



MINNESOTA

PROFESSIONAL EDUCATOR

LICENSING AND STANDARDS BOARD

House Education Finance Committee PELSB Presentation

February 15, 2022

Key Minnesota Teacher Shortage Areas

Licensure Area	Number of FTE Across the State with Tier 1, Tier 2, or Out-of-Field Permission
Academic and Behavioral Strategist	776.76
Elementary Education	608.03
Emotional Disabilities	356.31
Autism Spectrum Disorders	214.82
English/Communications	157.87
Mathematics	156.19
Physical Education	119.45
English as a Second Language	118.75
Visual Arts	102.09
Developmental Disabilities	101.34

Licensure Area	Percent of all FTE in a Specific Licensure Area with Tier 1, Tier 2, or Out-of-Field Permission
Arabic	76.6%
CTE: Creative Design	62.3%
American Sign Language	59.5%
CTE: Medical Careers	58.2%
CTE: Hospitality	53.0%
Latin	38.8%
CTE: Construction	38.4%
CTE: Transportation	36.9%
CTE: Early Childhood	34.0%
CTE: Manufacturing	29.8%

*From 2021 Title II Data

Proportion of Teachers of Color and Indigenous Teachers (TOCIT) Compared to Students of Color and Indigenous Students (SOCIS) by Economic Development Region (EDR)

Region	Description	Total Number of TOCIT	Percent of Total TOCIT within the EDR	Total Number of SOCIS	Percent of Total SOCIS within the EDR
1	Northwest	16	1.18%	3,097	22.08%
2	Headwaters	55	4.16%	11,175	76.44%
3	Arrowhead	89	2.24%	11,580	26.16%
4	West Central	45	1.44%	7,988	22.36%
5	North Central	34	1.44%	5,651	21.53%
6E	Southwest Central	16	1.12%	4,666	27.96%
6W	Upper Minnesota Valley	14	1.96%	1,600	21.36%
7E	East Central	51	2.36%	3,953	15.34%
7W	Central	102	1.61%	16,145	19.83%
8	Southwest	31	1.49%	7,270	34.27%
9	South Central	45	1.40%	7,987	22.95%
10	Southeast	113	1.62%	22,232	28.34%
11	7-County Twin Cities	4,886	12.09%	236,325	47.99%
TOTAL		5,497	7.28%	339,669	38.03%

*From the 2021 Supply & Demand Report

Teachers of Color and Indigenous Teachers

Race/Ethnicity	Percent of Tier 1	Percent of Tier 2	Percent of Tier 3	Percent of Tier 4	Percent of All License Holders
American Indian or Alaskan Native	0.60%	0.88%	0.50%	0.42%	0.44%
Asian	7.09%	4.64%	2.52%	1.26%	1.51%
Black, Not of Hispanic/Latinx Origin	10.46%	7.10%	2.15%	0.79%	1.15%
Hawaiian/Pacific Islander	0.24%	0.23%	0.09%	0.04%	0.05%
Hispanic/Latinx	5.65%	7.75%	2.53%	1.02%	1.37%
Multiple Categories	2.16%	2.57%	1.02%	0.87%	0.93%
White, Not of Hispanic/Latinx Origin	64.42%	71.34%	78.57%	84.70%	83.60%
Undeclared	9.38%	5.49%	12.62%	10.95%	10.95%
Total	100%	100%	100%	100%	100%
Teachers of Color and Indigenous Teachers	26.3%	23.17%	8.81%	4.40%	5.45%

*From the 2021 Tiered Licensure Report

Proportion of Tier 1 Teachers in Special Education

Licensure Area	Number of Tier 1 Teachers	Percentage out of all Tier 1 Teachers
Academic and Behavioral Strategist	131	13.45%
Emotional Behavior Disorders	65	6.67%
Autism Spectrum Disorders	42	4.31%
Learning Disabilities	42	4.31%
Developmental Disabilities	14	1.44%
Early Childhood Special Education	11	1.13%
Deaf or Hard of Hearing	9	0.92%
Developmental/Adaptive Physical Education	3	0.31%
Physical and Health Disabilities	1	0.10%
Blind or Visually Impaired	0	0.00%
Oral/Aural Deaf Educations	0	0.00%
Total	317	32.9%

*From the 2021 Tiered Licensure Report

Special Education Teachers

A Shortage Crisis

- Individuals with Disability Act (IDEA)
- Teacher workload
- Tiered licensure challenges

Special Education Teachers: Solutions

Prepare

- Education Support Personnel
- Grow Your Own
- Student Teaching
- Residency (Tier 2)
- Required Professional Development

Retain

Teacher Mentorship
Education Support Personnel
Retention Bonuses

Provisions that Support Increasing and Retaining Teachers in Shortage Areas

The Increase Teachers of Color Act

- Collaborative Urban & Greater Minnesota Teachers of Color Grant Funding
- Teacher Mentorship Funding

Supplemental Budget Proposals

Grow Your Own

Teacher Mentorship Funding

Student Teaching Grants

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