	35	1		11433
DEVELOPMENTAL/ADAPTED PHYSICAL ED.	1	4	5	1.51%				327				332
COMMUNICATION ARTS/LITERATURE	8	20	28	1.47%	44		3	1824			7	1906
ENGLISH AS A SECOND LANGUAGE	5	14	19	1.42%	38		6	1252	2		23	1340
PARENT AND FAMILY EDUCATION		2	2	1.41%	5			134	1			142
LIBRARY MEDIA SPECIALIST		2	2	1.23%	4			156				162
SOCIAL STUDIES -ALL-	5	21	26	1.08%	34		3	2342	2		11	2418
EARTH AND SPACE SCIENCE	1		1	0.76%	2			128				131
PRE-PRIMARY		1	1	0.40%	3			247	1			252
READING	1		1	0.17%	1		3	576			10	591
SCHOOL COUNSELOR		1	1	0.16%	7			618			3	629
TRANSPORTATION CAREERS		3	3	33.33%				6				9
HMONG	8		8	100.00%								8
COSMETOLOGY	1	1	2	100.00%								2
LAW ENFORCEMENT		2	2	100.00%								2
HOSPITALITY SERVICE CAREERS		1	1	50.00%				1				2
HEBREW	1		1	100.00%								1
OJIBWE	1		1	100.00%								1

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