



PROFESSIONAL EDUCATOR  
LICENSING AND STANDARDS BOARD



# 2022 Data Summary Report

## For More Information

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## Report Cost

This report cost approximately \$4948 to prepare.

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# Introduction



As required by Minnesota Stat. § 122A.091, subdivision 1, the Minnesota Professional Educator Licensing and Standards Board collected data from each approved teacher preparation provider in Minnesota to provide summary data on their programs. This report contains data from the 2020-2021 academic year, which began September 1, 2020 and ended August 31, 2021. The report includes information about teacher candidates who were enrolled and/or completed an approved program during the 2020-2021 academic year. It also includes survey data collected during the 2020-2021 academic year from 2020-2021 program completers (Common Metrics Exit survey) and 2019-2020 program completers (Common Metrics Transition to Teaching and Supervisor surveys). Previous years of data are available on [PELSB's website](#).

The 2022 Data Summary Report focuses on comparative data around entrance requirements, enrollment, program completion, licensure, and job placement. The data in this report is disaggregated by race/ethnicity whenever possible.

PELSB encourages interested individuals to contact teacher preparation providers directly for accurate and complete information about program data.

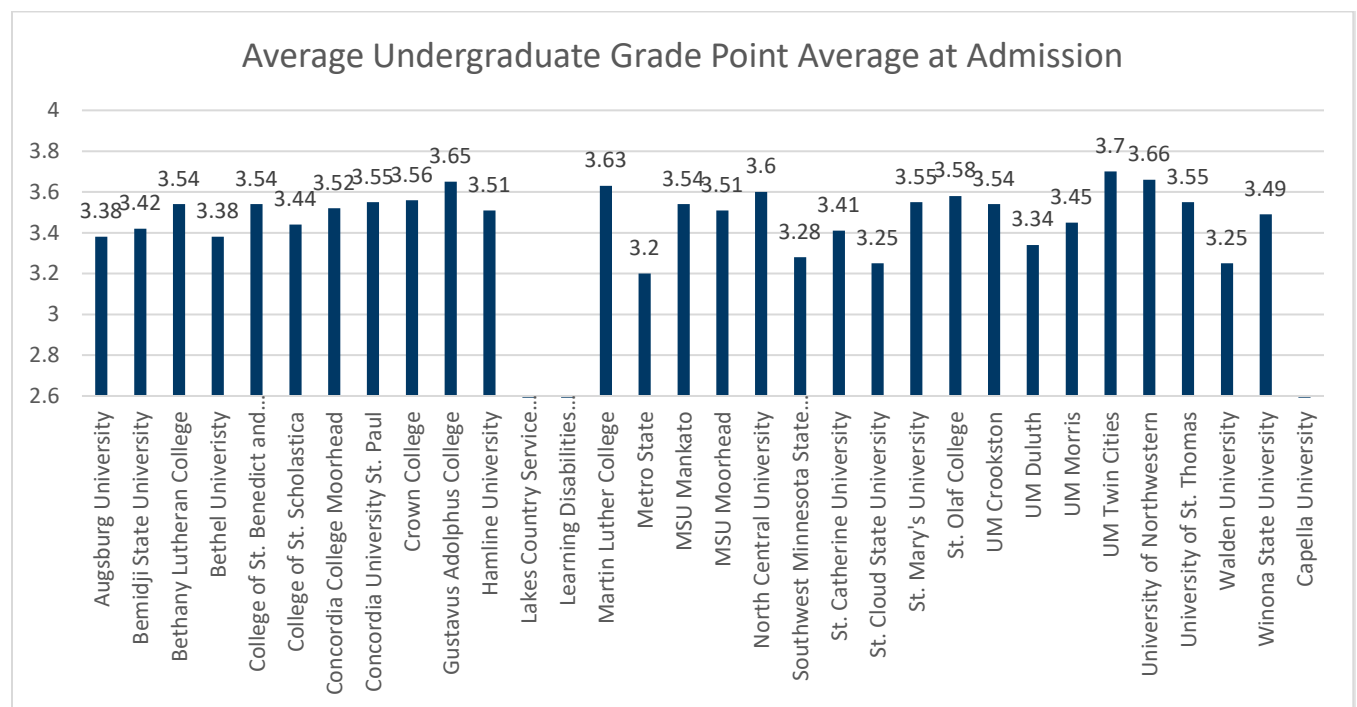
# Entrance Requirements

Minnesota State Statute 122A.091, subdivision 1 requires PELSB to report entrance requirements for each Board-approved program, including grade point average (GPA). The data in this section includes this entrance criterion, as well as the number of initial and additional teacher candidates enrolled at each Board-approved program. The number of initial candidates enrolled during the 2020-2021 academic year provides a sense of the supply for the teacher workforce. When tracked over time, this data will help state legislators and agencies to have a better perception of the profession's growth.

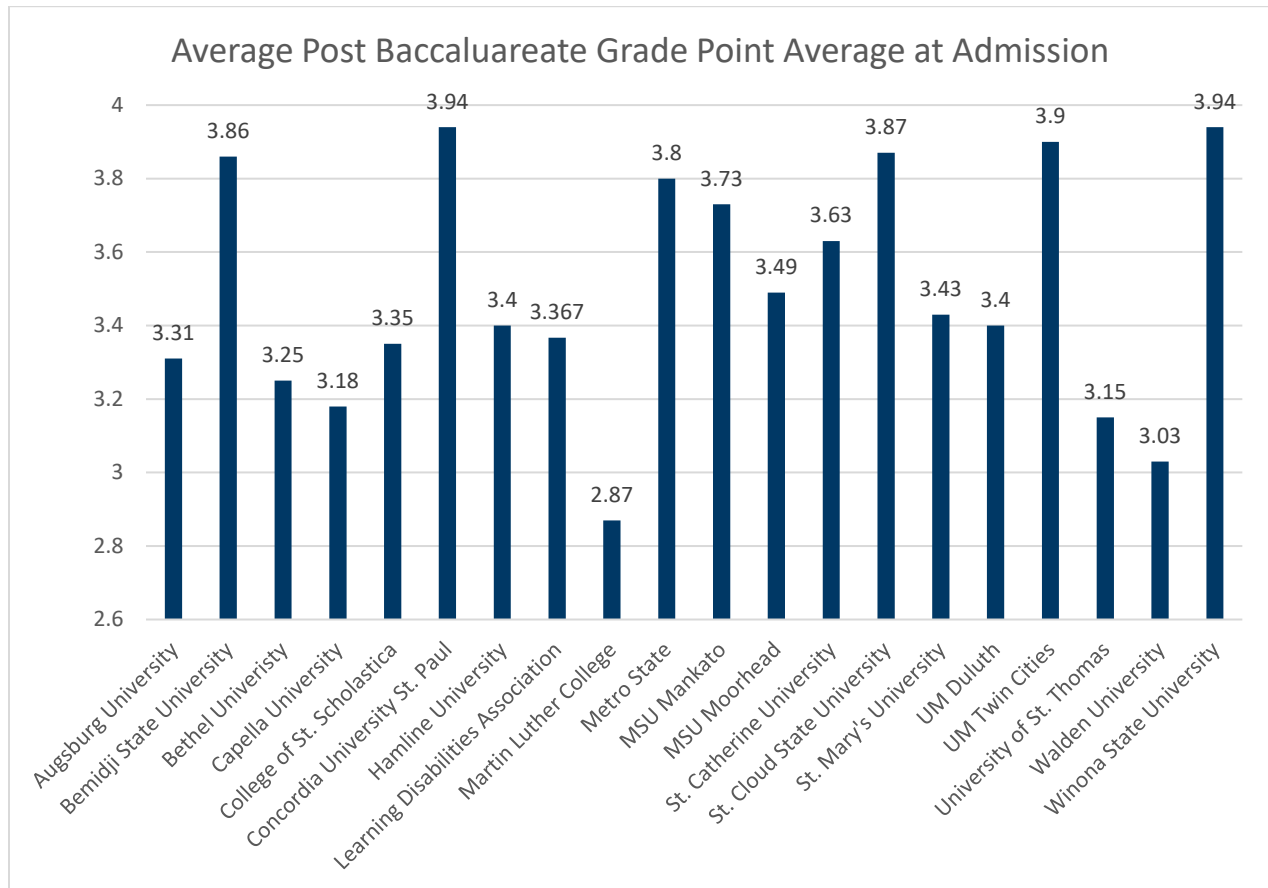
It is worth noting that 2020-2021 represents the first year that data was reported on teacher candidates admitted to alternative teacher preparation programs.

## Admission Criteria

PELSB requires that teacher preparation providers establish criteria for admission but does not mandate that GPA be one of its measures. Not all preparation providers use GPA data as an admission criterion nor collect this data. Preparation providers were asked to report the average GPA (based on a 4.0 scale) at the time of admission for undergraduate teacher candidates who were newly enrolled to the unit's education program during the 2020-2021 academic year. Where no data is reported, the preparation provider either does not use GPA as a criterion or does not enroll undergraduate teacher candidates.

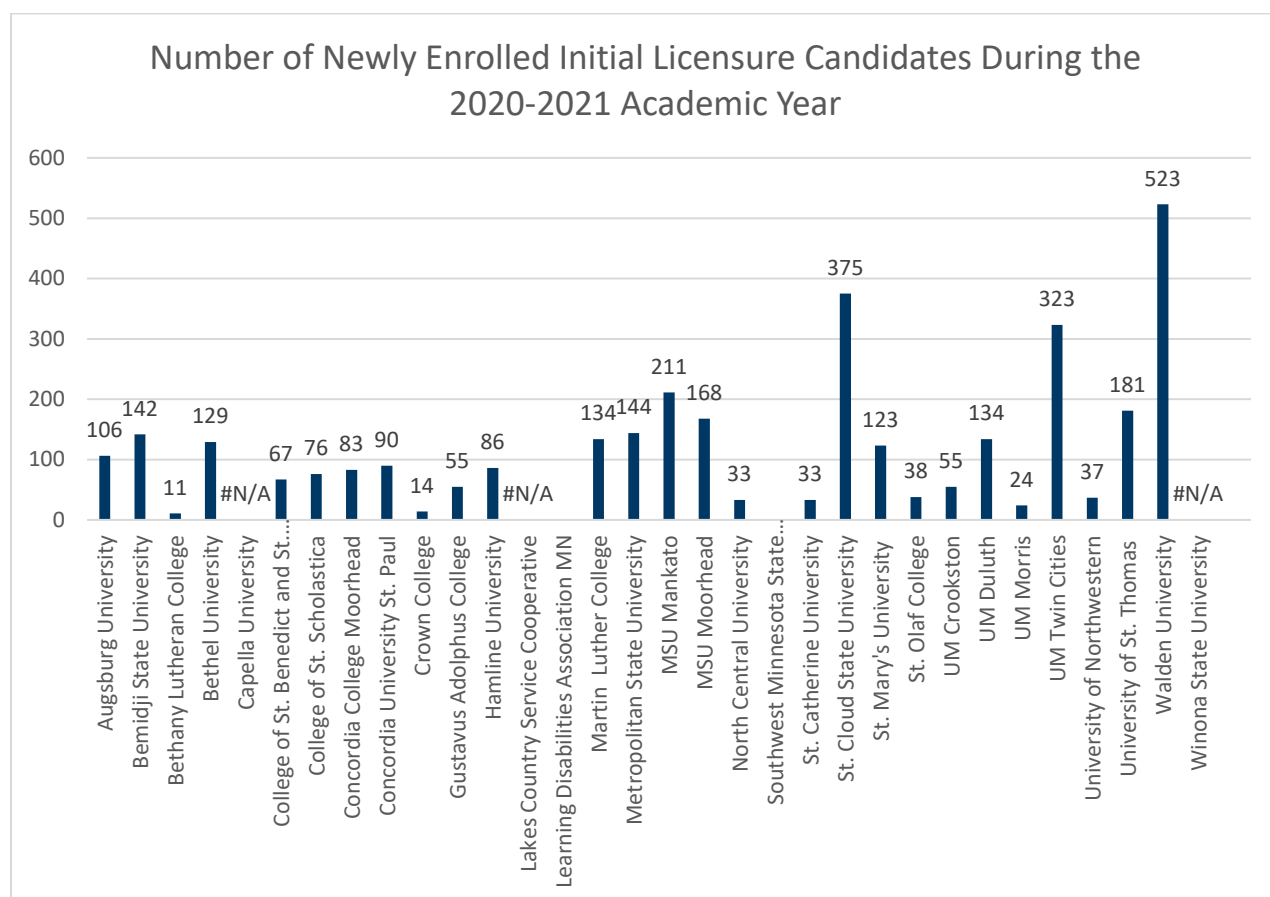


Teacher preparation providers were also asked to report the average GPA (based on a 4.0 scale) at the time of admission for post-baccalaureate teacher candidates newly enrolled to the unit's education program during the 2020-2021 academic year. Where no data is reported, the unit either does not use GPA as a criterion or does not enroll post-baccalaureate teacher candidates.

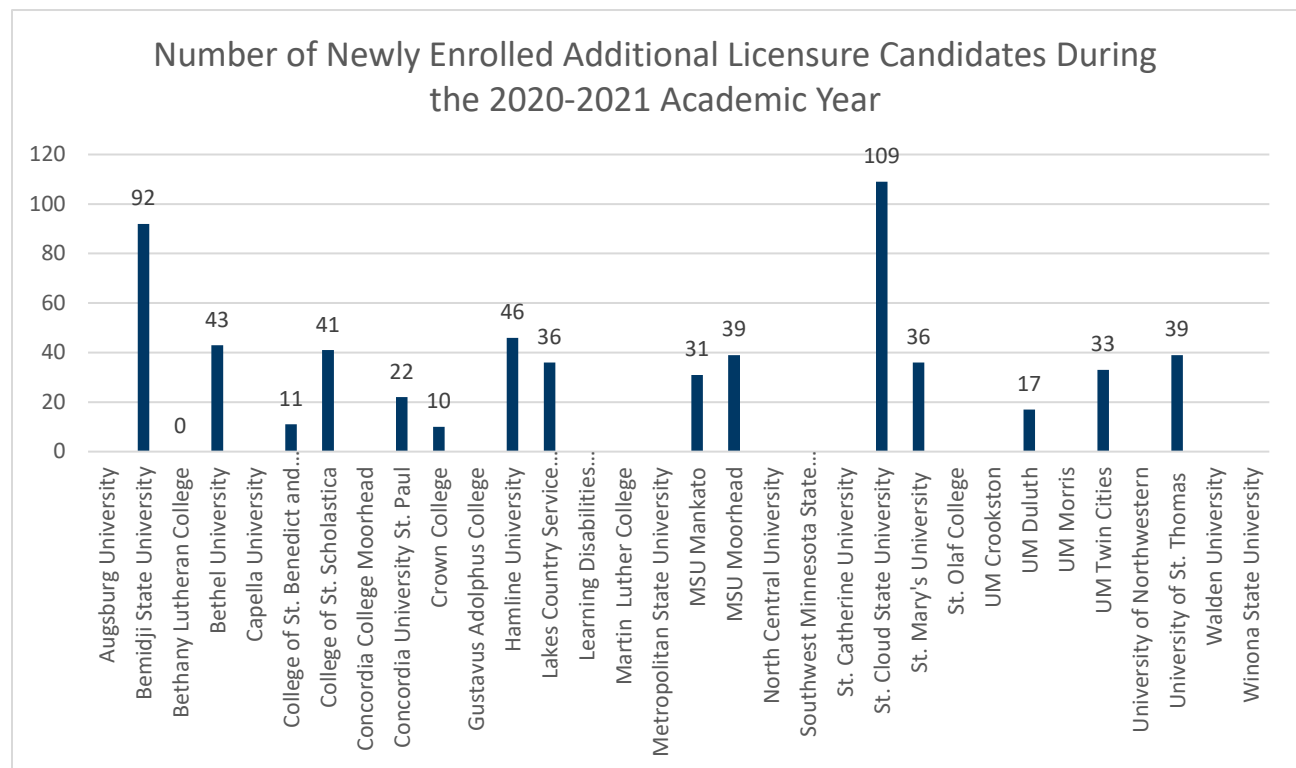


## 2020-2021 Candidate Admissions

Teacher preparation providers were asked to report the number of initial licensure candidates newly enrolled to their education programs during the 2020-2021 academic year. Initial candidates do not currently hold a Minnesota Tier 3 or Tier 4 teaching license. If a candidate is enrolled in multiple programs, the candidate is only counted once. Preparation providers listed as #n/a are designed to enroll additional licensure candidates only. In total, there were 3405 candidates who newly enrolled in initial licensure programs in the 2020-2021 academic year.



Teacher preparation providers were also asked to report the number of additional licensure candidates newly enrolled to their education programs during the 2020-2021 academic year. An additional licensure candidate already holds a Tier 3 or Tier 4 license. If a candidate is enrolled in an initial and additional licensure program, that candidate will not be counted here. If a candidate is enrolled in multiple additional licensure programs and no initial program, that candidate is counted once. In total, there were 627 candidates who newly enrolled in additional licensure programs in the 2020-2021 academic year.



## Enrolled Candidate Data

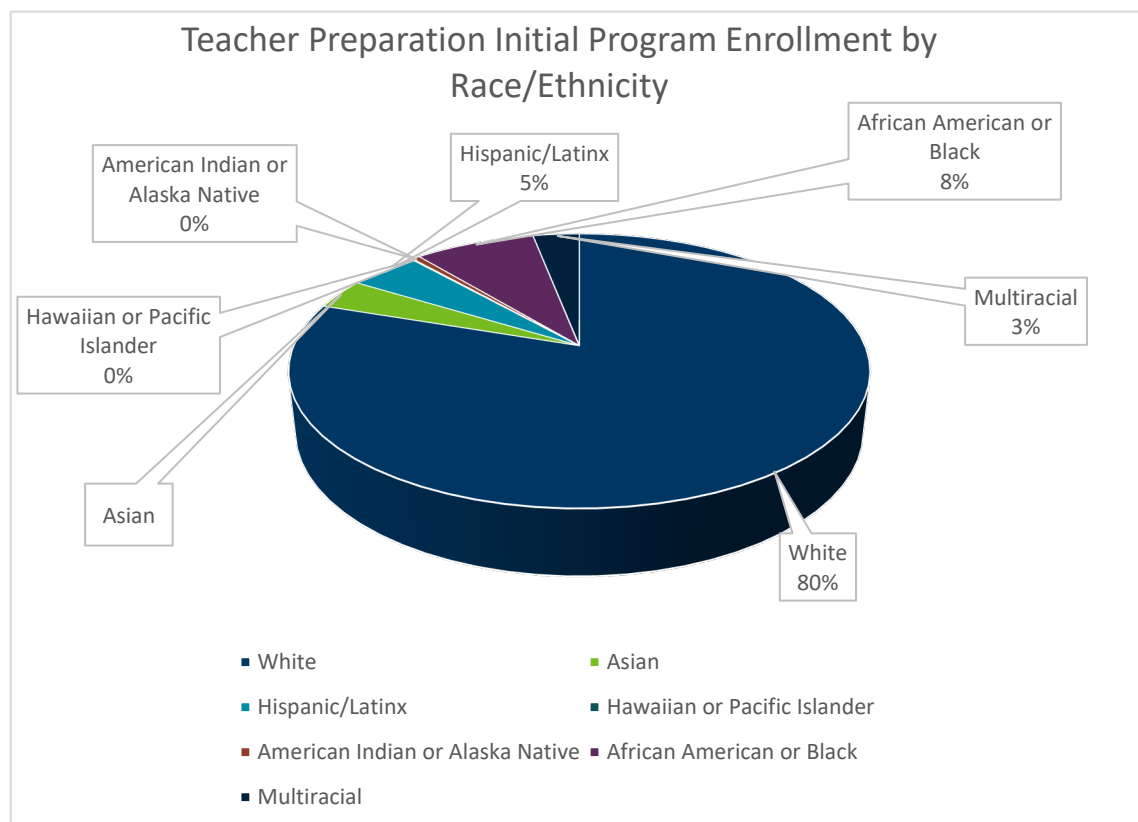
Enrollment includes all teacher candidates who were enrolled during the 2020-2021 academic year. A single candidate enrolled in multiple programs is listed once for each licensure program. Some licenses may not be earned as an initial license (e.g. Middle Level Communication Arts and Literature). The data in this section is reported to PELSB by approved providers. In some instances, providers omit data to avoid sharing personally identifiable information about a teacher candidate. Similarly, PELSB takes precautions when reporting data to ensure data privacy. For example, PELSB is unable to report certain data, particularly data disaggregated by race. In general, “low n” is used in this report if the number of teacher candidates reported by the provider is less than 10. Furthermore, the number of candidates whose race/ethnicity was reported as “undeclared” and/or “other” is not reported here. Similarly, the total number of candidates enrolled at each unit is not provided to allow for more detailed reporting on specific racial/ethnic categories while still ensuring data privacy.

### Enrollment by Race/Ethnicity

Teacher preparation providers reported candidate enrollment by race/ethnicity. These graphs provide a picture of the future racial and ethnic landscape of the Minnesota teacher workforce.

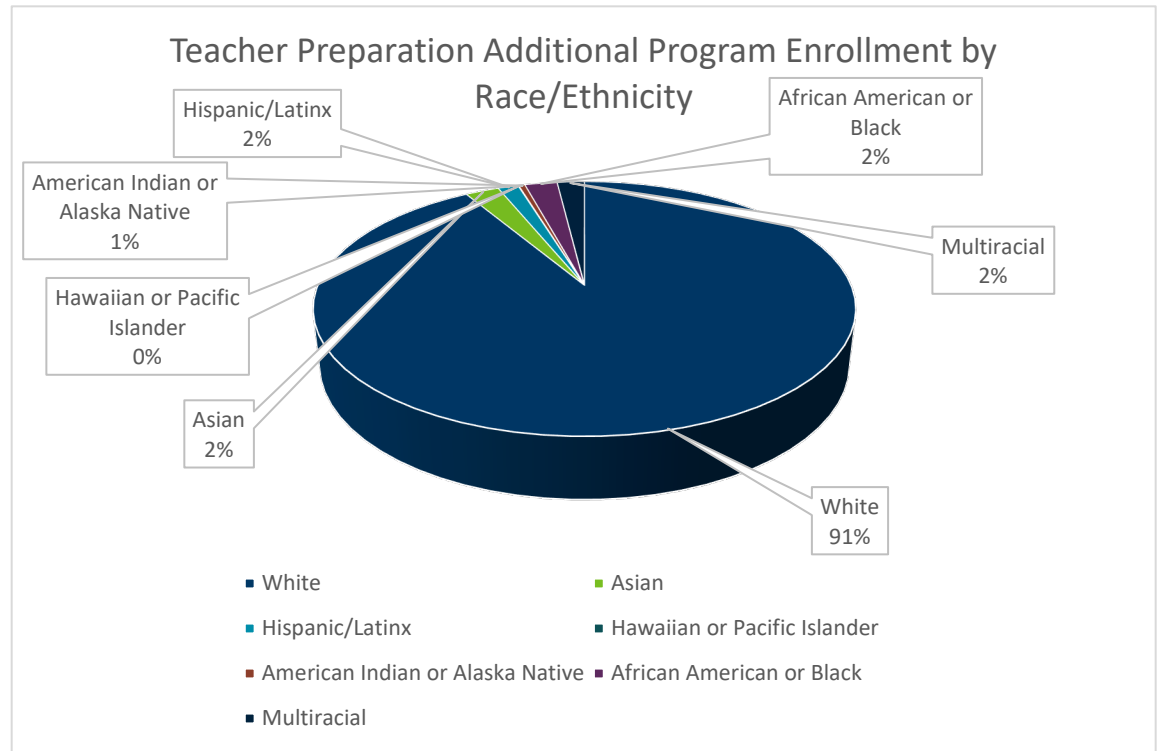
#### Initial Program Enrollment

This graph shows initial program enrollment by race/ethnicity, which provides a picture of the demographics of those entering Minnesota’s teaching profession. Please note, candidates may be represented in multiple racial/ethnic categories.



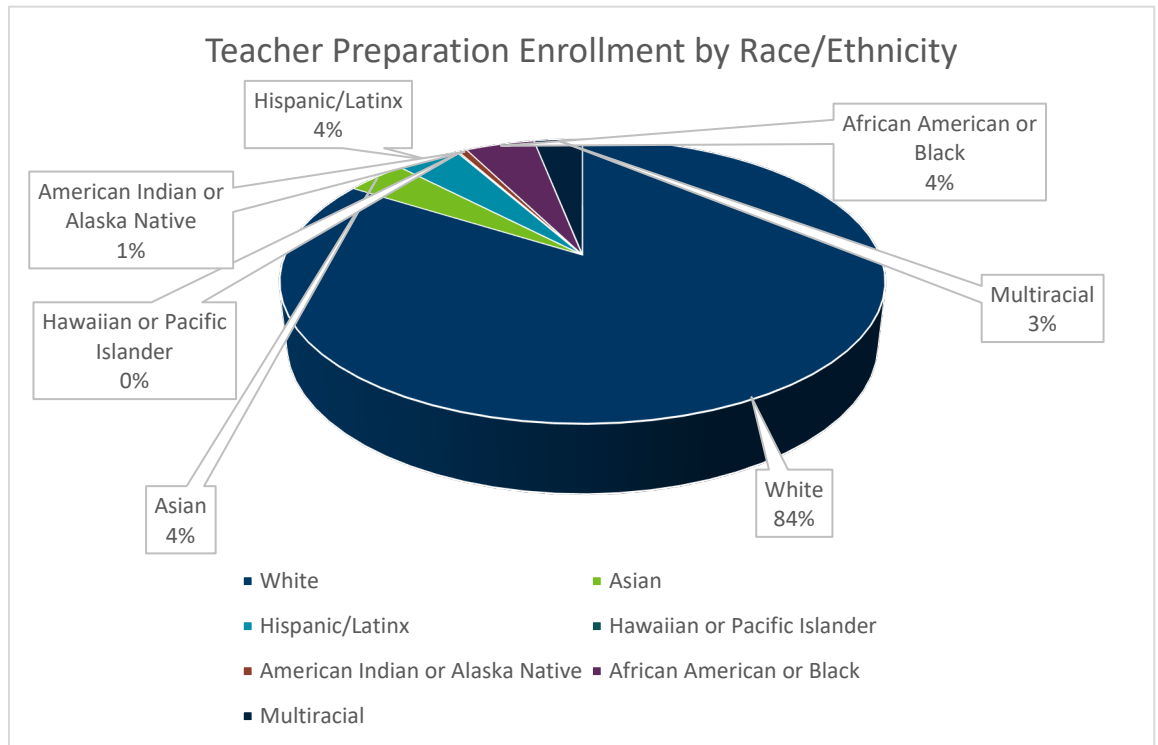
### Additional Program Enrollment

This graph shows additional program enrollment by race/ethnicity. Please note, candidates may be represented in multiple racial/ethnic categories.



