

Formula for Teacher Shortage

Prepared by Minnesota School Boards Association



Newly licensed teachers trained in Minnesota, fill less than 5 percent of the vacant positions. The number of new teacher licenses awarded to MN completers has decreased 7 percent over the last five years. Even more concerning is the trend from 2004 to 2013, shows a 44 percent decrease in licenses awarded.



5,899 teachers left their classrooms in 2012-13— a 10 percent attrition rate from 2012-13 to 2013-14. 26% of those teachers retired, 22% left for personal reasons & 18% left one district to go to another.

16.4% of first year teachers don't return after their first year and over 32% don't return after their 5th year of teaching.



School district officials cite a lack of an adequate pool of qualified candidates, license barriers, low salaries and lack of respect for the teaching profession as reasons why it is difficult to hire a highly qualified teacher. The percentage of districts indicating that it is "impossible" or "very difficult" to hire qualified teachers to fill vacancies in hard to staff areas is double that of the 2012 survey. 80% of respondents (342) said it was "difficult" or "very difficult" to fill vacancies for the 2015-16 year.



3,504 teachers, 6% of Minnesota teachers, are currently teaching under a special permission granted by the Board of Teaching. A special permission is granted to a fully licensed teacher to serve in a position for which they are not currently licensed. Districts are having to apply for special permissions due to the inability to hire qualified teachers.



34 institutions offer licensure in shortage areas. Only one school offers licensure in technology. Of the seven Minnesota State Colleges & University system schools, none offer a special education early childhood program and offer very few special education options at all.



There is a need for qualified teachers to reflect student population. 96% of MN teachers are white. The newly licensed teachers are not representative of our classrooms. In 2013-14 only 3.8% of all teachers in MN were persons of color.

White students are declining and students of color are rising by approximately 1 percent per year. Since the 2007-08 school year, students of color have increased 5 percent from 24-29 percent during 2013-14, with virtually no increase in teachers of color.

= *(Deficit of Teachers in Minnesota)*

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Decline in number of teaching licenses issued across all areas of licensure; especially shortage areas.



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3,504 teachers are currently teaching under “Special Permission” granted by the MN Board of Teaching.



27 license shortages in several key areas (including nine in special education, chemistry, physics, math and Spanish).



Need for qualified teachers to reflect student population. Teachers are 96 percent white, whereas classroom students are more diverse than ever.



(Shortage of Teachers in Minnesota)