### Total Program Enrollment

This graph shows total program enrollment by race/ethnicity. Please note, candidates may be represented in multiple racial/ethnic categories.



Number of Teacher Candidates Enrolled in Initial Licensure Programs by Race/Ethnicity

Race/Ethnicity	Augsburg University	Bemidji State University	Bethany Lutheran College	Bethel University	Capella University	College of St. Benedict and St. John's University	College of St. Scholastica	Concordia College Moorhead
<b>White</b>	308	420	56	408	N/A	165	189	134
<b>Asian</b>	26	Low n	Low n	16	N/A	Low n	Low n	Low n
<b>Hispanic/Latinx</b>	24	Low n	Low n	14	N/A	11	Low n	0
<b>Hawaiian or Pacific Islander</b>	Low n	Low n	0	Low n	N/A	0	0	0
<b>American Indian or Alaska Native</b>	Low n	Low n	0	Low n	N/A	Low n	0	0
<b>Black</b>	56	Low n	Low n	17	N/A	Low n	Low n	Low n
<b>Multiracial</b>	17	28	Low n	12	N/A	Low n	Low n	Low n
<b>Teachers of color</b>	128	40	12	73	N/A	24	19	Low n
<b>Total Unduplicated</b>	448	462	68	481	N/A	189	208	146



Race/Ethnicity	Concordia University St. Paul	Crown College	Gustavus Adolphus College	Hamline University	Lakes Country Service Cooperative	Learning Disabilities Association MN	Martin Luther College	Metropolitan State University
White	177	Low n	138	283	N/A	Low n	432	147
Asian	23	Low n	Low n	33	N/A	0	Low n	41
Hispanic/Latinx	14	Low n	Low n	Low n	N/A	0	Low n	43
Hawaiian or Pacific Islander	Low n	0	0	0	N/A	0	Low n	0
American Indian or Alaska Native	0	0	Low n	Low n	N/A	0	Low n	Low n
Black	Low n	Low n	Low n	12	N/A	0	Low n	94
Multiracial	Low n	0	Low n	14	N/A	0	13	21
Teachers of color	53	Low n	18	61	N/A	0	39	177
Total Unduplicated	232	13	154	385	N/A	Low n	471	352

Race/Ethnicity	MSU Mankato	MSU Moorhead	North Central University	Southwest Minnesota State University	St. Catherine University	St. Cloud State University	St. Mary's University	St. Olaf College
White	583	299	36	270	102	734	277	94
Asian	20	Low n	Low n	Low n	Low n	25	18	Low n
Hispanic/Latinx	20	10	Low n	Low n	0	41	31	Low n
Hawaiian or Pacific Islander	0	0	0	0	0	Low n	0	Low n
American Indian or Alaska Native	Low n	Low n	Low n	Low n	Low n	Low n	Low n	Low n
Black	25	Low n	Low n	Low n	Low n	42	16	Low n
Multiracial	0	Low n	Low n	0	Low n	32	22	Low n
Teachers of color	68	25	16	13	15	142	67	23
Total Unduplicated	655	324	58	293	125	896	337	117

<b>Race/Ethnicity</b>	<b>UM Crookston</b>	<b>UM Duluth</b>	<b>UM Morris</b>	<b>UM Twin Cities</b>	<b>University of Northwestern</b>	<b>University of St. Thomas</b>	<b>Walden University</b>	<b>Winona State University</b>	<b>Candidates enrolled in MN initial licensure preparation programs</b>
<b>White</b>	46	423	68	394	118	308	574	745	7940
<b>Asian</b>	0	Low n	Low n	34	Low n	21	13	10	354
<b>Hispanic/Latinx</b>	Low n	11	Low n	33	Low n	14	101	33	453
<b>Hawaiian or Pacific Islander</b>	0	0	0	Low n	0	0	Low n	0	13
<b>American Indian or Alaska Native</b>	Low n	Low n	Low n	Low n	0	Low n	0	Low n	49
<b>Black</b>	0	Low n	0	17	Low n	51	404	Low n	791
<b>Multiracial</b>	0	Low n	11	11	Low n	17	30	24	301
<b>Teachers of color</b>	Low n	50	13	90	18	105	550	84	1936
<b>Total Unduplicated</b>	55	473	70	484	136	513	1175	829	10152

Number of Teacher Candidates Enrolled in Additional Licensure Programs by Race/Ethnicity

Race/Ethnicity	Augsburg University	Bemidji State University	Bethany Lutheran College	Bethel University	Capella University	College of St. Benedict and St. John's University	College of St. Scholastica	Concordia College Moorhead
White	Low n	258	Low n	120	Low n	35	80	N/A
Asian	0	Low n	0	Low n	0	Low n	Low n	N/A
Hispanic/Latinx	Low n	0	0	Low n	0	Low n	0	N/A
Hawaiian or Pacific Islander	0	0	0	Low n	0	0	0	N/A
American Indian or Alaska Native	0	Low n	0	Low n	0	0	0	N/A
African American or Black	0	Low n	0	Low n	0	Low n	Low n	N/A
Multiracial	Low n	17	0	Low n	0	0	0	N/A
Teachers of color	Low n	24	0	15	0	Low n	Low n	N/A
Total Unduplicated	Low n	283	Low n	135	Low n	41	84	N/A

Race/Ethnicity	Concordia University St. Paul	Crown College	Gustavus Adolphus College	Hamline University	Lakes Country Service Cooperative	Learning Disabilities Association MN	Martin Luther College	Metropolitan State University
White	50	Low n	16	107	40	Low n	N/A	Low n
Asian	Low n	0	Low n	Low n	0	0	N/A	Low n
Hispanic/Latinx	Low n	Low n	Low n	0	0	0	N/A	0
Hawaiian or Pacific Islander	0	0	0	0	0	0	N/A	0
American Indian or Alaska Native	0	0	0	0	Low n	0	N/A	0
African American or Black	Low n	Low n	Low n	Low n	Low n	0	N/A	Low n
Multiracial	0	0	0	Low n	0	0	N/A	Low n
Teachers of color	Low n	Low n	Low n	13	0	0	N/A	Low n
Total Unduplicated	64	10	20	125	44	Low n	N/A	13

Race/Ethnicity	MSU Mankato	MSU Moorhead	North Central University	Southwest Minnesota State University	St. Catherine University	St. Cloud State University	St. Mary's University	St. Olaf College
White	560	132	N/A	15	Low n	159	85	N/A
Asian	14	Low n	N/A	0	0	Low n	Low n	N/A
Hispanic/Latinx	Low n	0	N/A	0	0	Low n	Low n	N/A
Hawaiian or Pacific Islander	0	0	N/A	0	0	0	0	N/A
American Indian or Alaska Native	Low n	Low n	N/A	0	0	Low n	0	N/A
African American or Black	14	0	N/A	0	0	Low n	Low n	N/A
Multiracial	0	Low n	N/A	0	0	Low n	0	N/A
Teachers of color	38	Low n	N/A	0	0	29	Low n	N/A
Total Unduplicated	622	139	N/A	26	Low n	220	100	N/A

<b>Race/Ethnicity</b>	<b>UM Crookston</b>	<b>UM Duluth</b>	<b>UM Morris</b>	<b>UM Twin Cities</b>	<b>University of Northwestern</b>	<b>University of St. Thomas</b>	<b>Walden University</b>	<b>Winona State University</b>	<b>Candidates enrolled in MN additional licensure preparation programs</b>
<b>White</b>	N/A	N/A	N/A	76	N/A	61	N/A	203	2024
<b>Asian</b>	N/A	N/A	N/A	Low n	N/A	Low n	N/A	Low n	53
<b>Hispanic/Latinx</b>	N/A	N/A	N/A	Low n	N/A	Low n	N/A	Low n	32
<b>Hawaiian or Pacific Islander</b>	N/A	N/A	N/A	Low n	N/A	0	N/A	0	Low n
<b>American Indian or Alaska Native</b>	N/A	N/A	N/A	Low n	N/A	0	N/A	0	10
<b>African American or Black</b>	N/A	N/A	N/A	Low n	N/A	Low n	N/A	Low n	51
<b>Multiracial</b>	N/A	N/A	N/A	Low n	N/A	Low n	N/A	Low n	43
<b>Teachers of color</b>	N/A	N/A	N/A	17	N/A	13	N/A	17	206
<b>Total Unduplicated</b>	N/A	N/A	N/A	90	N/A	89	N/A	220	2343

Number of Total Teacher Candidates Enrolled in Licensure Programs by Race/Ethnicity

Race/Ethnicity	Augsburg University	Bemidji State University	Bethany Lutheran College	Bethel University	Capella University	College of St. Benedict and St. John's University	College of St. Scholastica	Concordia College Moorhead
White	312	678	57	528	Low n	200	269	134
Asian	26	Low n	Low n	18	0	Low n	Low n	Low n
Hispanic/Latinx	26	Low n	Low n	15	0	14	Low n	0
Hawaiian or Pacific Islander	Low n	Low n	0	Low n	0	0	0	0
American Indian or Alaska Native	Low n	Low n	0	Low n	0	Low n	0	0
African American or Black	56	Low n	Low n	21	0	Low n	Low n	Low n
Multiracial	18	45	Low n	13	0	Low n	Low n	Low n
Teachers of Color	131	64	12	88	0	24	23	0
Total Unduplicated	455	745	69	616	Low n	230	292	146



Race/Ethnicity	Concordia University St. Paul	Crown College	Gustavus Adolphus College	Hamline University	Lakes Country Service Cooperative	Learning Disabilities Association MN	Martin Luther College	Metropolitan State University
White	228	16	154	390	40	Low n	432	153
Asian	27	Low n	Low n	41	0	0	Low n	43
Hispanic/Latinx	16	Low n	Low n	Low n	0	0	Low n	43
Hawaiian or Pacific Islander	Low n	0	0	0	0	0	Low n	0
American Indian or Alaska Native	0	0	Low n	Low n	Low n	0	Low n	Low n
African American or Black	11	Low n	Low n	15	Low n	0	Low n	96
Multiracial	Low n	0	Low n	16	0	0	13	23
Teachers of Color	62	Low n	22	74	0	0	39	183
Total Unduplicated	297	23	174	510	44	Low n	471	365

Race/Ethnicity	MSU Mankato	MSU Moorhead	North Central University	Southwest Minnesota State University	St. Catherine University	St. Cloud State University	St. Mary's University	St. Olaf College
White	1143	431	36	285	107	893	362	94
Asian	34	Low n	Low n	Low n	Low n	32	19	Low n
Hispanic/Latinx	29	10	Low n	Low n	0	44	33	Low n
Hawaiian or Pacific Islander	0	0	0	0	0	Low n	0	Low n
American Indian or Alaska Native	Low n	Low n	Low n	Low n	Low n	Low n	Low n	Low n
African American or Black	39	Low n	Low n	Low n	Low n	50	17	Low n
Multiracial	0	10	Low n	0	Low n	41	22	Low n
Teachers of Color	106	32	16	13	15	171	71	23
Total Unduplicated	1277	463	58	319	130	1116	437	117

<b>Race/Ethnicity</b>	<b>UM Crookston</b>	<b>UM Duluth</b>	<b>UM Morris</b>	<b>UM Twin Cities</b>	<b>University of Northwestern</b>	<b>University of St. Thomas</b>	<b>Walden University</b>	<b>Winona State University</b>	<b>Candidates enrolled in MN preparation programs</b>
<b>White</b>	46	423	68	470	118	369	574	948	9964
<b>Asian</b>	0	Low n	Low n	Low n	Low n	24	13	12	373
<b>Hispanic/Latinx</b>	Low n	11	Low n	Low n	Low n	15	101	39	452
<b>Hawaiian or Pacific Islander</b>	0	0	0	Low n	0	0	Low n	0	14
<b>American Indian or Alaska Native</b>	Low n	Low n	Low n	Low n	0	Low n	0	Low n	59
<b>African American or Black</b>	0	Low n	0	Low n	Low n	56	404	10	825
<b>Multiracial</b>	0	Low n	11	Low n	Low n	21	30	29	333
<b>Teachers of Color</b>	Low n	50	13	107	18	118	550	101	2142
<b>Total Unduplicated</b>	55	473	70	574	136	602	1175	1049	12495

## Enrollment in Programs Identified as Shortage Areas

PELSB publishes a list of shortage areas in the [Biennial Minnesota Teacher Supply and Demand Report](#). These fields represent areas that do not have a sufficient number of Tier 3 or Tier 4 licensed teachers working in them. The tables below show enrollment during the 2020-2021 academic year for licensure areas with highest proportion of teachers holding a Tier 1 License, Tier 3 License, or Out-of-Field Permission (table 18). These tables provide a broader sense of supply for these high-demand fields.

Program	Augsburg University	Bemidji State University	Bethany College	Bethel University	Capella University	College of St. Benedict & St. John's University	College of St. Scholastica	Concordia University St. Paul	Crown College	Gustavus Adolphus College
<b>Academic and Behavioral Strategist</b>	101	N/A	Low n	148	N/A	N/A	24	0	N/A	N/A
<b>Autism Spectrum Disorder</b>	Low n	76	N/A	38	N/A	N/A	N/A	0	N/A	N/A
<b>Emotional and Behavioral Disorders</b>	N/A	105	0	35	N/A	N/A	N/A	0	N/A	N/A
<b>Career and Technical Education</b> <sup>[1]</sup> <small>[1] Includes CTE: Transportation Careers, Manufacturing Careers, Construction Careers, Communication Technology Careers</small>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/A	N/A
<b>Theater/Dance +Theater</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/A	N/A
<b>Agricultural Ed</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/A	N/A
<b>Family and Consumer Science</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	N/A	N/A
<b>English as a Second Language</b>	48	N/A	N/A	17	N/A	N/A	N/A	Low n	N/A	N/A
<b>Business</b>	N/A	N/A	N/A	12	N/A	N/A	N/A	0	N/A	N/A
<b>Work-Based Learning</b>	N/A	N/A	Low n	102	N/A	N/A	N/A	0	N/A	N/A

Program	Hamline University	Lakes Country Service Cooperative	LDA	Martin Luther College	Metropolitan State	MSU Mankato	MSU Moorhead	North Central University	Southwest Minnesota	St. Catherine University	St. Cloud State University
Academic and Behavioral Strategist	0	N/A	11	28	Low n	116	21	N/A	69	138	138
Autism Spectrum Disorder	Low n	N/A	N/A	N/A	N/A	22	N/A	N/A	Low n	7	Low n
Emotional and Behavioral Disorders	0	N/A	N/A	N/A	N/A	11	Low n	N/A	Low n	15	15
Career and Technical Education	0	23	N/A	N/A	N/A	N/A	N/A	N/A	N/A	11	11
Theater/Dance +Theater	Low n	N/A	N/A	N/A	N/A	Low n	N/A	N/A	N/A	N/A	N/A
Agricultural Ed	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	11	N/A	N/A
Family and Consumer Science	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
English as a Second Language	89	N/A	N/A	N/A	10	Low n	Low n	N/A	11	26	26
Business	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Work-Based Learning	0	19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	28	28

Program	St. Mary's University	St. Olaf College	UM Crookston	UM Duluth	UM Morris	UM Twin Cities	University of Northwestern St. Paul	University of St. Thomas	Walden University	Winona State University	Total Enrolled in MN Programs
Academic and Behavioral Strategist	N/A	N/A	N/A	N/A	N/A	48	N/A	237	N/A	74	1015
Autism Spectrum Disorder	49	N/A	N/A	N/A	N/A	25	N/A	62	N/A	N/A	272
Emotional and Behavioral Disorders	58	N/A	N/A	N/A	N/A	Low n	N/A	11	N/A	N/A	235
Career and Technical Education	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	34
Theater/Dance +Theater	N/A	Low n	N/A	N/A	N/A	Low n	N/A	N/A	N/A	N/A	Low n
Agricultural Ed	N/A	N/A	N/A	N/A	N/A	Low n	N/A	N/A	N/A	N/A	28
Family and Consumer Science	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0
English as a Second Language	45	Low n	N/A	N/A	N/A	57	10	N/A	N/A	10	313
Business	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	18	30
Work-Based Learning	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	47

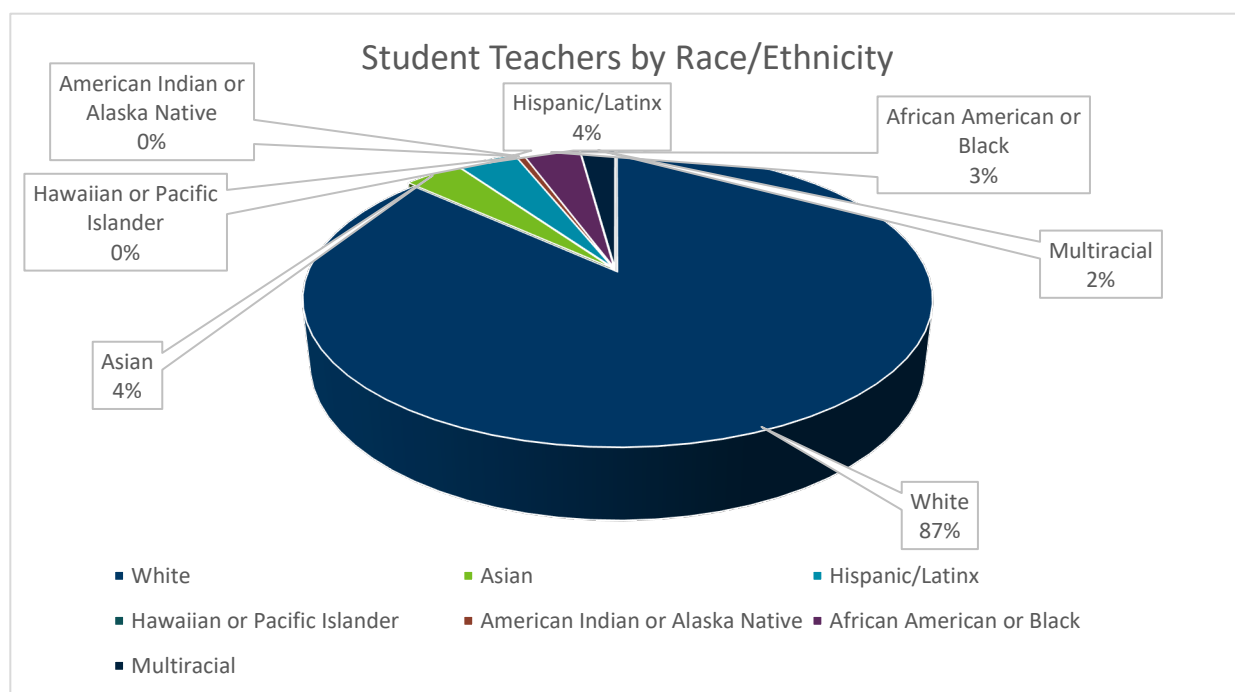
# Completer Data

Program completers are teacher candidates who have successfully completed all the requirements of a Board-approved program. This section includes numbers and rates of completion, licensure and job placement for program completers by provider.

Like the enrollment data, the data in this section is reported to PELSB by approved providers. In some instances, providers omit data to avoid sharing personally identifiable information about a teacher candidate. Similarly, PELSB takes precautions when reporting data to ensure data privacy. For example, PELSB is unable to report certain data, particularly data disaggregated by race. In general, “low n” is used in this report if the number of teacher candidates reported by the provider is less than 10. Furthermore, the number of candidates whose race/ethnicity was reported as “undeclared” and/or “other” is not reported. Similarly, the total number of candidates enrolled at each unit is not provided. This allows for more detailed reporting on specific racial/ethnic categories while still ensuring data privacy.

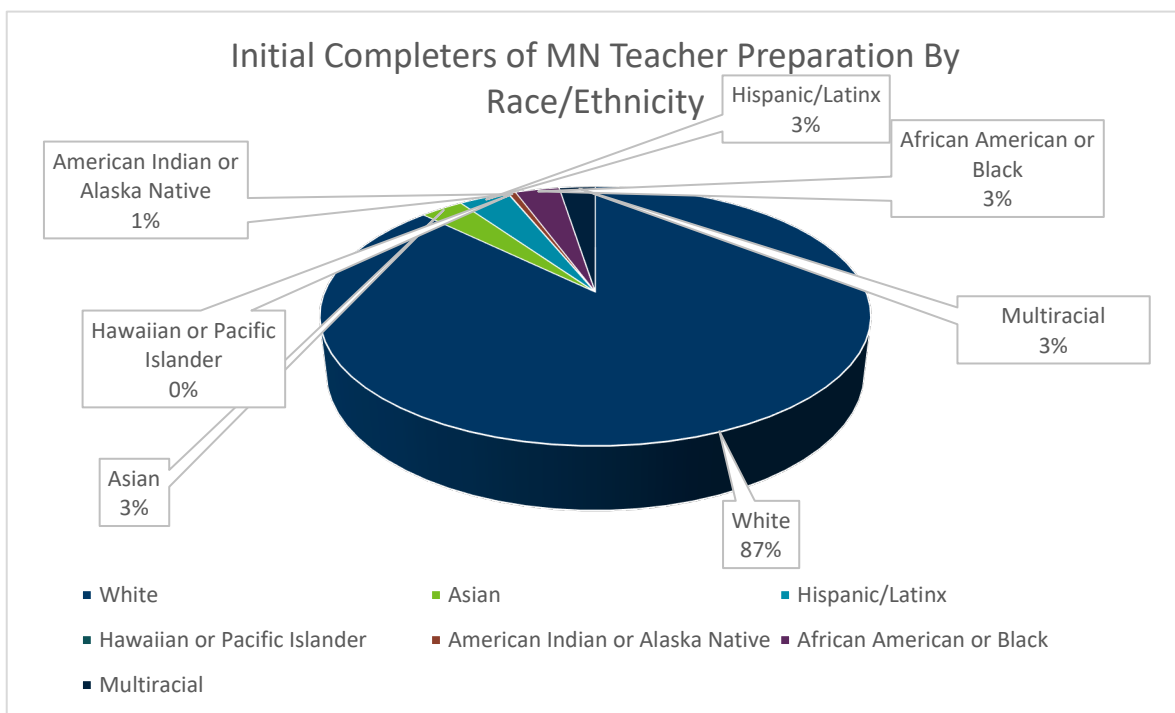
## Student Teachers by Race/Ethnicity

This graph illustrates the racial and ethnic composition of the candidates who completed student teaching during the 2020-2021 completers of Board-approved programs.



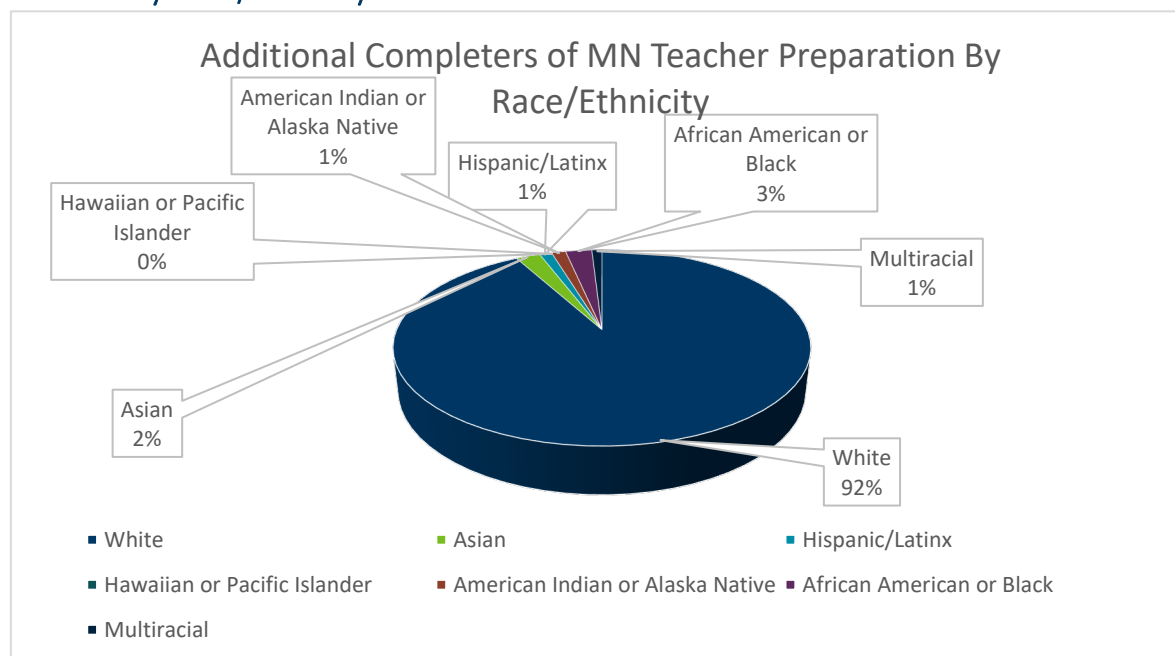
## Initial Program Completer Data by Race/Ethnicity

This graph illustrates the racial and ethnic composition of 2020-2021 initial licensure completers of Board-approved programs.



## Additional Program Completer Data by Race/Ethnicity

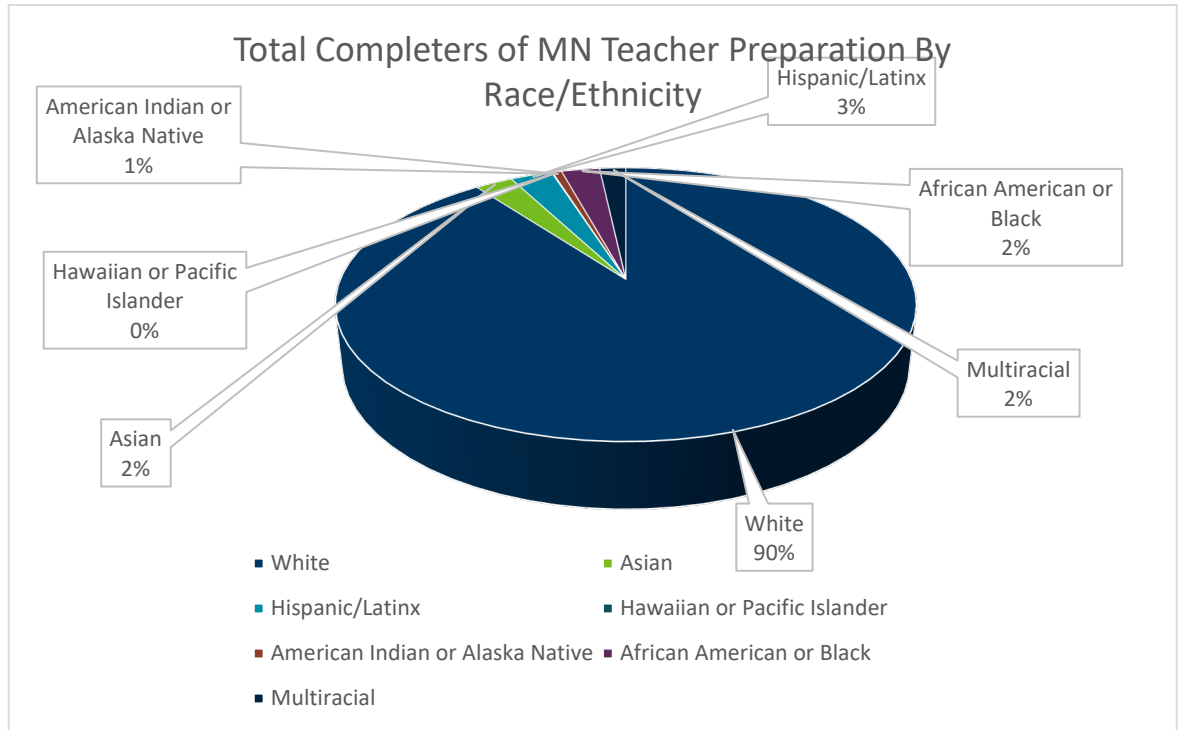
This graph illustrates the racial and ethnic composition of 2020-2021 additional completers of Board-approved programs.





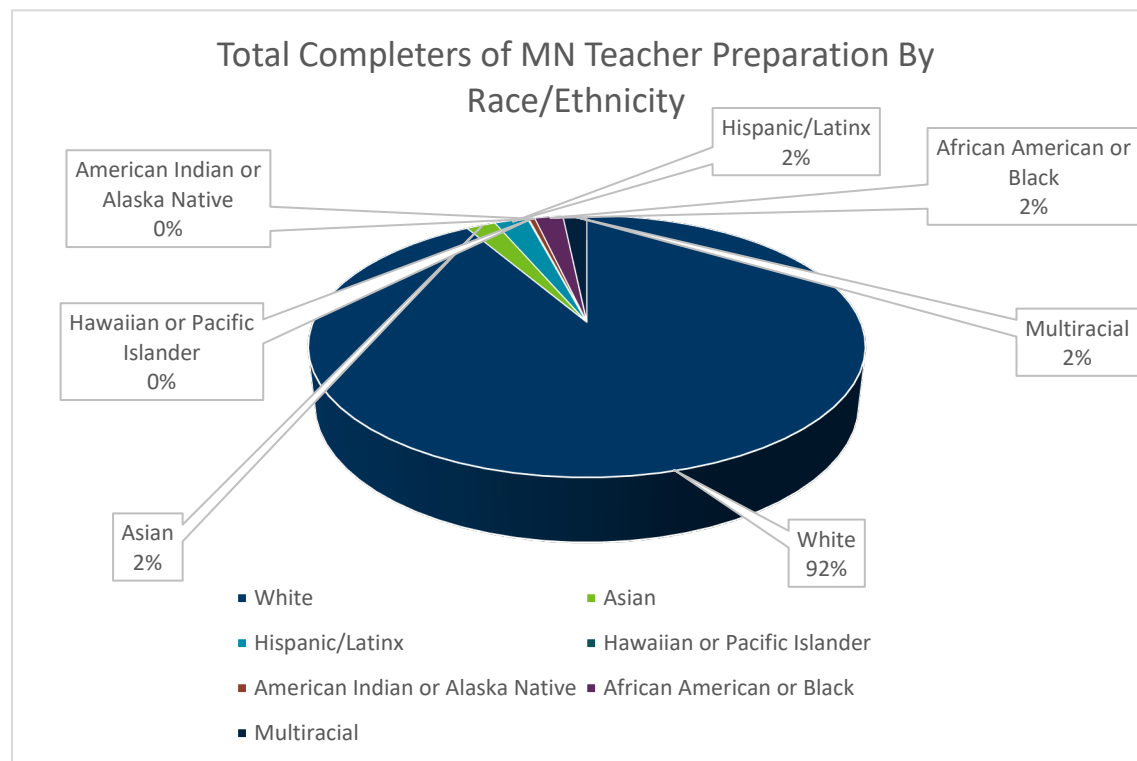
## Total Program Completer Data by Race/Ethnicity

This graph illustrates the racial and ethnic composition of all 2020-2021 completers of Board-approved programs.



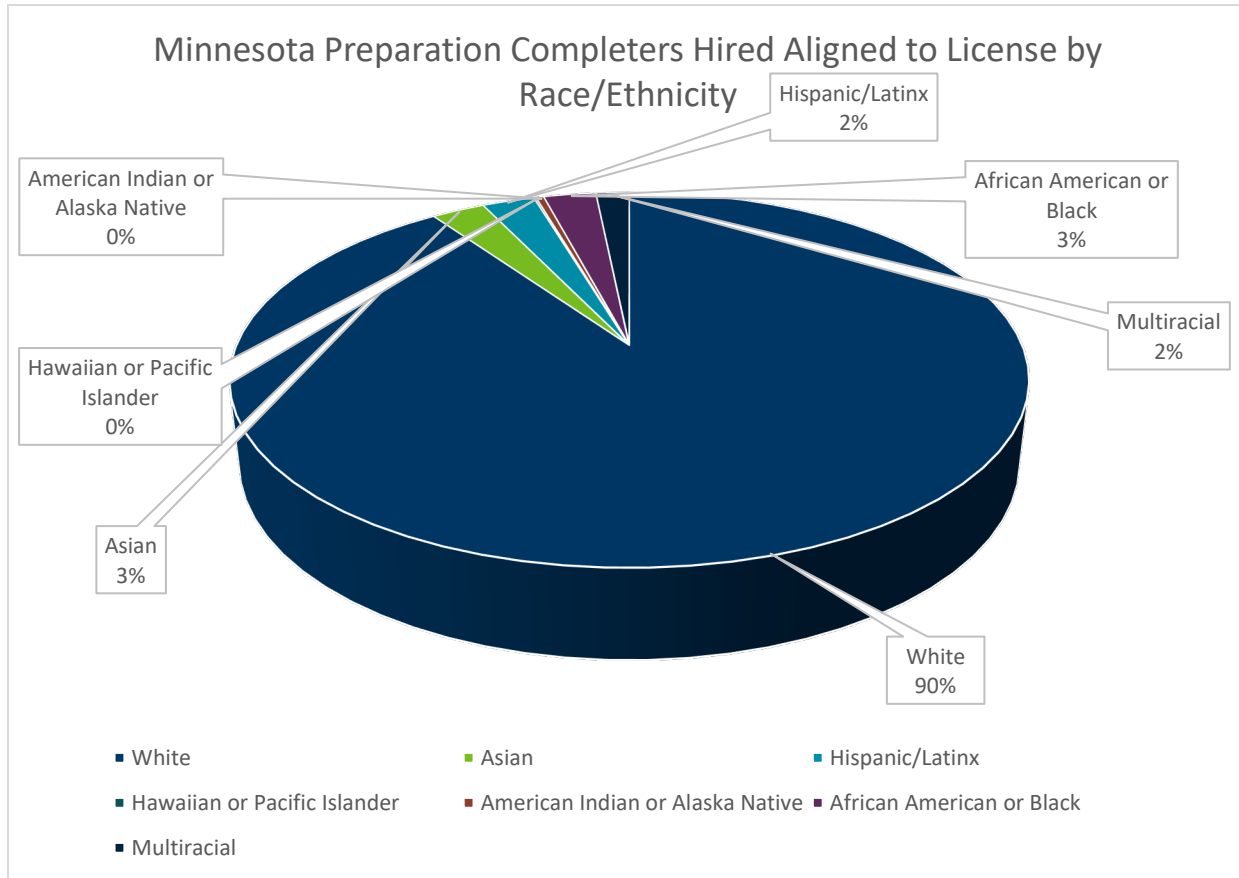
## Program Completer Licensure Data by Race/Ethnicity

This graph illustrates the racial and ethnic composition of 2020-2021 Minnesota program completers who received Tier 3 or 4 licenses.



## Program Completer Job Placement Data by Race/Ethnicity

This graph illustrates the racial and ethnic composition of Minnesota program completers who were hired to work in their licensure area during the 2020-2021 academic year.



### Program Completion Data by Provider

The following tables list the number of program completers who finished Board approved programs, received a Tier 3 or Tier 4 license, and were hired to work in their licensure field in a Minnesota school, respectively. This data is disaggregated by approved provider and race/ethnicity where possible. “Low n” signifies the provider reported a number that was less than 5.

#### Number Student Teachers by Race/Ethnicity

Race/Ethnicity	Augsburg University	Bemidji State University	Bethany Lutheran College	Bethel University	Capella University	College of St. Benedict and St. John's University	College of St. Scholastica	Concordia College Moorhead	Concordia University St. Paul
<b>White</b>	66	90	Low n	123	N/A	61	71	57	57
<b>Asian</b>	Low n	0	0	Low n	N/A	Low n	Low n	Low n	Low n
<b>Hispanic/Latinx</b>	Low n	Low n	Low n	Low n	N/A	Low n	Low n	0	Low n
<b>Hawaiian or Pacific Islander</b>	0	0	0	Low n	N/A	0	0	0	0
<b>American Indian or Alaska Native</b>	0	0	0	0	N/A	Low n	0	0	0
<b>African American or Black</b>	Low n	0	0	Low n	N/A	Low n	0	0	Low n
<b>Multiracial</b>	Low n	Low n	0	Low n	N/A	Low n	0	Low n	Low n
<b>Teachers of Color</b>	22	Low n	Low n	19	N/A	Low n	Low n	0	14
<b>Total Unduplicated</b>	88	93	Low n	142	N/A	69	78	60	71

Race/Ethnicity	Crown College	Gustavus Adolphus College	Hamline University	Lakes Country Service Cooperative	Learning Disabilities Association of MN	Martin Luther College	Metropolitan State University	MSU Mankato	MSU Moorhead
White	12	36	45	21	Low n	113	29	178	31
Asian	0	Low n	Low n	0	0	0	Low n	10	0
Hispanic/Latinx	0	Low n	Low n	0	0	0	Low n	Low n	0
Hawaiian or Pacific Islander	0	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	Low n	Low n	0
African American or Black	0	0	Low n	Low n	0	Low n	17	Low n	Low n
Multiracial	Low n	0	Low n	0	0	Low n	Low n	0	0
Teachers of Color	Low n	Low n	13	0	0	Low n	37	23	Low n
Total Unduplicated	13	40	69	23	2	115	66	204	32

Race/Ethnicity	North Central University	Southwest Minnesota State University	St. Catherine University	St. Cloud State University	St. Mary's University	St. Olaf College	UM Crookston	UM Duluth
White	14	97	15	181	87	29	16	402
Asian	Low n	Low n	Low n	Low n	Low n	Low n	0	Low n
Hispanic/Latinx	Low n	0	0	Low n	13	Low n	Low n	11
Hawaiian or Pacific Islander	0	0	0	0	0	0	0	0
American Indian or Alaska Native	Low n	Low n	0	Low n	Low n	0	Low n	0
African American or Black	0	Low n	Low n	Low n	Low n	0	0	0
Multiracial	Low n	0	0		Low n	Low n	0	0
Teachers of Color	Low n	Low n	Low n	14	19	Low n	Low n	0
Total Unduplicated	25	106	20	197	101	33	20	419

Race/Ethnicity	UM Morris	UM Twin Cities	University of Northwestern	University of St. Thomas	Walden University	Winona State University	All MN preparation providers
White	22	235	46	92	38	231	2216
Asian	0	19	Low n	Low n	Low n	Low n	29
Hispanic/Latinx	Low n	15	Low n	Low n	Low n	Low n	39
Hawaiian or Pacific Islander	0	Low n	0	0	0	0	0
American Indian or Alaska Native	Low n	Low n	0	0	0	Low n	0
African American or Black	0	12	0	11	14	Low n	54
Multiracial	Low n	15	Low n	Low n	Low n	Low n	15
Teachers of Color	Low n	49	Low n	30	22	22	243
Total Unduplicated	23	271	52	147	64	253	2573

Number of Initial Program Completers by Race/Ethnicity

Race/Ethnicity	Augsburg University	Bemidji State University	Bethany Lutheran College	Bethel University	Capella University	College of St. Benedict and St. John's University	College of St. Scholastica	Concordia College Moorhead	Concordia University St. Paul
White	63	60	Low n	114	N/A	58	71	45	54
Asian	Low n	0	0	Low n	N/A	Low n	Low n	Low n	Low n
Hispanic/Latinx	Low n	Low n	Low n	0	N/A	Low n	Low n	0	Low n
Hawaiian or Pacific Islander	Low n	0	0	0	N/A	0	0	0	0
American Indian or Alaska Native	0	0	0	Low n	N/A	Low n	0	0	0
African American or Black	10	0	0	Low n	N/A	Low n	0	0	Low n
Multiracial	Low n	Low n	0	Low n	N/A	Low n	0	0	Low n
Teachers of Color	26	Low n	Low n	15	N/A	Low n	Low n	0	11
Total Unduplicated	89	62	Low n	129	N/A	65	78	47	65

Race/Ethnicity	Crown College	Gustavus Adolphus College	Hamline University	Lakes Country Service Cooperative	Learning Disabilities Association of MN	Martin Luther College	Metropolitan State University	MSU Mankato	MSU Moorhead
White	12	30	45	NA	Low n	108	19	155	155
Asian	0	0	Low n	NA	0	0	Low n	Low n	0
Hispanic/Latinx	0	Low n	Low n	NA	0	0	Low n	Low n	Low n
Hawaiian or Pacific Islander	0	0	0	NA	0	0	0	0	0
American Indian or Alaska Native	0	0	0	NA	0	0	Low n	Low n	Low n
African American or Black	0	0	Low n	NA	0	Low n	11	Low n	Low n
Multiracial	Low n	0	Low n	NA	0	Low n	Low n	Low n	Low n
Teachers of Color	Low n	Low n	10	NA	0	Low n	30	24	15
Total Unduplicated	13	33	65	NA	Low n	110	49	181	170

Race/Ethnicity	North Central University	Southwest Minnesota State University	St. Catherine University	St. Cloud State University	St. Mary's University	St. Olaf College	UM Crookston	UM Duluth
White	14	97	15	177	69	28	14	402
Asian	Low n	Low n	Low n	Low n	Low n	Low n	0	Low n
Hispanic/Latinx	Low n	0	0	0	12	Low n	Low n	11
Hawaiian or Pacific Islander	0	0	0	0	0	0	0	0
American Indian or Alaska Native	Low n	Low n	0	Low n	Low n	0	0	0
African American or Black	0	Low n	Low n	Low n	Low n	0	0	0
Multiracial	Low n	0	0	0	Low n	Low n	0	0
Teachers of Color	Low n	Low n	Low n	13	17	Low n	Low n	0
Total Unduplicated	25	106	20	191	82	32	15	419

Race/Ethnicity	UM Morris	UM Twin Cities	University of Northwestern	University of St. Thomas	Walden University	Winona State University	All MN preparation providers
White	21	235	46	92	43	231	2482
Asian	0	19	Low n	Low n	Low n	Low n	86
Hispanic/Latinx	Low n	15	Low n	Low n	Low n	Low n	100
Hawaiian or Pacific Islander	0	Low n	0	0	0	0	Low n
American Indian or Alaska Native	Low n	Low n	0	0	0	Low n	15
African American or Black	0	12	0	11	Low n	Low n	88
Multiracial	Low n	15	Low n	Low n	0	Low n	72
Teachers of Color	Low n	49	Low n	30	15	22	330
Total Unduplicated	22	271	52	147	61	253	2862



Number of Additional Program Completers by Race/Ethnicity

Race/Ethnicity	Augsburg University	Bemidji State University	Bethany Lutheran College	Bethel University	Capella University	College of St. Benedict and St. John's University	College of St. Scholastica	Concordia College Moorhead	Concordia University St. Paul
White	0	41	Low n	39	Low n	13	25	N/A	12
Asian	0	Low n	0	0	0	0	Low n	N/A	Low n
Hispanic/Latinx	0	0	0	0	0	Low n	0	N/A	0
Hawaiian or Pacific Islander	0	0	0	0	0	0	0	N/A	0
American Indian or Alaska Native	0	Low n	0	Low n	0	0	0	N/A	0
African American or Black	Low n	0	0	Low n	0	0	0	N/A	Low n
Multiracial	0	0	0	0	0	0	0	N/A	Low n
Teachers of Color	Low n	Low n	0	Low n	0	Low n	Low n	N/A	Low n
Total Unduplicated	Low n	44	Low n	43	Low n	14	27	N/A	16

Race/Ethnicity	Crown College	Gustavus Adolphus College	Hamline University	Lakes Country Service Cooperative	Learning Disabilities Association of MN	Martin Luther College	Metropolitan State University	MSU Mankato	MSU Moorhead
White	Low n	Low n	43	Low n	Low n	N/A	Low n	66	31
Asian	0	0	Low n	0	0	N/A	Low n	Low n	0
Hispanic/Latinx	0	Low n	0	0	0	N/A	0	Low n	0
Hawaiian or Pacific Islander	0	0	0	0	0	N/A	0	0	0
American Indian or Alaska Native	0	0	0	0	0	N/A	0	0	0
African American or Black	0	0	Low n	Low n	0	N/A	Low n	0	Low n
Multiracial	Low n	0	Low n	0	0	N/A	0	0	0
Teachers of Color	Low n	Low n	Low n	0	0	N/A	Low n	Low n	Low n
Total Unduplicated	10	Low n	51	Low n	Low n	N/A	Low n	75	32

Race/Ethnicity	North Central University	Southwest Minnesota State University	St. Catherine University	St. Cloud State University	St. Mary's University	St. Olaf College	UM Crookston	UM Duluth
White	N/A	10	N/A	59	27	N/A	N/A	N/A
Asian	N/A	0	N/A	Low n	Low n	N/A	N/A	N/A
Hispanic/Latinx	N/A	0	N/A	0	Low n	N/A	N/A	N/A
Hawaiian or Pacific Islander	N/A	0	N/A	0	0	N/A	N/A	N/A
American Indian or Alaska Native	N/A	0	N/A	Low n	0	N/A	N/A	N/A
African American or Black	N/A	0	N/A	Low n	0	N/A	N/A	N/A
Multiracial	N/A	0	N/A		0	N/A	N/A	N/A
Teachers of Color	N/A	0	N/A	Low n	Low n	N/A	N/A	N/A
Total Unduplicated	N/A	11	N/A	79	33	N/A	N/A	N/A

Race/Ethnicity	UM Morris	UM Twin Cities	University of Northwestern	University of St. Thomas	Walden University	Winona State University	All MN preparation providers
White	N/A	45	N/A	14	N/A	44	492
Asian	N/A	Low n	N/A	0	N/A	0	12
Hispanic/Latinx	N/A	Low n	N/A	0	N/A	0	Low n
Hawaiian or Pacific Islander	N/A	Low n	N/A	0	N/A	0	0
American Indian or Alaska Native	N/A	Low n	N/A	0	N/A	Low n	Low n
African American or Black	N/A	Low n	N/A	0	N/A	0	13
Multiracial	N/A	Low n	N/A	0	N/A	Low n	Low n
Teachers of Color	N/A	10	N/A	0	N/A	Low n	51
Total Unduplicated	N/A	52	N/A	14	N/A	46	569

Number of Total Program Completers by Race/Ethnicity

Race/Ethnicity	Augsburg University	Bemidji State University	Bethany Lutheran College	Bethel University	Capella University	College of St. Benedict and St. John's University	College of St. Scholastica	Concordia College Moorhead	Concordia University St. Paul
<b>White</b>	63	101	Low n	117	Low n	71	96	45	66
<b>Asian</b>	Low n	Low n	0	Low n	0	Low n	Low n	Low n	Low n
<b>Hispanic/Latinx</b>	Low n	Low n	Low n	0	0	Low n	Low n	0	Low n
<b>Hawaiian or Pacific Islander</b>	Low n	0	0	Low n	0	0	0	0	0
<b>American Indian or Alaska Native</b>	0	Low n	0	0	0	Low n	0	0	0
<b>African American or Black</b>	14	0	0	Low n	0	Low n	0	0	Low n
<b>Multiracial</b>	Low n	Low n	0	Low n	0	Low n	0	0	Low n
<b>Teachers of Color</b>	30	Low n	Low n	16	0	Low n	Low n	0	13
<b>Total Unduplicated</b>	93	106	Low n	133	Low n	79	105	47	81

Race/Ethnicity	Crown College	Gustavus Adolphus College	Hamline University	Lakes Country Service Cooperative	Learning Disabilities Association of MN	Martin Luther College	Metropolitan State University	MSU Mankato	MSU Moorhead
White	21	33	88	Low n	Low n	108	21	221	186
Asian	0	0	Low n	0	0	0	Low n	Low n	0
Hispanic/Latinx	0	Low n	Low n	0	0	0	Low n	11	Low n
Hawaiian or Pacific Islander	0	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	Low n	Low n	Low n
African American or Black	0	0	Low n	Low n	0	Low n	12	Low n	Low n
Multiracial	Low n	0	Low n	0	0	Low n	Low n	Low n	Low n
Teachers of Color	Low n	Low n	15	0	0	Low n	32	29	16
Total Unduplicated	23	37	116	Low n	Low n	110	53	256	202

Race/Ethnicity	North Central University	Southwest Minnesota State University	St. Catherine University	St. Cloud State University	St. Mary's University	St. Olaf College	UM Crookston	UM Duluth
White	14	107	15	236	96	28	14	402
Asian	Low n	Low n	Low n	Low n	Low n	Low n	0	Low n
Hispanic/Latinx	Low n	0	0	0	13	Low n	Low n	11
Hawaiian or Pacific Islander	0	0	0	0	0	0	0	0
American Indian or Alaska Native	Low n	Low n	0	Low n	Low n	0	0	0
African American or Black	0	Low n	Low n	Low n	Low n	0	0	0
Multiracial	Low n	0	0	0	Low n	Low n	0	0
Teachers of Color	Low n	Low n	Low n	19	19	Low n	Low n	0
Total Unduplicated	25	117	20	270	115	32	15	419

Race/Ethnicity	UM Morris	UM Twin Cities	University of Northwestern	University of St. Thomas	Walden University	Winona State University	All MN preparation providers
White	21	280	46	106	43	275	2920
Asian	0	0	Low n	Low n	Low n	Low n	0
Hispanic/Latinx	Low n	0	Low n	Low n	Low n	Low n	35
Hawaiian or Pacific Islander	0	0	0	0	0	0	0
American Indian or Alaska Native	Low n	0	0	0	0	Low n	0
African American or Black	0	0	0	11	Low n	Low n	37
Multiracial	Low n	0	Low n	Low n	0	Low n	0
Teachers of Color	Low n	59	Low n	30	15	24	317
Total Unduplicated	22	323	52	161	61	299	3372

Number of Program Completers Who Received a Tier 3 or Tier 4 License in Their Program Area by Race/Ethnicity

Race/Ethnicity	Augsburg University	Bemidji State University	Bethany Lutheran College	Bethel University	Capella University	College of St. Benedict and St. John's University	College of St. Scholastica	Concordia College Moorhead	Concordia University St. Paul
White	44	78	Low n	188	0	64	82	43	38
Asian	Low n	0	0	Low n	0	Low n	Low n	Low n	Low n
Hispanic/Latinx	Low n	Low n	Low n	Low n	0	Low n	Low n	0	Low n
Hawaiian or Pacific Islander	0	0	0	Low n	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	Low n	0	0	0
African American or Black	Low n	0	0	Low n	0	0	0	0	Low n
Multiracial	Low n	Low n	0	Low n	0	0	0	0	Low n
Teachers of Color	14	Low n	Low n	20	0	Low n	Low n	0	Low n
Total Unduplicated	58	80	Low n	208	0	68	88	45	42

Race/Ethnicity	Crown College	Gustavus Adolphus College	Hamline University	Lakes Country Service Cooperative	Learning Disabilities Association of MN	Martin Luther College	Metropolitan State University	MSU Mankato	MSU Moorhead
White	17	33	80	Low n	Low n	108	16	245	136
Asian	0	0	Low n	0	0	0	Low n	Low n	0
Hispanic/Latinx	0	Low n	Low n	0	0	0	Low n	Low n	0
Hawaiian or Pacific Islander	0	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	Low n	Low n	Low n
African American or Black	0	0	Low n	Low n	0	0	11	Low n	Low n
Multiracial	Low n	0	Low n	0	0	Low n	Low n	Low n	Low n
Teachers of Color	Low n	Low n	12	0	0	Low n	26	19	Low n
Total Unduplicated	19	37	104	10	Low n	109	42	269	144

Race/Ethnicity	North Central University	Southwest Minnesota State University	St. Catherine University	St. Cloud State University	St. Mary's University	St. Olaf College	UM Crookston	UM Duluth
White	14	88	13	192	84	28	13	116
Asian	Low n	Low n	Low n	Low n	Low n	Low n	0	Low n
Hispanic/Latinx	Low n	0	0	0	Low n	Low n	0	Low n
Hawaiian or Pacific Islander	0	0	0	0	0	0	0	0
American Indian or Alaska Native	Low n	Low n	0	0	Low n	0	0	Low n
African American or Black	0	Low n	Low n	Low n	Low n	0	0	Low n
Multiracial	Low n	0	0	0	Low n	Low n	0	Low n
Teachers of Color	Low n	Low n	Low n	11	14	Low n	0	11
Total Unduplicated	25	96	17	219	100	32	13	127



Race/Ethnicity	UM Morris	UM Twin Cities	University of Northwestern	University of St. Thomas	Walden University	Winona State University	All MN preparation providers
White	19	275	42	82	0	224	2362
Asian	0	0	Low n	Low n	0	0	0
Hispanic/Latinx	Low n	0	Low n	Low n	0	Low n	0
Hawaiian or Pacific Islander	0	0	0	0	0	0	0
American Indian or Alaska Native	Low n	0	0	0	0	Low n	0
African American or Black	0	0	0	Low n	0	Low n	11
Multiracial	Low n	0	Low n	Low n	0	Low n	0
Teachers of Color	Low n	57	Low n	23	0	14	221
Total Unduplicated	20	316	48	105	0	237	2678

Number of Program Completers Who Were Hired to Work in Their Licensure Field in a Minnesota School by Race/Ethnicity

Race/Ethnicity	Augsburg University	Bemidji State University	Bethany Lutheran College	Bethel University	Capella University	College of St. Benedict and St. John's University	College of St. Scholastica	Concordia College Moorhead	Concordia University St. Paul
<b>White</b>	22	57	8	180	N/A	52	44	20	20
<b>Asian</b>	Low n	0	0	Low n	N/A	Low n	0	Low n	Low n
<b>Hispanic/Latinx</b>	Low n	0	Low n	Low n	N/A	Low n	0	0	0
<b>Hawaiian or Pacific Islander</b>	0	0	0	0	N/A	0	0	0	0
<b>American Indian or Alaska Native</b>	0	0	0	0	N/A	Low n	0	0	0
<b>African American or Black</b>	Low n	0	0	Low n	N/A	Low n	0	0	Low n
<b>Multiracial</b>	Low n	0	0	Low n	N/A	Low n	0	0	Low n
<b>Teachers of Color</b>	Low n	Low n	Low n	19	N/A	Low n	0	0	0
<b>Total Unduplicated</b>	31	58	Low n	199	N/A	59	44	22	23

Race/Ethnicity	Crown College	Gustavus Adolphus College	Hamline University	Lakes Country Service Cooperative	Learning Disabilities Association of MN	Martin Luther College	Metropolitan State University	MSU Mankato	MSU Moorhead
White	16	27	62	Low n	Low n	113	14	78	94
Asian	0	0	Low n	0	0	Low n	Low n	Low n	0
Hispanic/Latinx	0	Low n	Low n	0	0	Low n	Low n	10	0
Hawaiian or Pacific Islander	0	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	Low n	Low n	0	Low n
African American or Black	0	0	Low n	Low n	0	Low n	Low n	Low n	Low n
Multiracial	Low n	0	Low n	0	0	Low n	Low n	Low n	Low n
Teachers of Color	Low n	Low n	Low n	0	0	20	21	17	Low n
Total Unduplicated	18	29	78	11	Low n	133	35	97	99

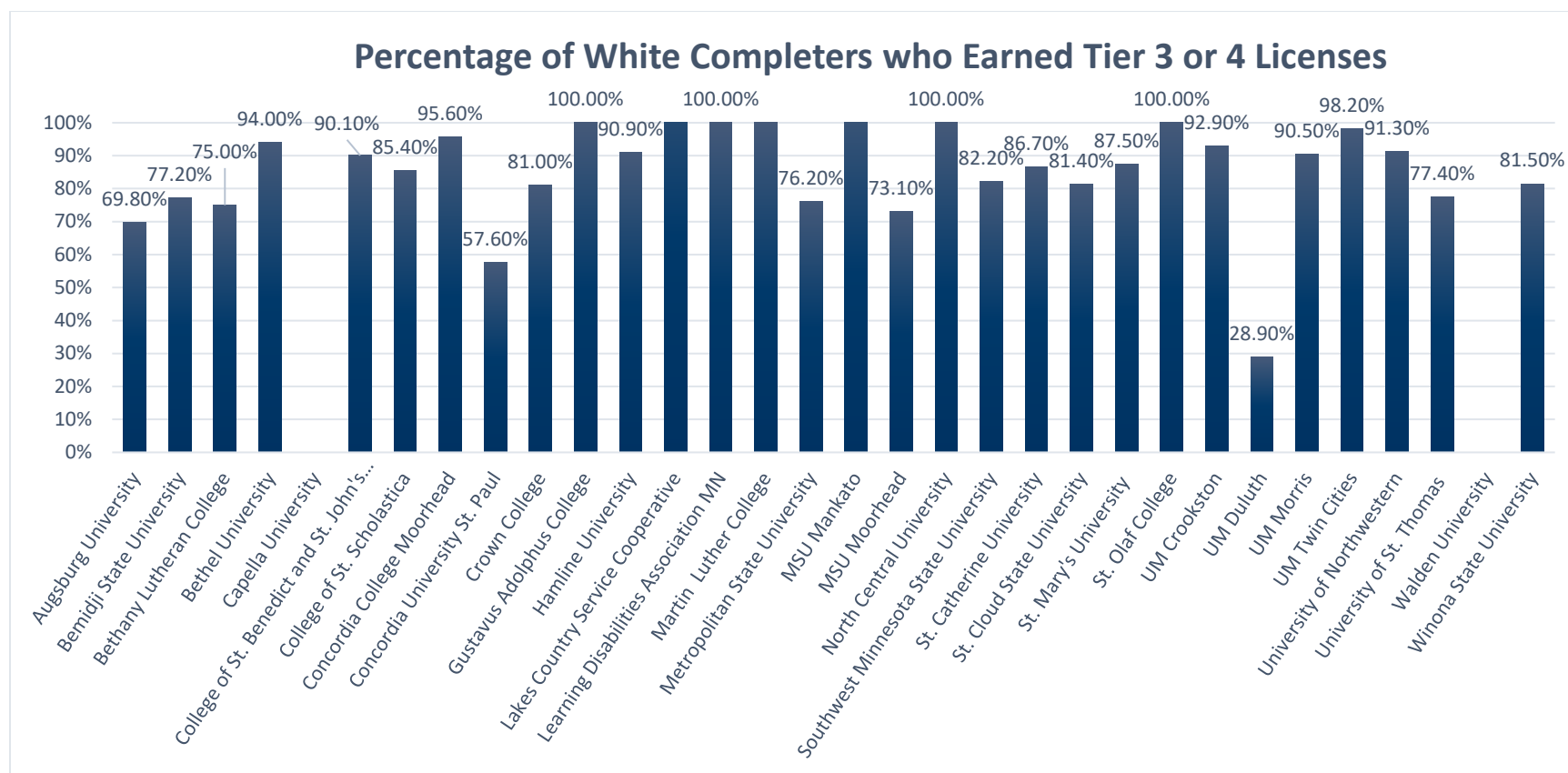
Race/Ethnicity	North Central University	Southwest Minnesota State University	St. Catherine University	St. Cloud State University	St. Mary's University	St. Olaf College	UM Crookston	UM Duluth
White	Low n	77	Low n	145	15	22	13	60
Asian	0	Low n	0	Low n	Low n	Low n	0	Low n
Hispanic/Latinx	Low n	0	0	0	Low n	Low n	Low n	Low n
Hawaiian or Pacific Islander	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	Low n	0
African American or Black	0	Low n	Low n	Low n	Low n	0	0	Low n
Multiracial	Low n	0	0	0	Low n	Low n	0	Low n
Teachers of Color	Low n	0	Low n	10	Low n	Low n	0	10
Total Unduplicated	12	81	11	168	20	25	16	70

Race/Ethnicity	UM Morris	UM Twin Cities	University of Northwestern	University of St. Thomas	Walden University	Winona State University	All MN preparation providers
White	17	263	36	56	N/A	141	1652
Asian	0	0	Low n	Low n	N/A	Low n	0
Hispanic/Latinx	Low n	0	Low n	Low n	N/A	Low n	10
Hawaiian or Pacific Islander	0	0	Low n	0	N/A	0	0
American Indian or Alaska Native	0	0	0	0	N/A	Low n	0
African American or Black	0	0	0	Low n	N/A	0	0
Multiracial	Low n	0	0	Low n	N/A	Low n	0
Teachers of Color	Low n	58	Low n	19	N/A	Low n	174
Total Unduplicated	18	304	41	90	N/A	149	1941

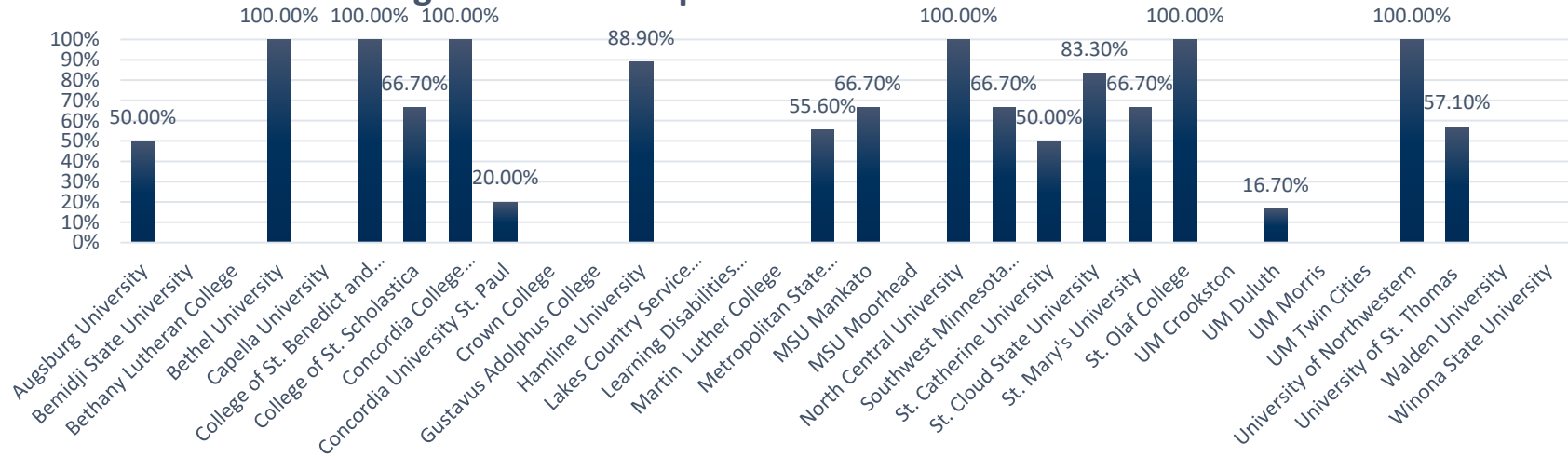
## Percentage of Completers Who Received a Tier 3 or Tier 4 License by Provider, Disaggregated by Race/Ethnicity

The graphs below show the percentage of program completers reported in the previous section who received a Tier 3 or Tier 4 license, disaggregated by race. For example, the first graph shows the percentage of White program completers who received a Tier 3 or Tier 4 license out of all White program completers. Providers without a graph bar report a number of candidates licensed that was less than 5 in the 2020-2021 academic year.

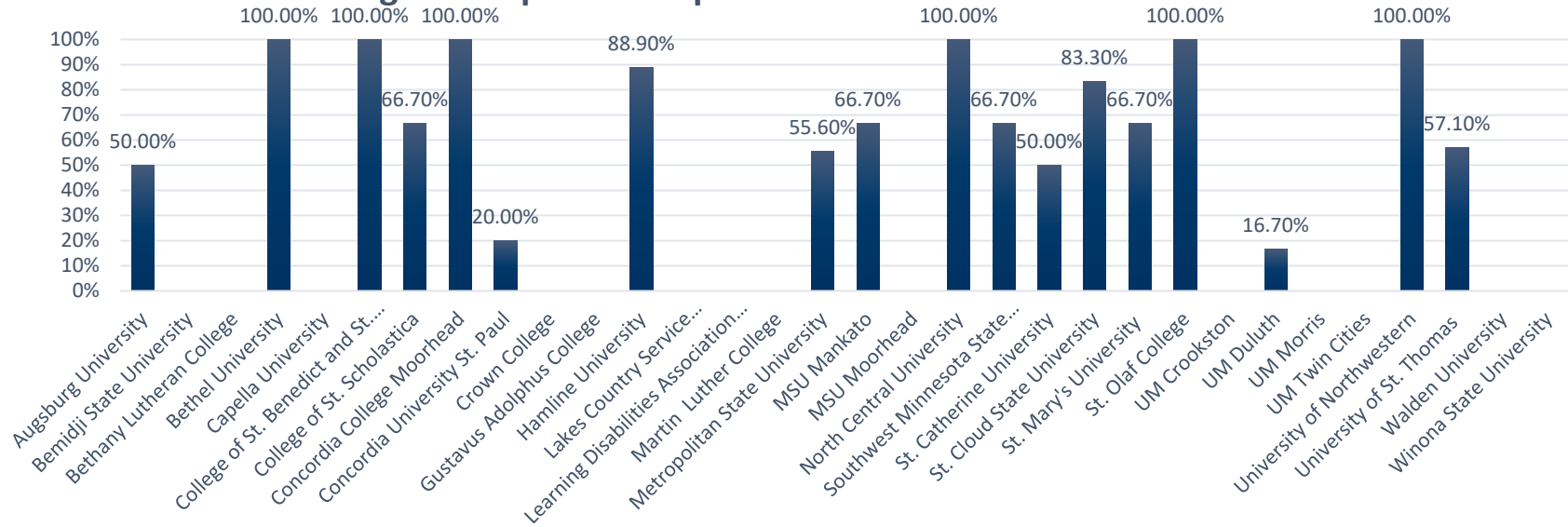
Across all approved providers, there were not enough American Indian or Hawaiian Pacific Islander program completers to report data. Statewide, 55% of American Indian or Alaskan Native completers earned a Tier 3 or 4 license.



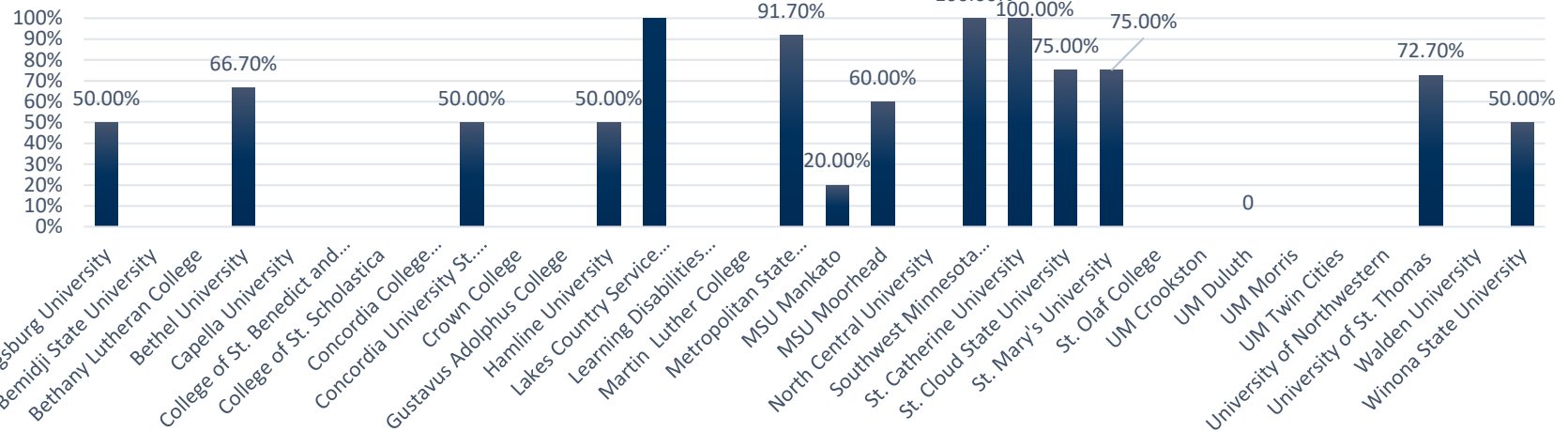
### Percentage of Asian Completers who Earned Tier 3 or 4 Licenses



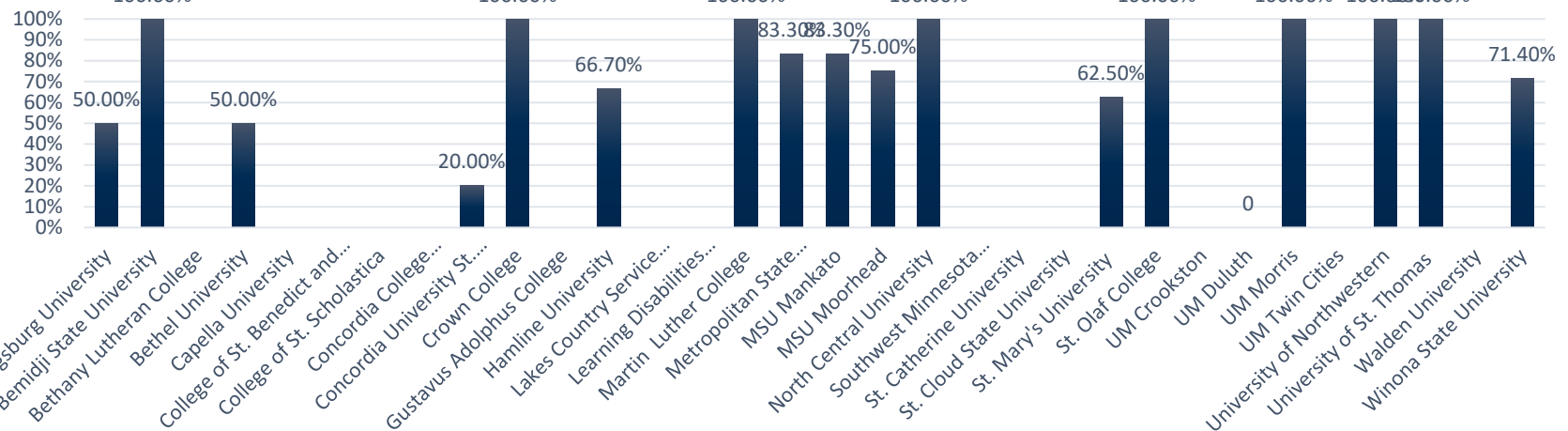
### Percentage of Hispanic Completers Who Earned a Tier 3 or 4 License

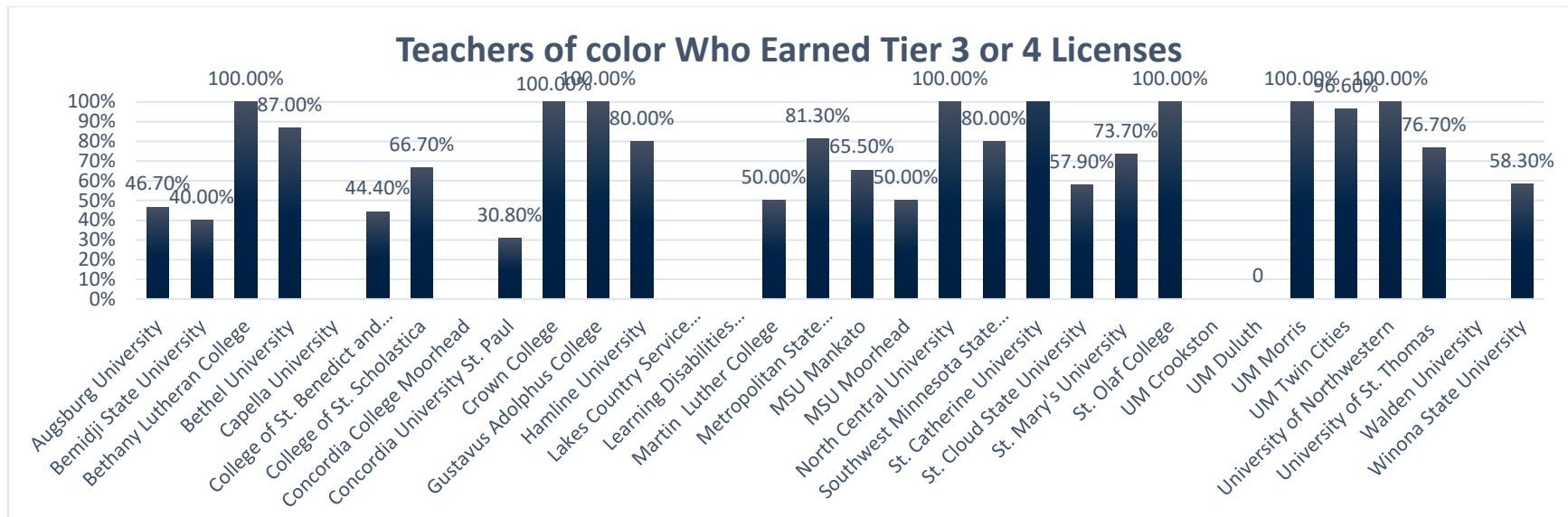


### African American or Black Completers Who Earned Tier 3 or 4 Licenses



### Multiracial Completers Who Earned Tier 3 or 4 Licenses



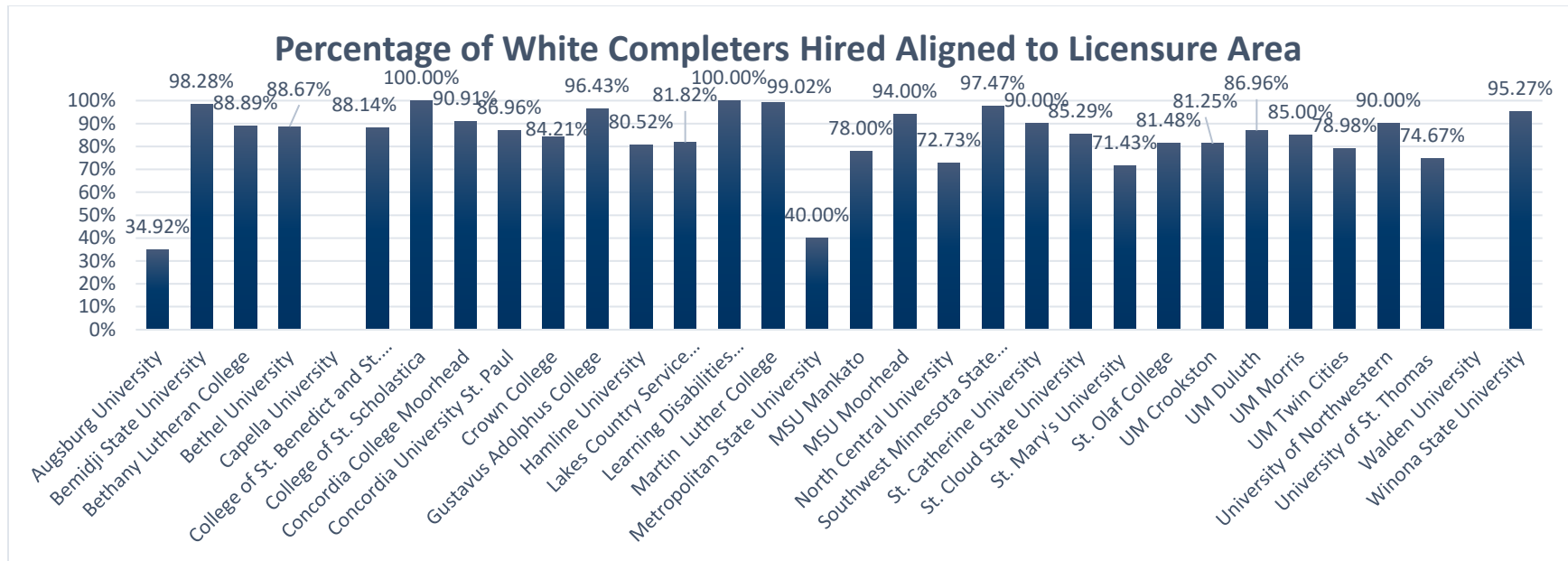


### Percentage of Completers Hired to Work in Their Licensure Area in a Minnesota School by Provider, Disaggregated by Race/Ethnicity

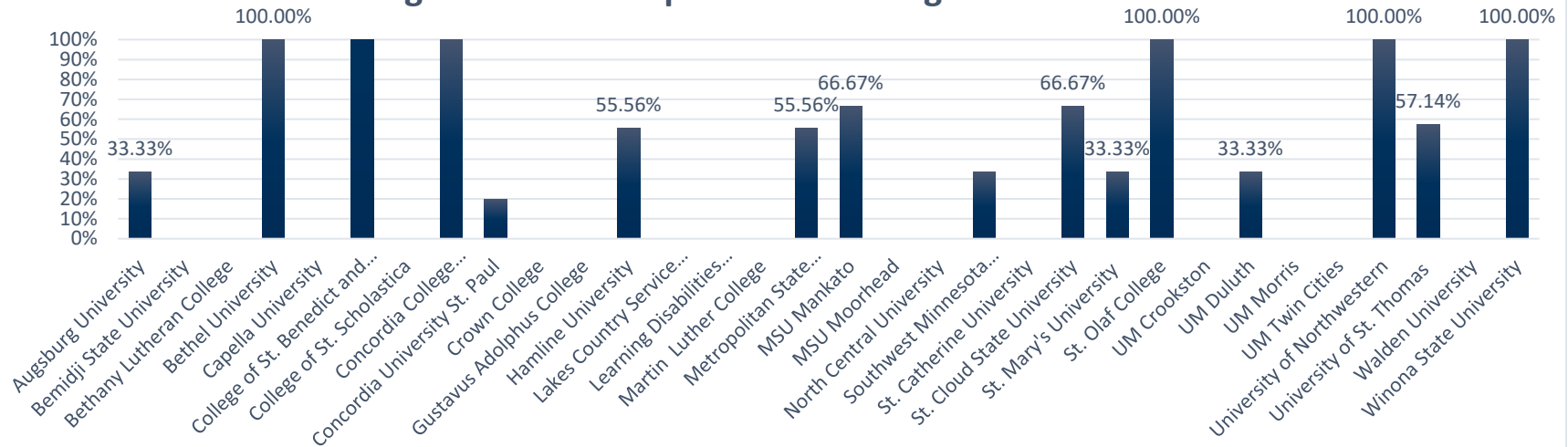
The graphs below show the percentage of program completers reported in the previous section who were hired in their licensure area by a Minnesota school, disaggregated by race. For example, the first graph shows the percentage of White program completers who were hired in their licensure area by a Minnesota school out of all White program completers. Providers without a graph bar report a number that was less than 5.

Across all approved providers, there were not enough American Indian program completers to report data. Statewide, 35% of American Indian or Alaskan Native candidates who completed Minnesota teacher preparation in 2020-2021 were hired aligned to their licensure area.

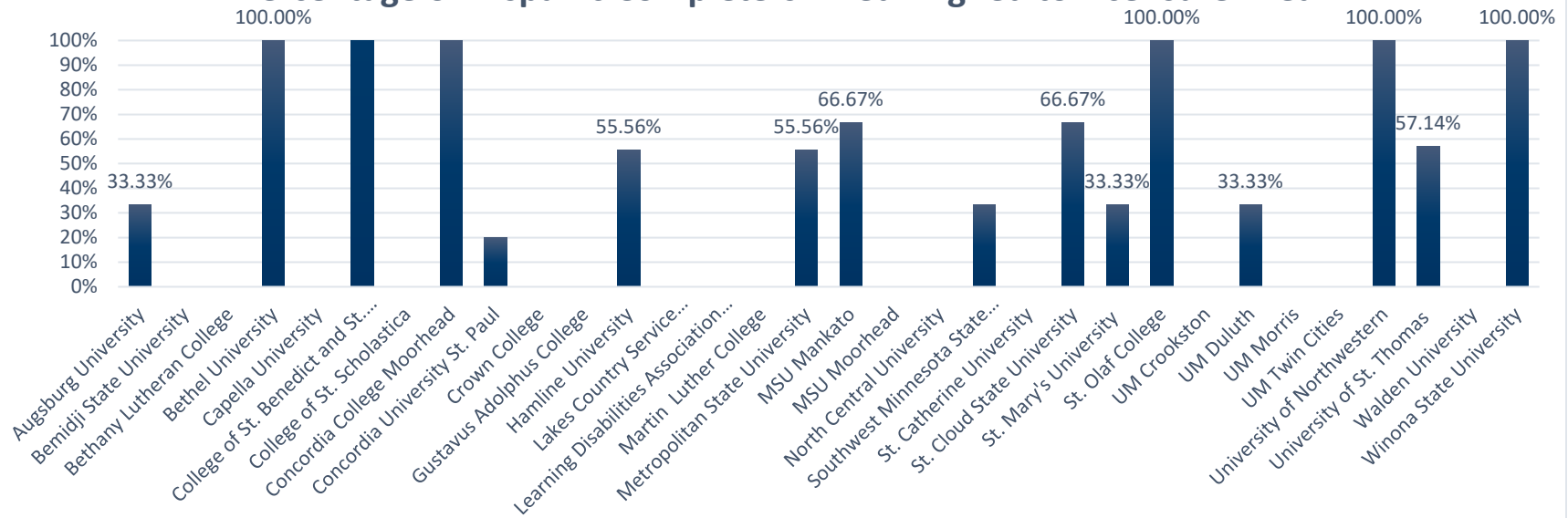




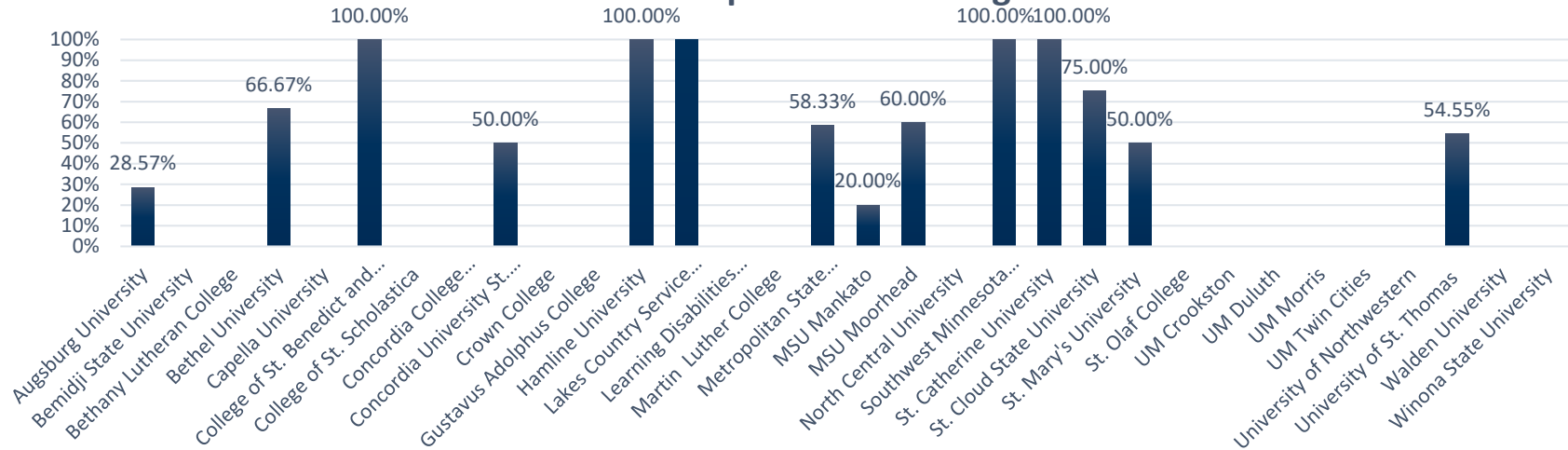
### Percentage of Asian Completers Hired Aligned to Licensure Area



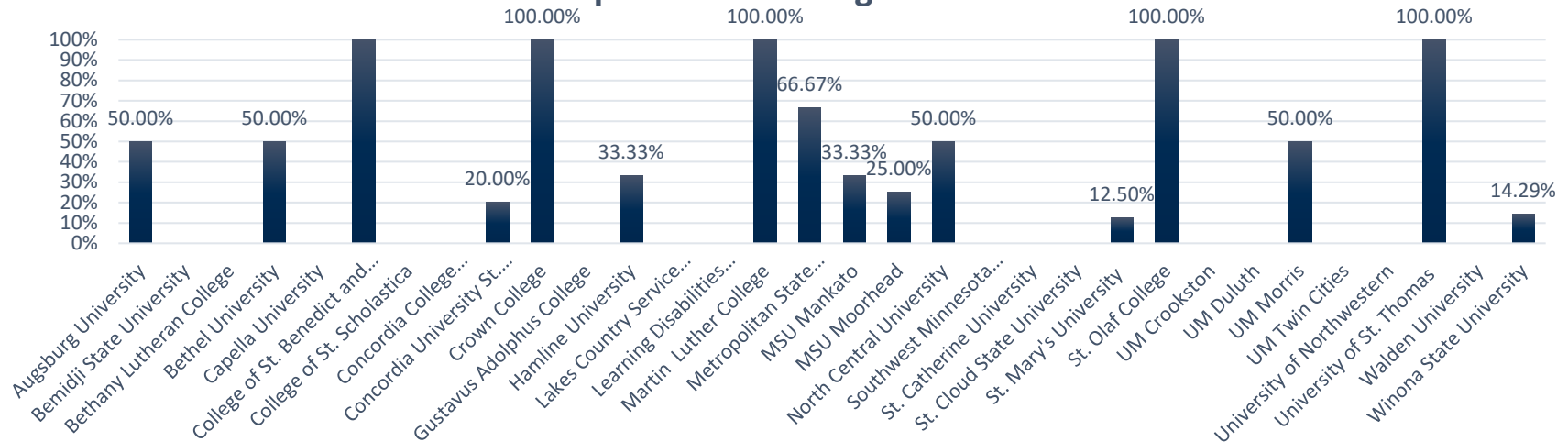
### Percentage of Hispanic Completers Hired Aligned to Licensure Area

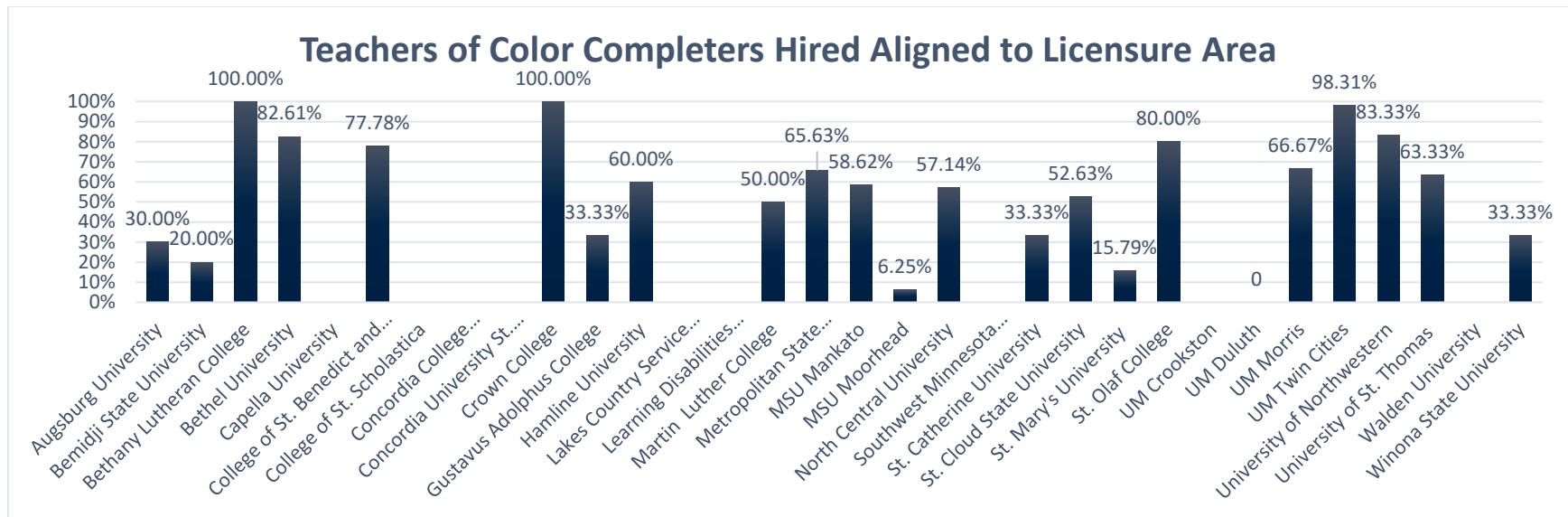


### African American or Black Completers Hired Aligned to Licensure Area



### Multiracial Completers Hired Aligned to Licensure Area





### Number of candidates who completed programs with highest demand for more professional licensed teachers

PELSB publishes a list of shortage areas in the [Biennial Minnesota Teacher Supply and Demand Report](#). These fields represent areas that do not have a sufficient number of Tier 3 or Tier 4 licensed teachers working in them. The tables below show enrollment during the 2020-2021 academic year for licensure areas with highest proportion of teachers holding a Tier 1 License, Tier 3 License, or Out-of-Field Permission (table 18). These tables provide a broader sense of supply for these high-demand fields.

Program	Augsburg University	Bemidji State University	Bethany Lutheran College	Bethel University	College of St. Benedict and St. John's University	College of St. Scholastica	Concordia University St. Paul	Crown College	Hamline University
Academic and Behavioral Strategist	21	0	0	25	0	Low n	0	0	0
Autism Spectrum Disorder	0	Low n	N/A	14	0	0	0	0	Low n
Emotional and Behavioral Disorders	0	13	N/A	13	0	0	0	0	0
Career and Technical Education	N/A	N/A	N/A	NA	N/A	N/A	N/A	N/A	N/A
Theater/ Dance +Theater	0	0	N/A	0	0	0	0	0	Low n
Agricultural Ed	0	0	N/A	0	0	0	0	0	Low n
Family and Consumer Science	0	0	N/A	0	0	0	0	0	0
English as a Second Language	14	0	N/A	Low n	0	0	0	0	26
Business	0	0	N/A	N/A	0	0	0	0	0
Work-Based Learning	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

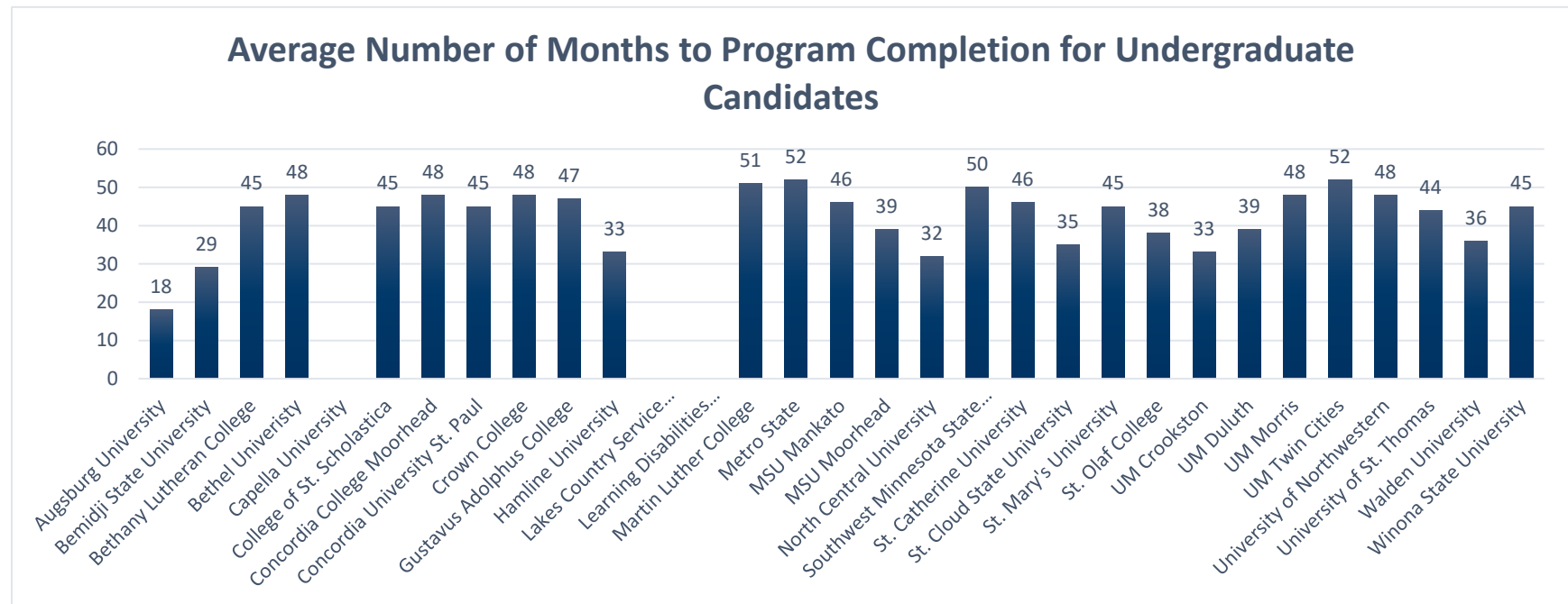
Program	Lakes Country Service Cooperative	Learning Disabilities Association MN	Martin Luther College	Metropolitan State University	MSU Mankato	MSU Moorhead	St. Catherine University	St. Mary's University	St. Olaf College
Academic and Behavioral Strategist	N/A	Low n	Low n	Low n	44	11	17	42	N/A
Autism Spectrum Disorder	N/A	N/A	N/A	N/A	22	N/A	0	Low n	Low n
Emotional and Behavioral Disorders	N/A	N/A	N/A	N/A	11	Low n	Low n	Low n	13
Career and Technical Education	Low n	N/A	N/A	N/A	N/A	N/A	N/A	11	N/A
Theater/ Dance +Theater	N/A	N/A	N/A	N/A	Low n	N/A	N/A	N/A	N/A
Agricultural Ed	N/A	N/A	N/A	N/A	N/A	N/A	Low n	N/A	N/A
Family and Consumer Science	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
English as a Second Language	N/A	N/A	N/A	Low n	Low n	Low n	Low n	Low n	17
Business	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Work-Based Learning	Low n	N/A	N/A	N/A	N/A	N/A	N/A	23	N/A

Program	UM Crookston	UM Twin Cities	University of Northwestern	Walden University	Winona State University	Total Enrolled in MN Programs
Academic and Behavioral Strategist	N/A	Low N	NA	66	33	271
Autism Spectrum Disorder	N/A	Low N	N/A	Low n	N/A	65
Emotional and Behavioral Disorders	N/A	Low N	N/A	Low n	N/A	61
Career and Technical Education	N/A	N/A	N/A	N/A	N/A	17
Theater/Dance +Theater	0	N/A	N/A	N/A	N/A	Low n
Agricultural Ed	N/A	Low N	N/A	N/A	N/A	Low n
Family and Consumer Science	NA	N/A	N/A	N/A	N/A	0
English as a Second Language	Low n	N/A	24	N/A	Low n	126
Business	N/A	N/A	N/A	N/A	Low n	Low n
Work-Based Learning	N/A	Low N	Low n	N/A	N/A	N/A

### Program Completion Data

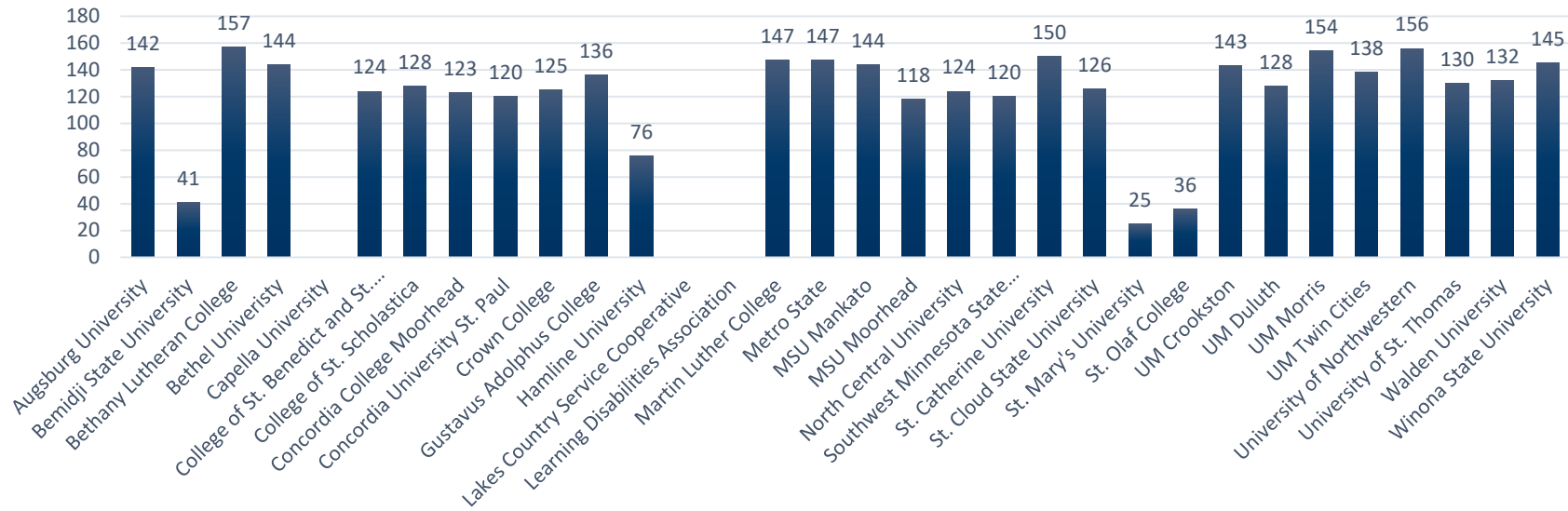
In addition to data on teacher candidate enrollment and completion, statute requires providers to report the average time and credits to complete an approved program at their unit. The graphs below show the average time and credits to complete a program by provider, separated into undergraduate and post-baccalaureate programs. For candidates who do not yet hold a bachelor's degree, providers are instructed to include summer months and count both months and credits spent working towards earning the bachelor's degree since the bachelor's degree is required for most initial licenses.

## Undergraduate Completion Data

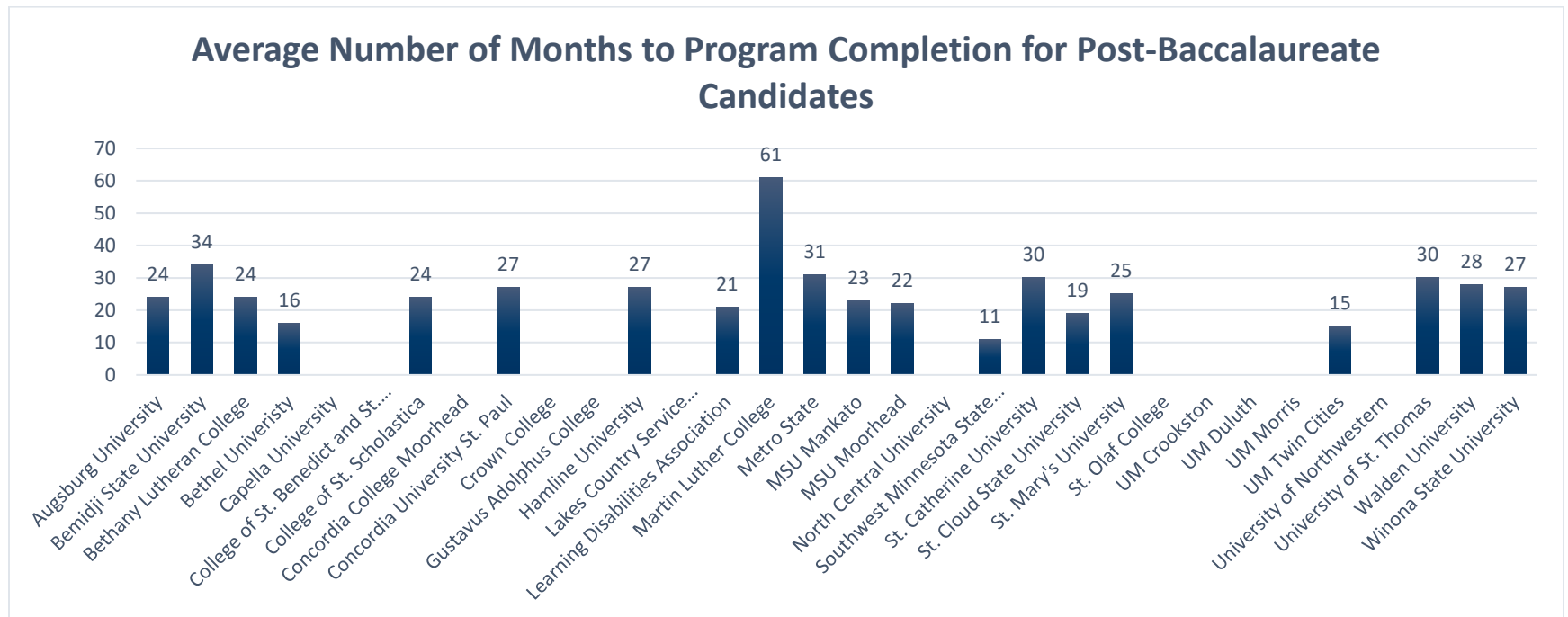




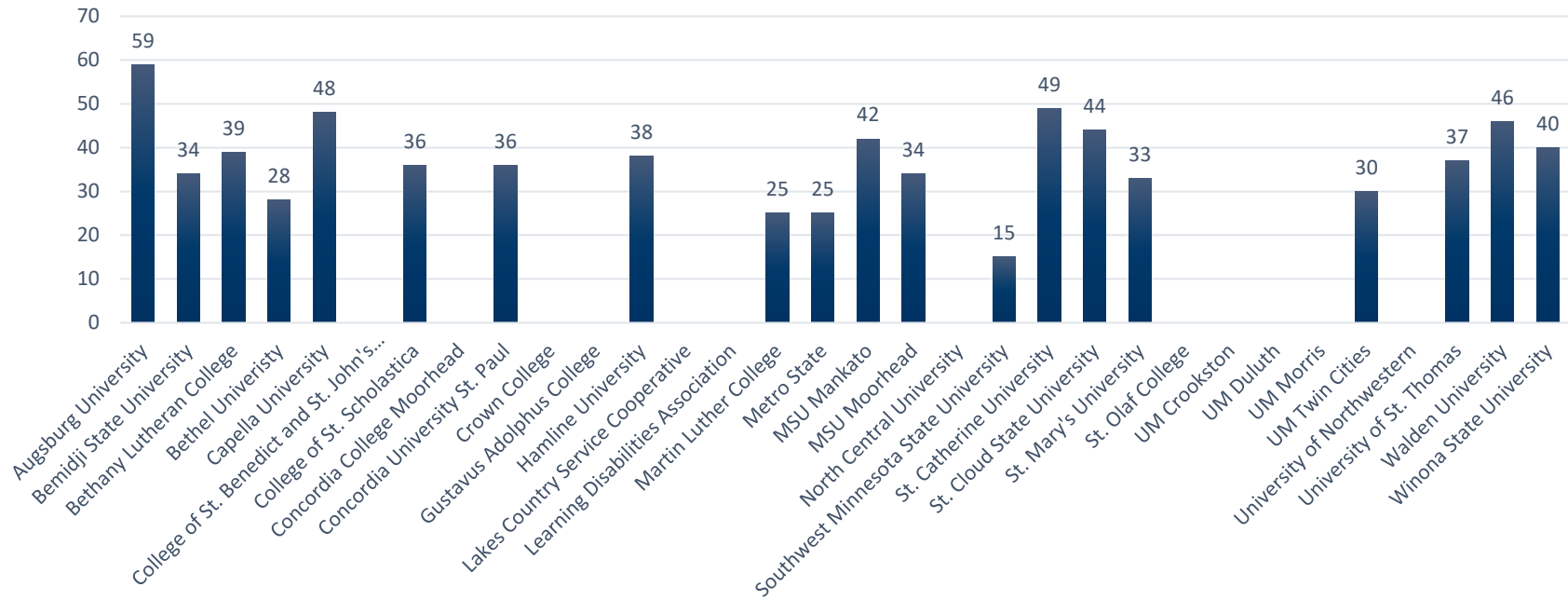
## Average Number of Credits to Program Completion for Undergraduate Candidates



## Post-Baccalaureate Completion Data



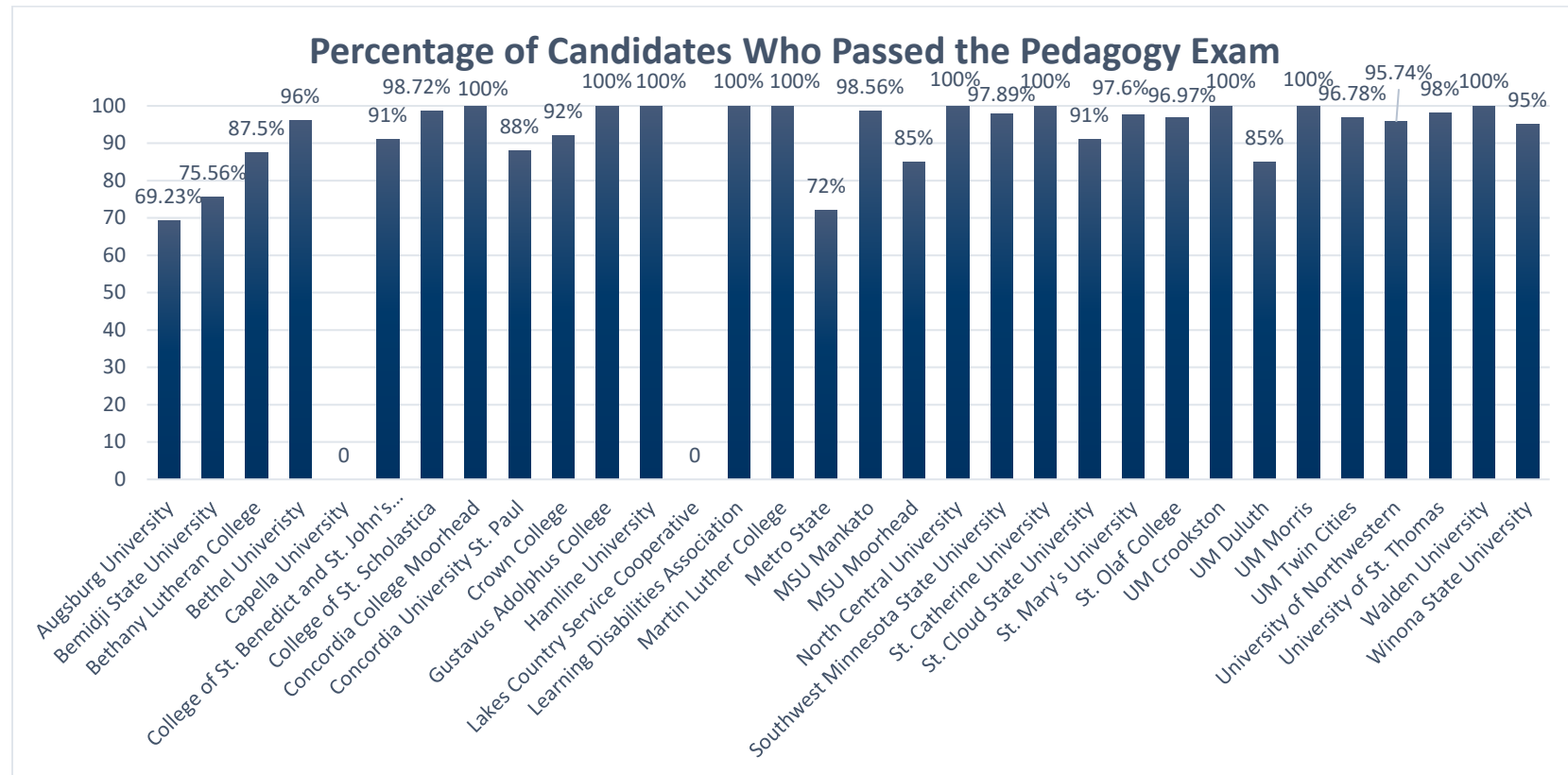
## Average Number of Credits to Program Completion for Post-Baccalaureate Candidates



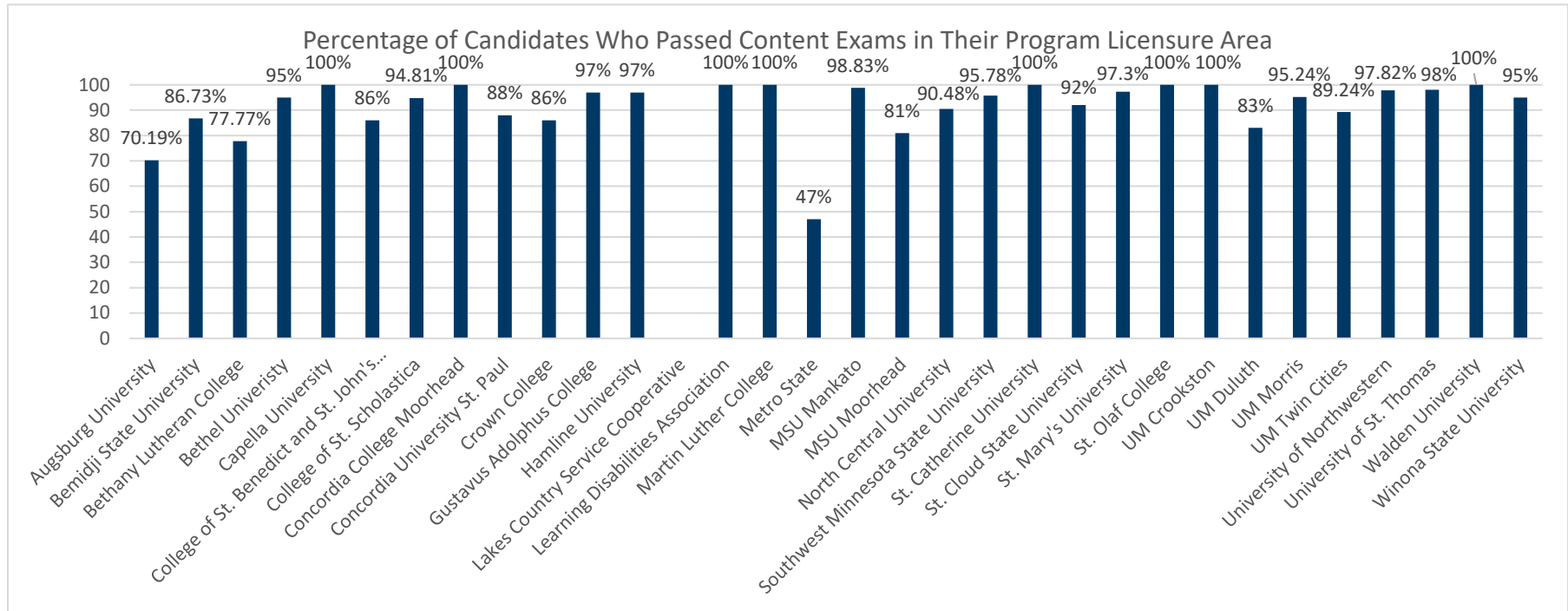
# Exam Data

Minnesota State Statute 122A.091, subdivision 1 requires PELSB to report teacher candidate pass rates for Board-approved providers. Providers must report candidate pass rates on Board-adopted pedagogy exams, content area exams, and, if applicable, basic skills exams.

## Candidate Pass Rate for Pedagogy Exams



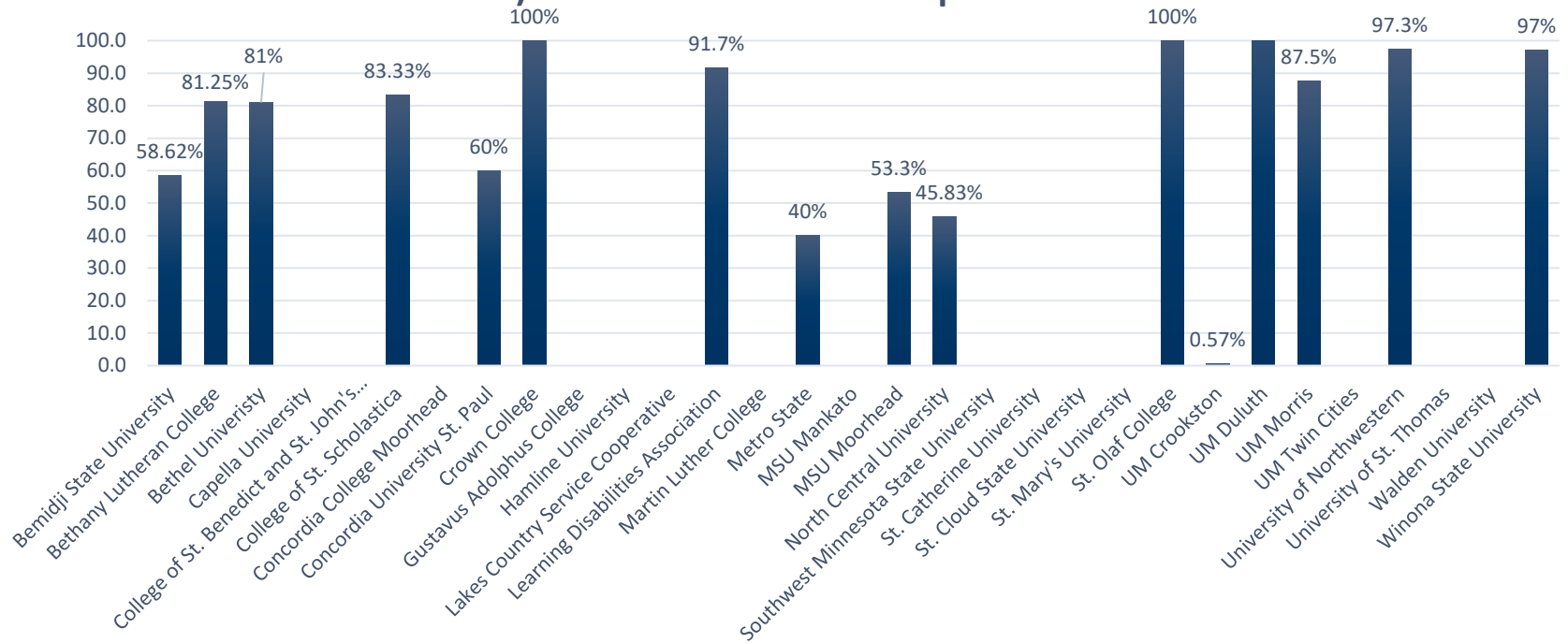
## Teacher Candidate Pass Rate for Content Exams



## Teacher Candidate Pass Rate for a Board-Adopted Basic Skills Exam

Since passing a Basic Skills exam is not required for a Tier 3 license, some providers do not require that candidates take and/or pass this exam. Additionally, not all providers collect this data.

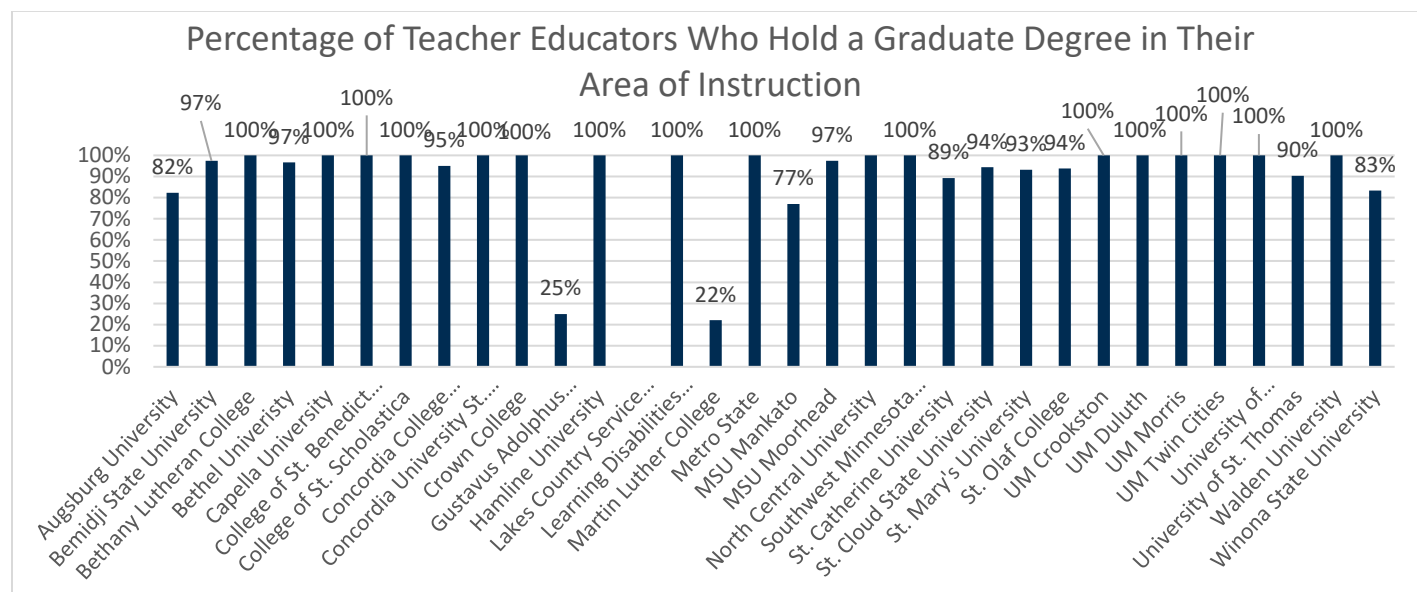
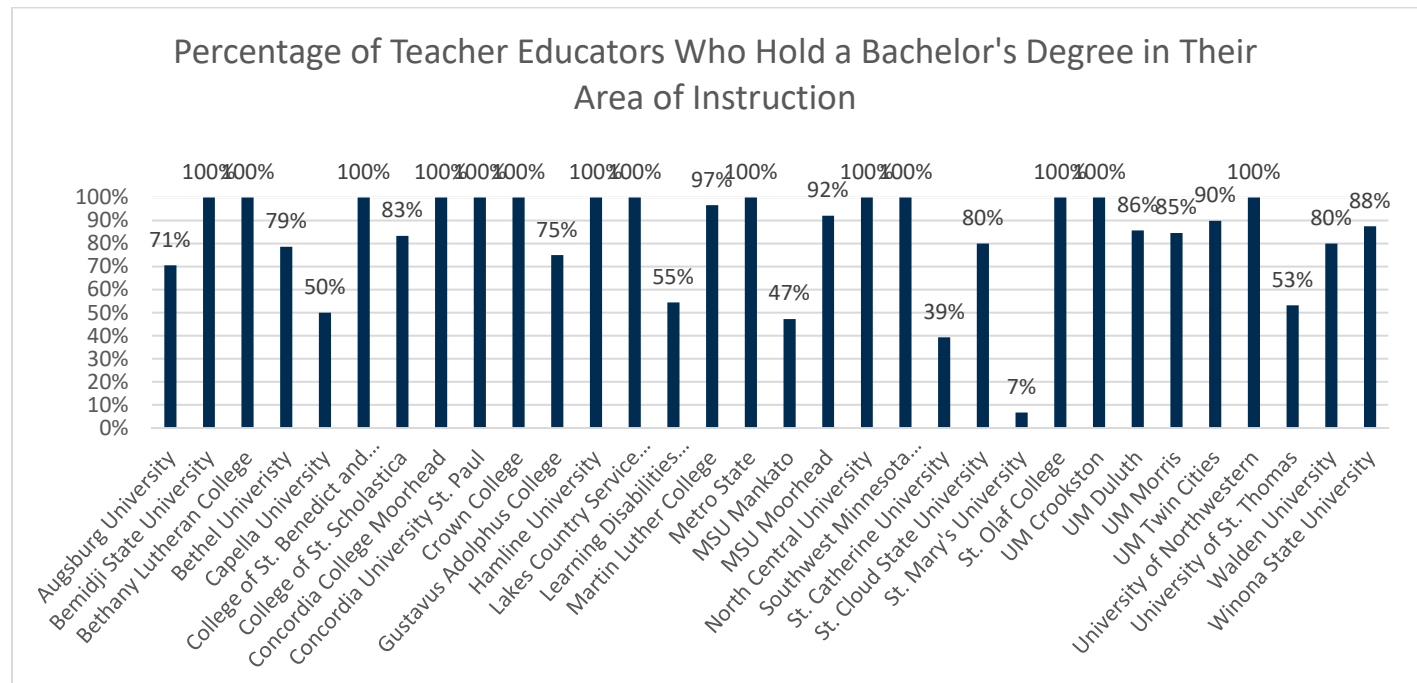
### Percentage of Candidates Who Passed the Entire Battery (reading, writing and math) of one of the Board-Adopted Skills Exams



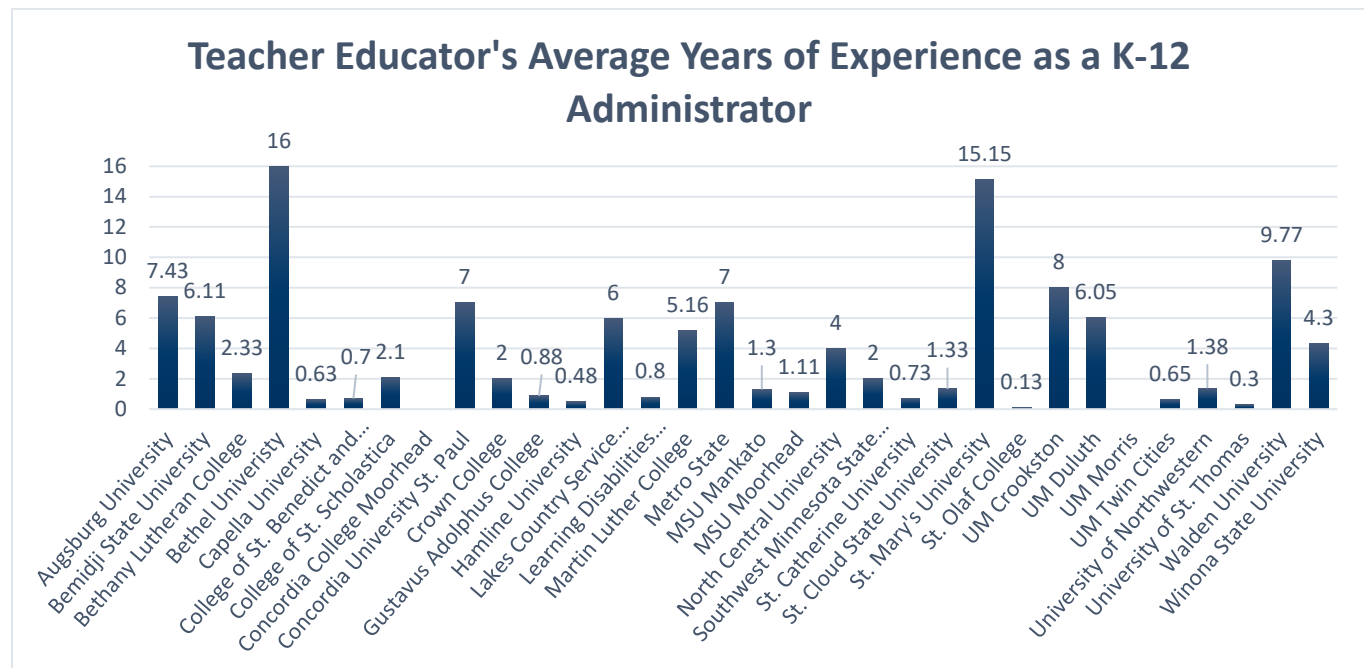
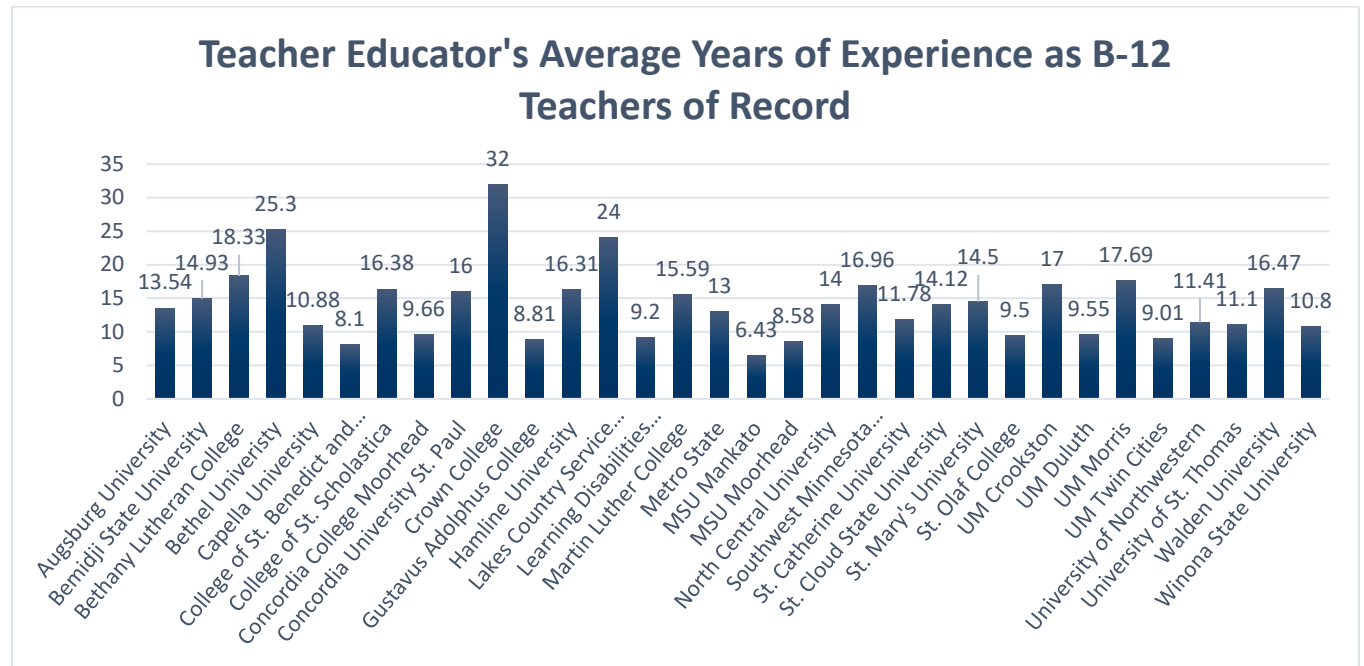
# Teacher Educator Data

Minnesota State Statute 122A.091, subdivision 1 requires PELSB to report summary data on teacher educator qualifications, including data on undergraduate and graduate degrees and years of experience. The data in this section summarizes these teacher educator qualifications, disaggregated by provider.

## Teacher Educator Educational Qualifications



## Teacher Educator Experience in Schools





## Survey Results

Minnesota State Statute 122A.091, subdivision 1 requires PELSB to report survey results measuring teacher candidate, program completer, and employer satisfaction with the approved program disaggregated by race, except when disaggregation would not yield statistically reliable results or would reveal personally identifiable information about an individual. To report this data, providers share information collected by the Common Metrics Survey.

Preparation providers report on three Common Metrics Next surveys. Initial licensure candidates share their perspectives on their teacher preparation program in the Exit Survey upon program completion.

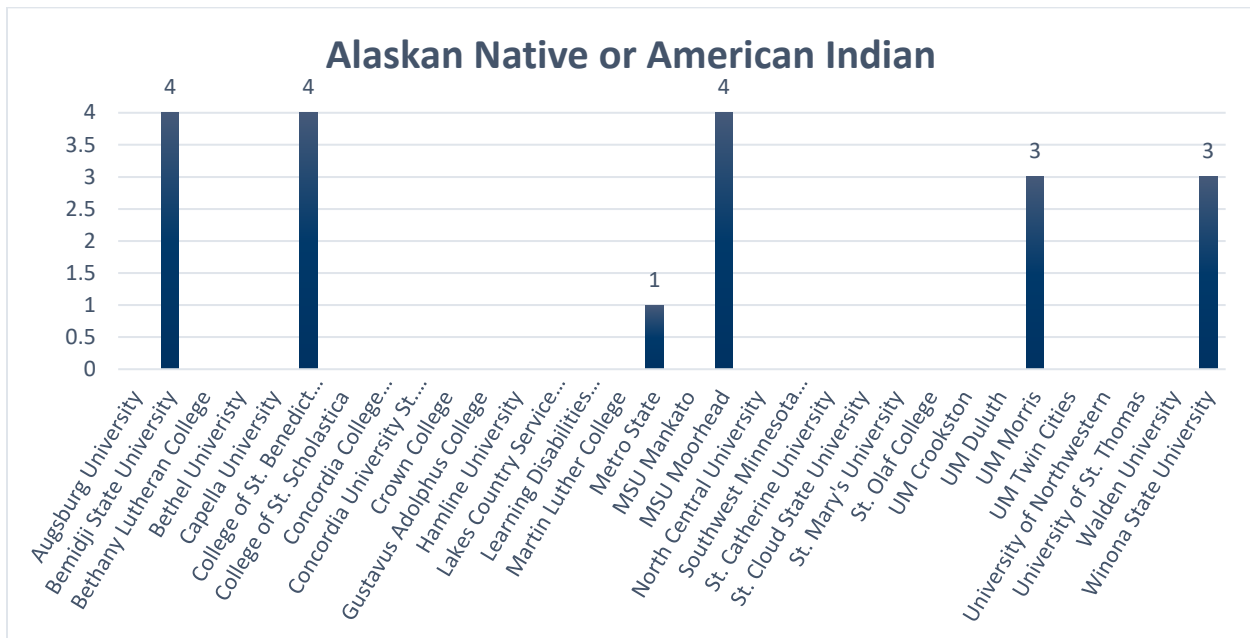
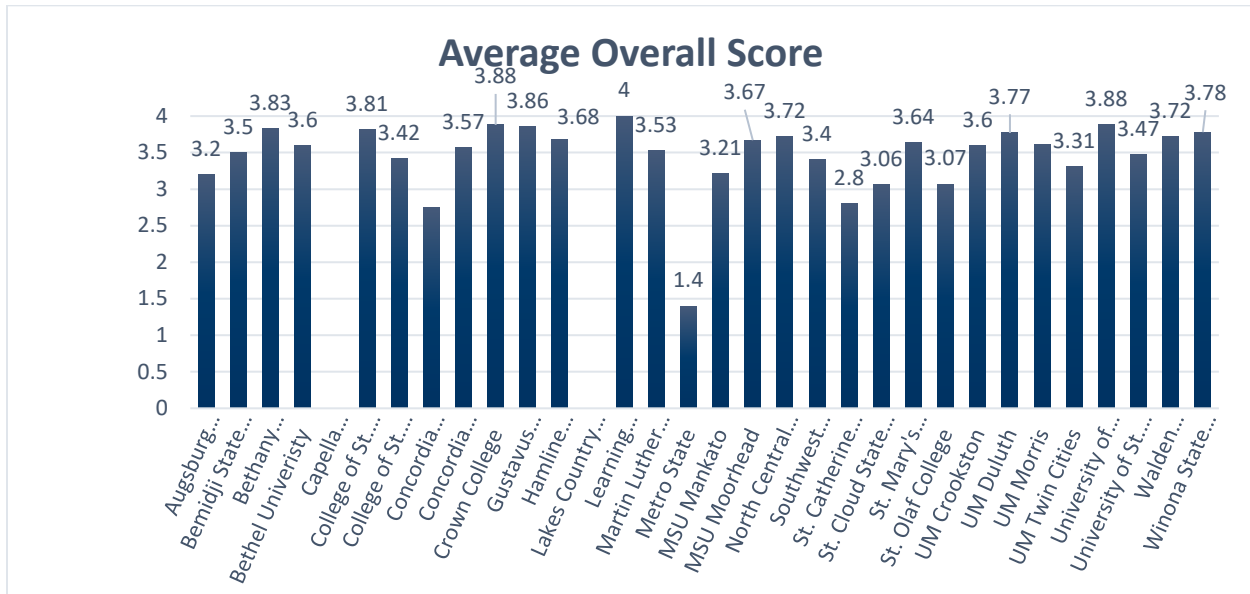
After one year of part-time or full-time teaching, teachers complete the Transition to Teaching Survey to share to what extent they feel prepared for teaching responsibilities.

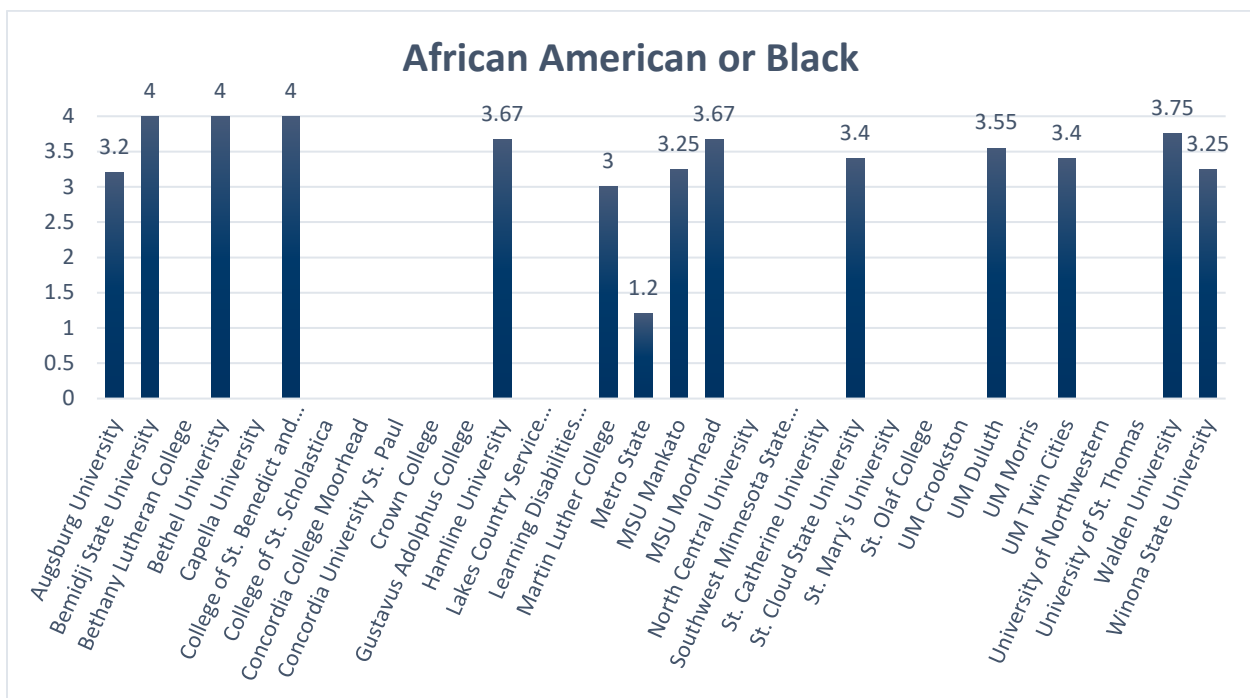
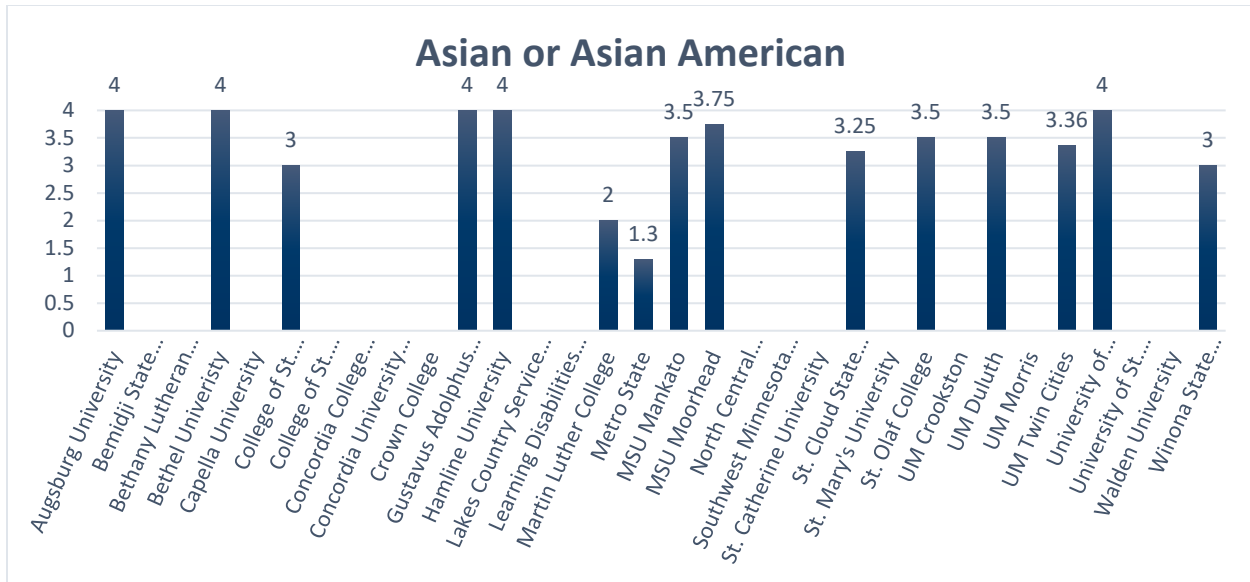
The Supervisor Survey provides supervisors' perspectives of first-year teachers' readiness for the teaching profession. In circumstances where teachers find employment in other states, Transition to Teaching and Supervisor Survey response rates tend to be lower. All surveys are on a four-point scale of (4) Agree, (3) Tend to Agree, (2) Tend to Disagree, and (1) Disagree.

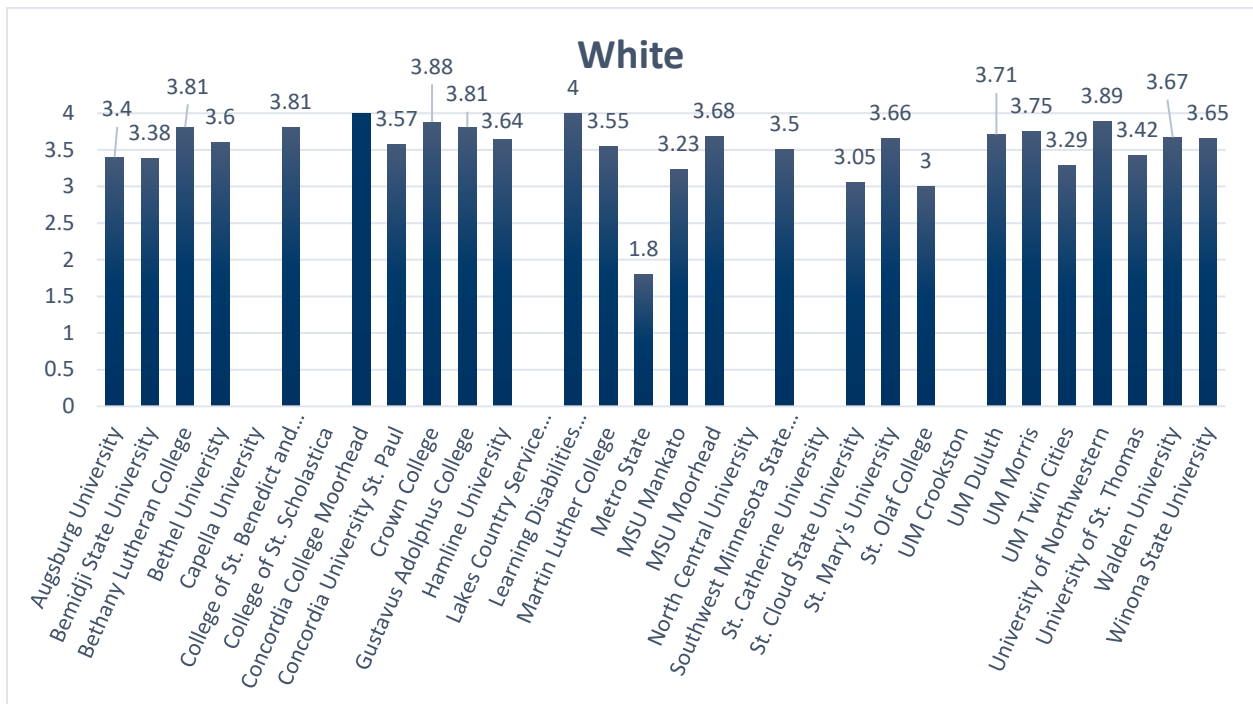
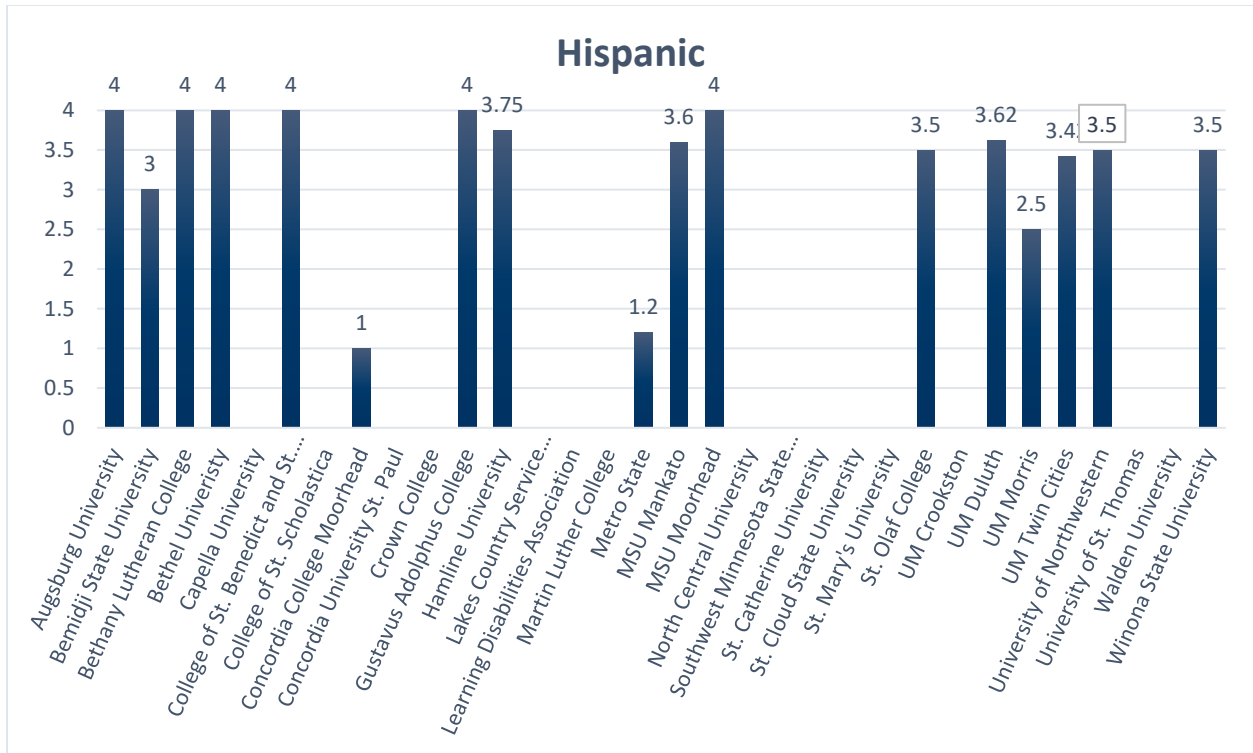
Note that all surveys were administered in the 2020-2021 year. The Exit Survey reflects the data of candidates who completed an initial licensure program in the 2020-2021 academic year. The Transition to Teaching Survey and Supervisor Survey reflect the data of initial licensure candidates who completed programs in the 2018-2019 academic year.

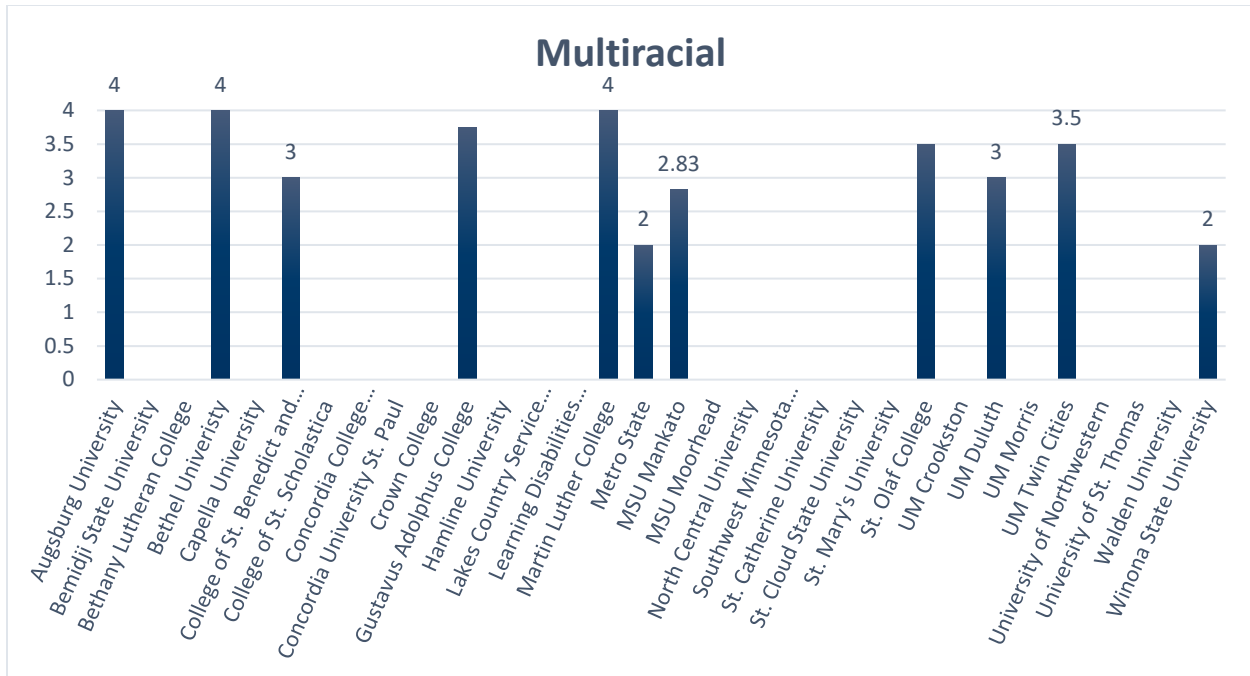
PELSB did not request the total number of responses disaggregated by race for each survey. In cases where providers did not provide the required data to PELSB due to a low sample size, "N/A" was entered and no bar appears on the graph. However, in some cases, data may represent the feedback of very few responses (as few as one candidate), so PELSB advises exercising caution with data use.

Exit responses to the question, “Would you recommend your teacher education program to another prospective teacher?”

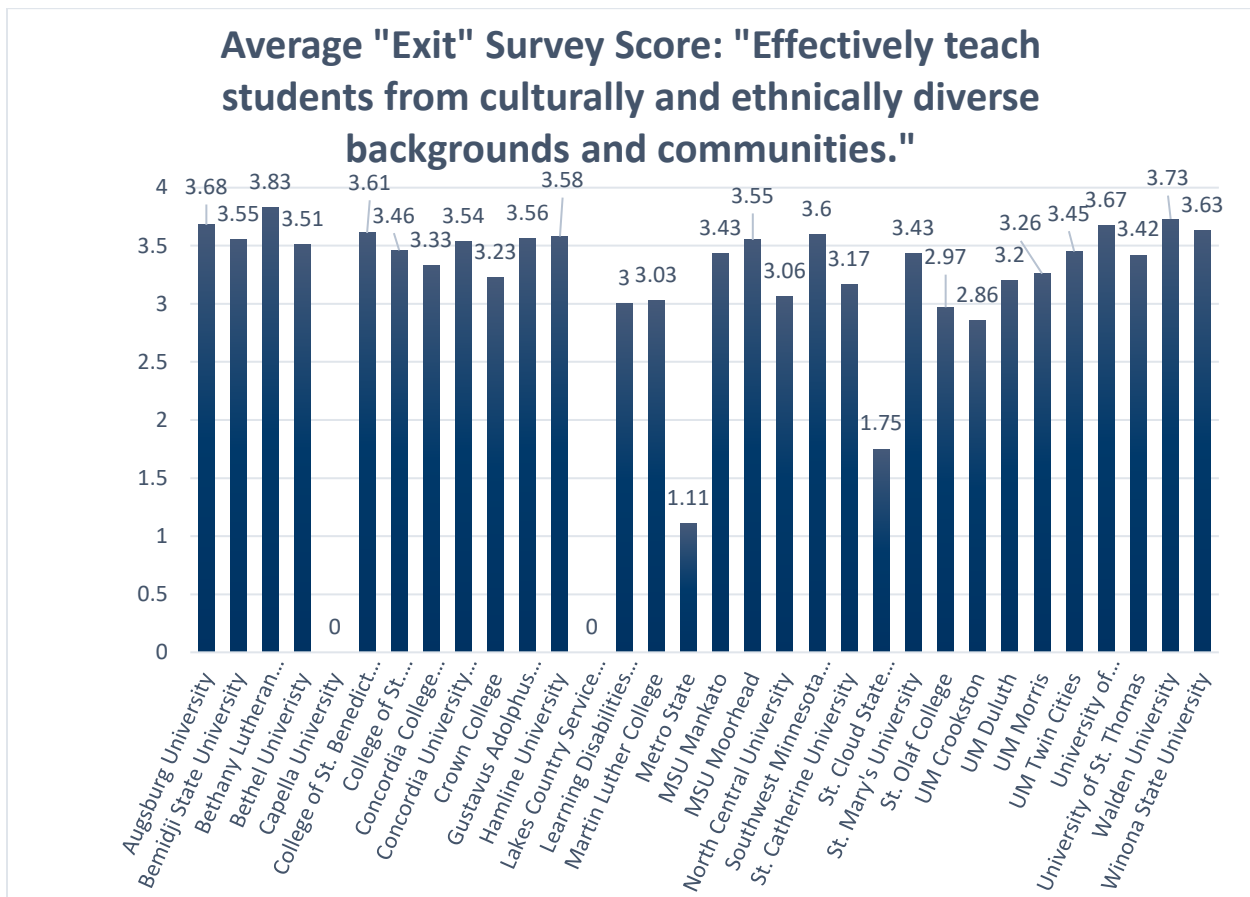




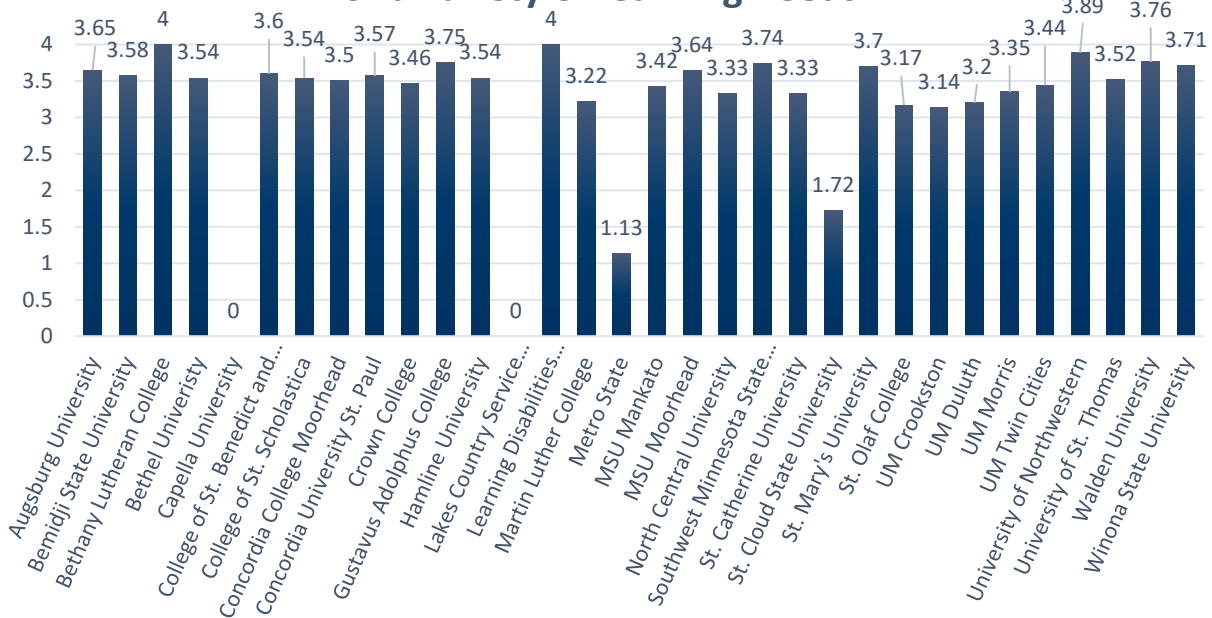




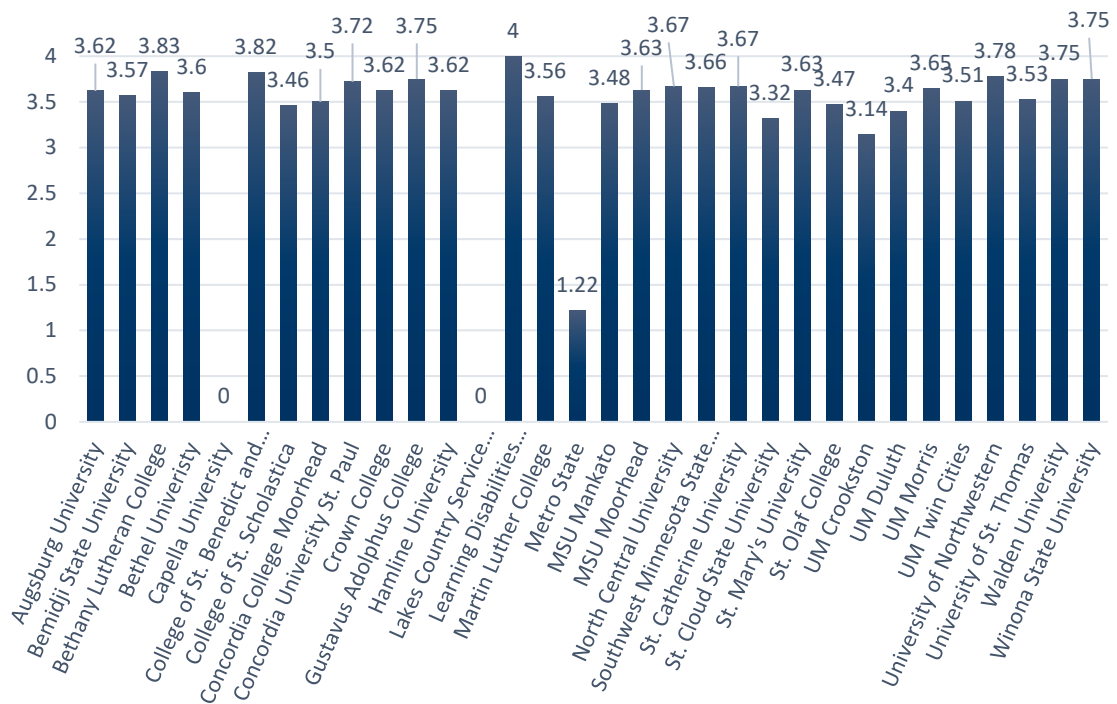
### Average Exit Responses to Prompts about Preparation



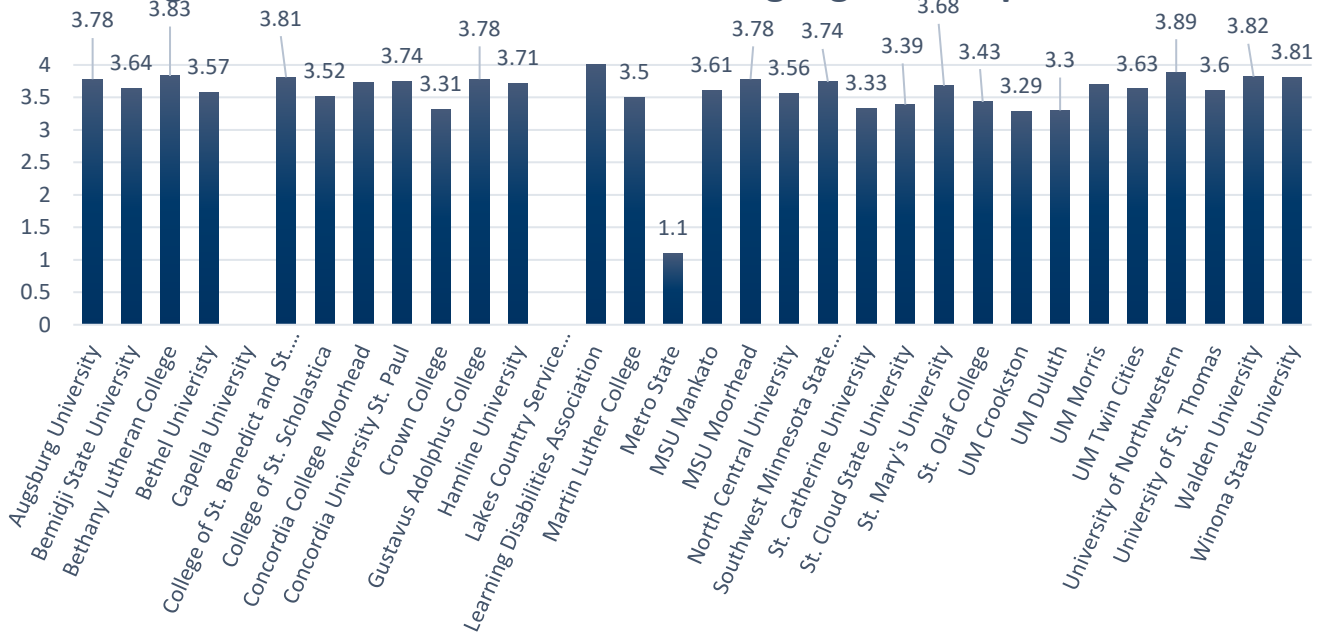
### Average "Exit" Survey Score: "Differentiate instruction for a variety of learning needs."



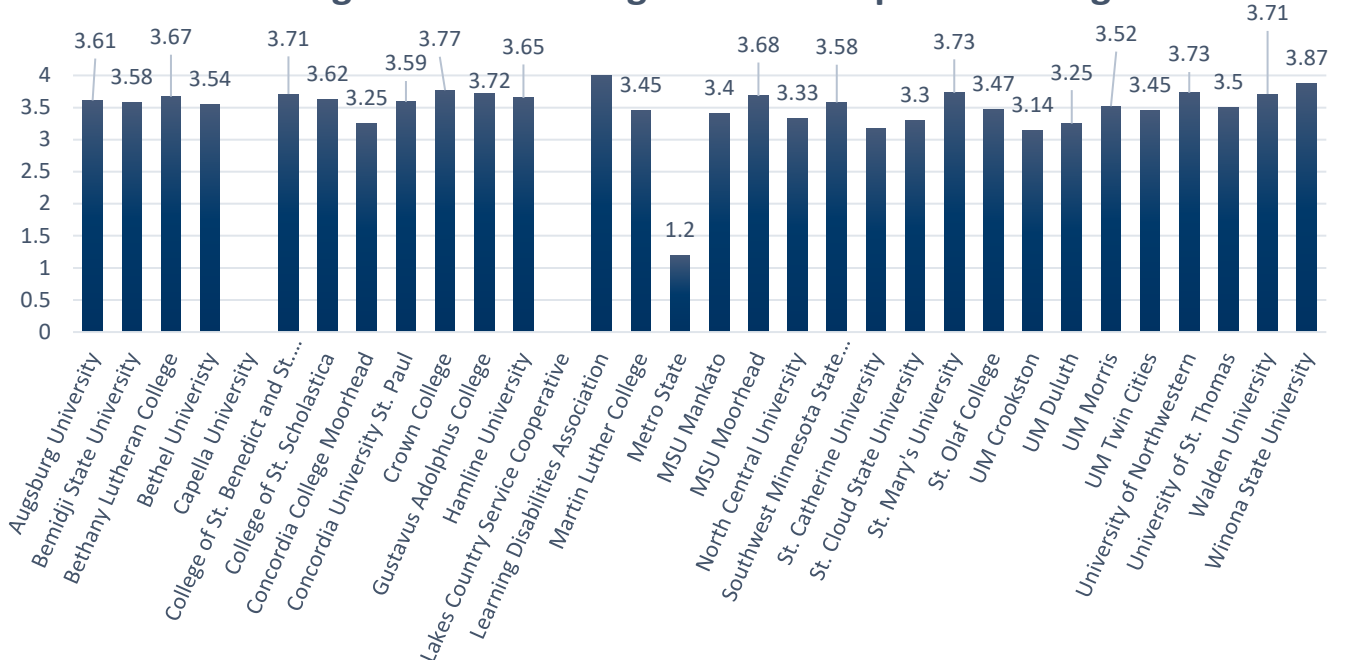
### Average "Exit" Survey Score: "Select instructional strategies to align with learning goals and standards."



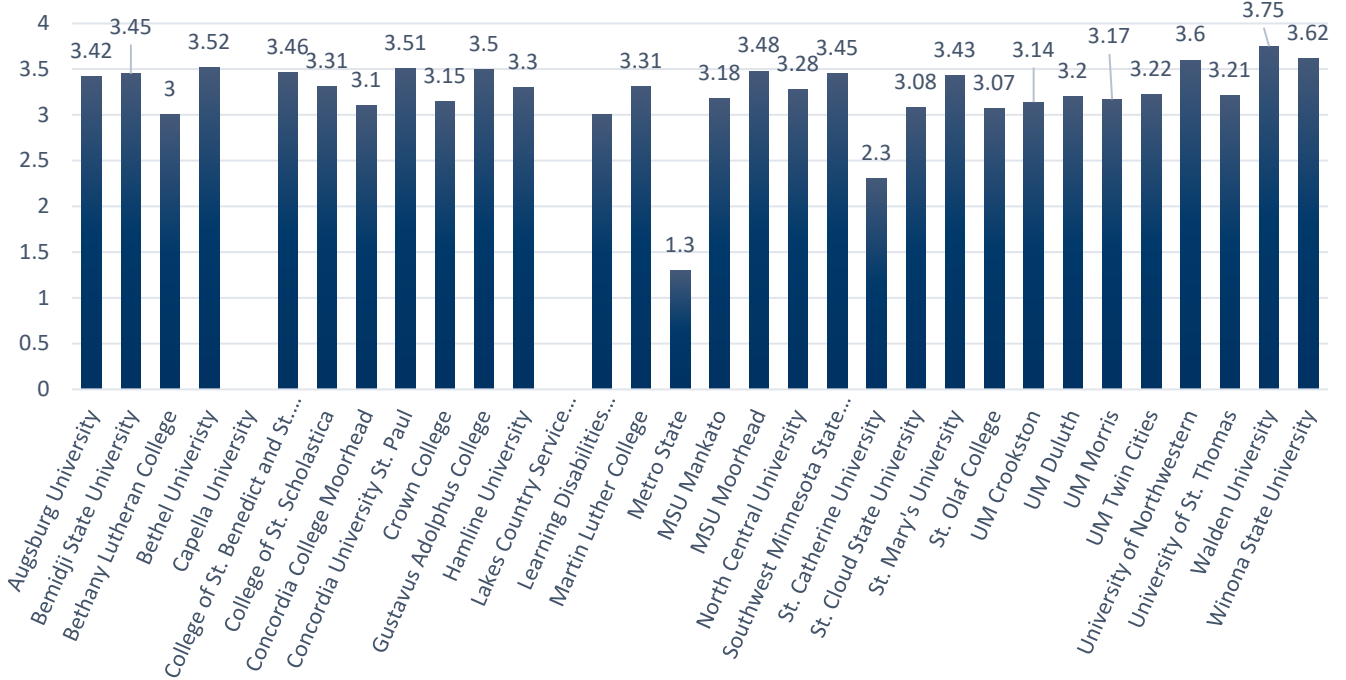
### Average "Exit" Survey Score: "Create a learning environment in which differences such as race, culture, gender, sexual orientation and language are respected ."



### Average "Exit" Survey Score: "Provide students with meaningful feedback to guide next steps in learning."



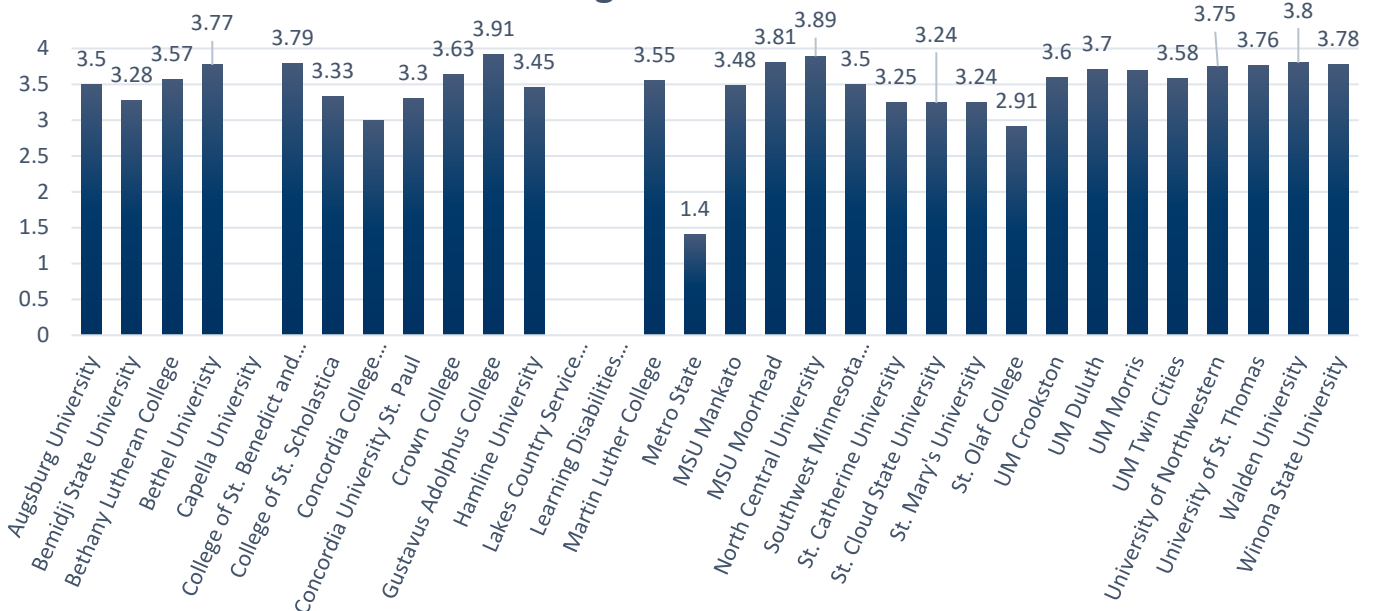
### Average "Exit" Survey Score: "Select instructional strategies to align with learning goals and standards."



Transition to Teaching responses to the question, "would you recommend your teacher education program to another prospective teacher?"

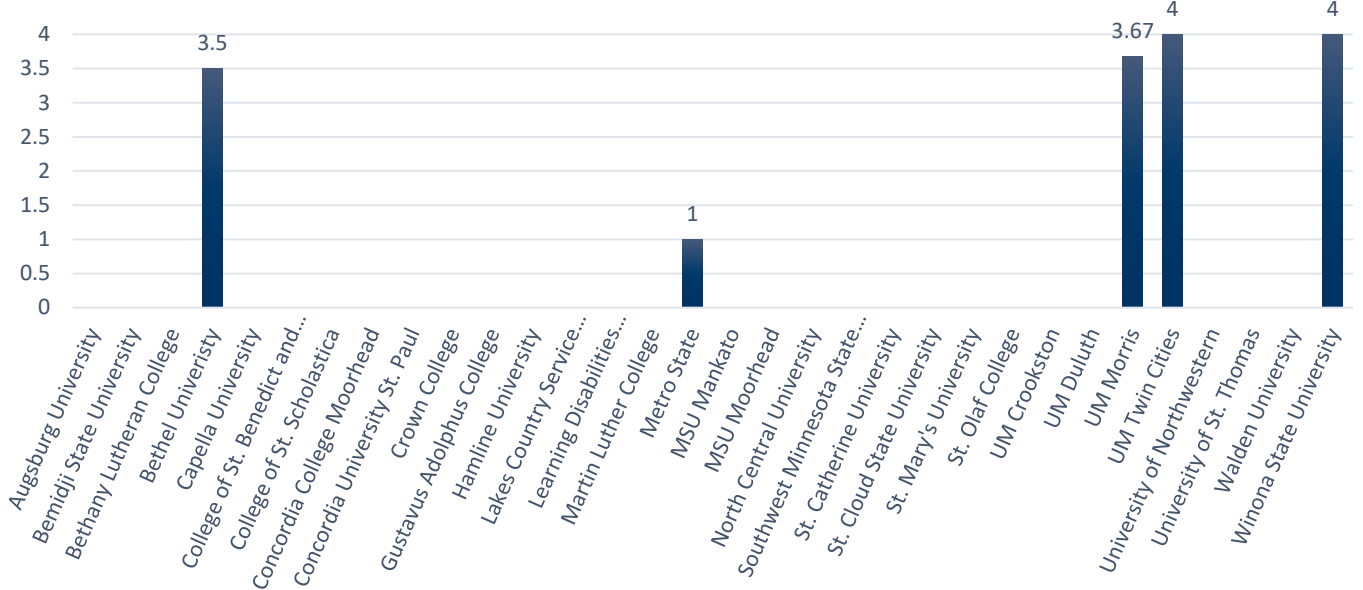
\*There were no reported responses from Native Hawaiian or Pacific Islander teachers.

### Average Overall Score

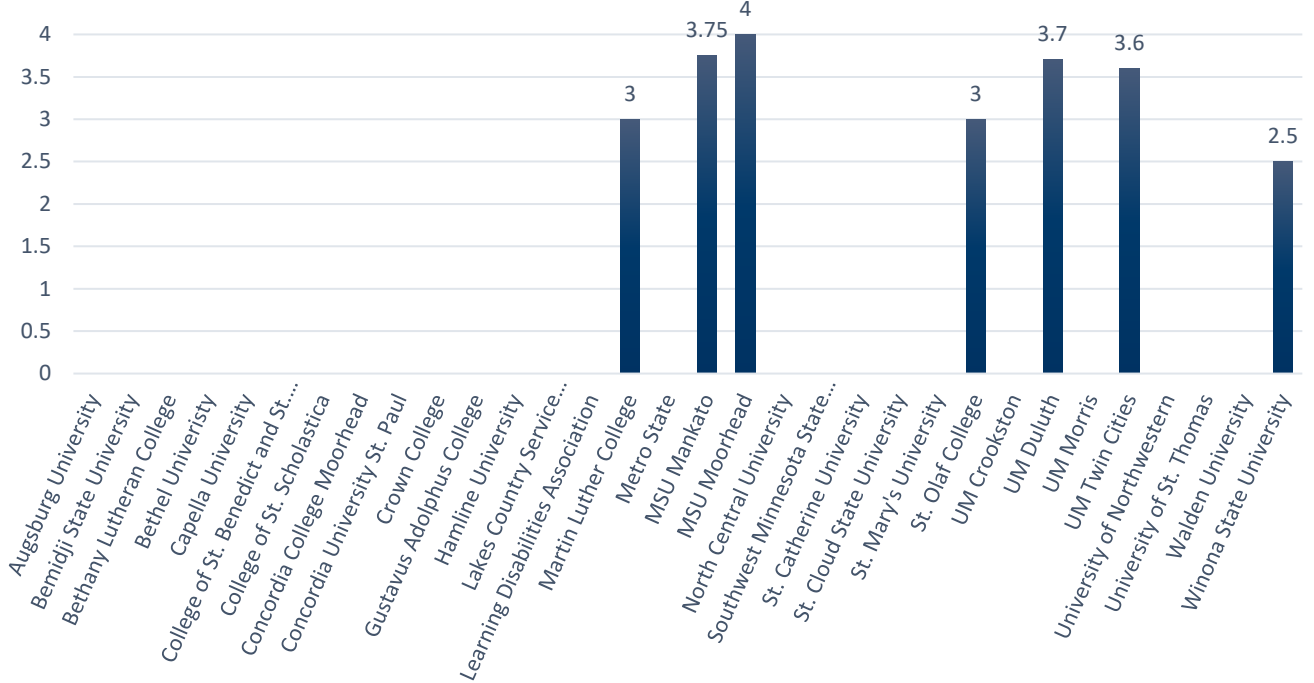


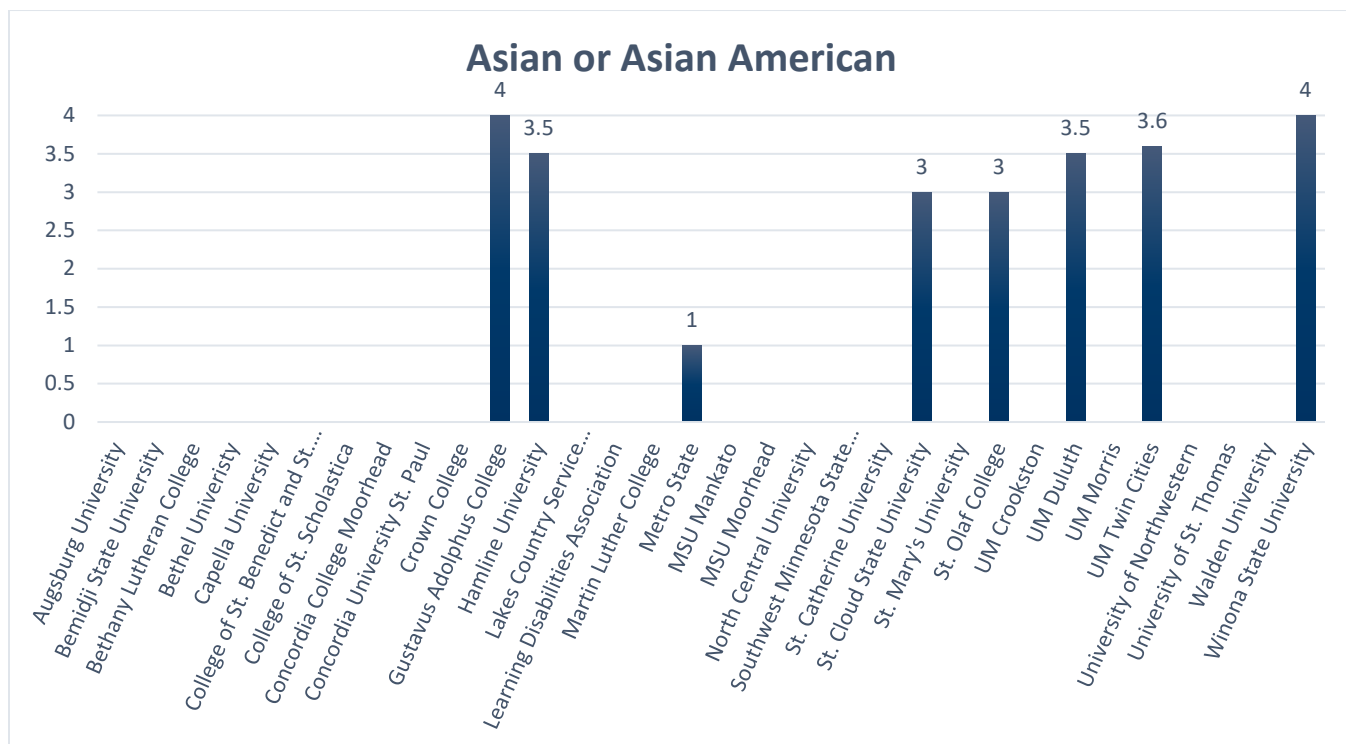
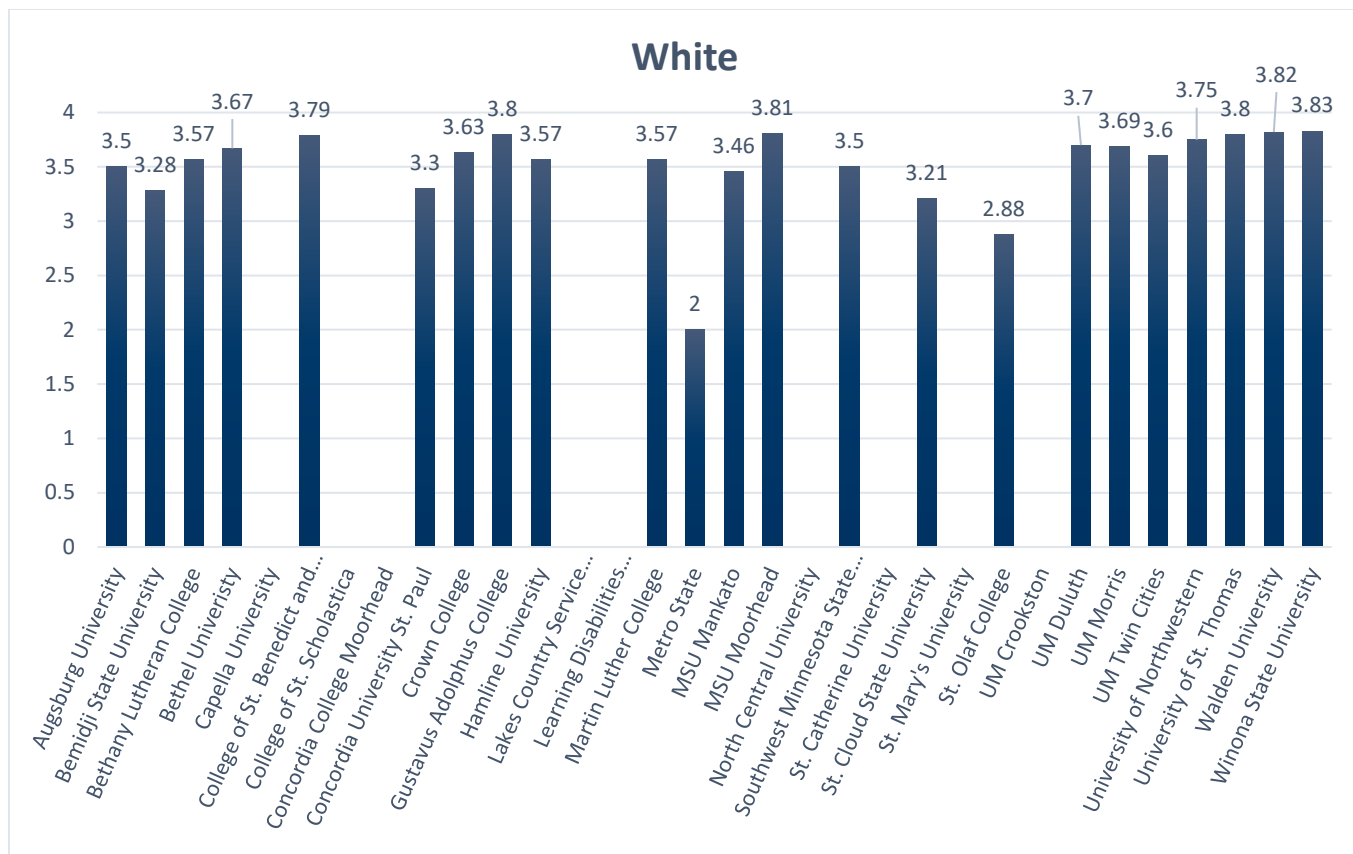


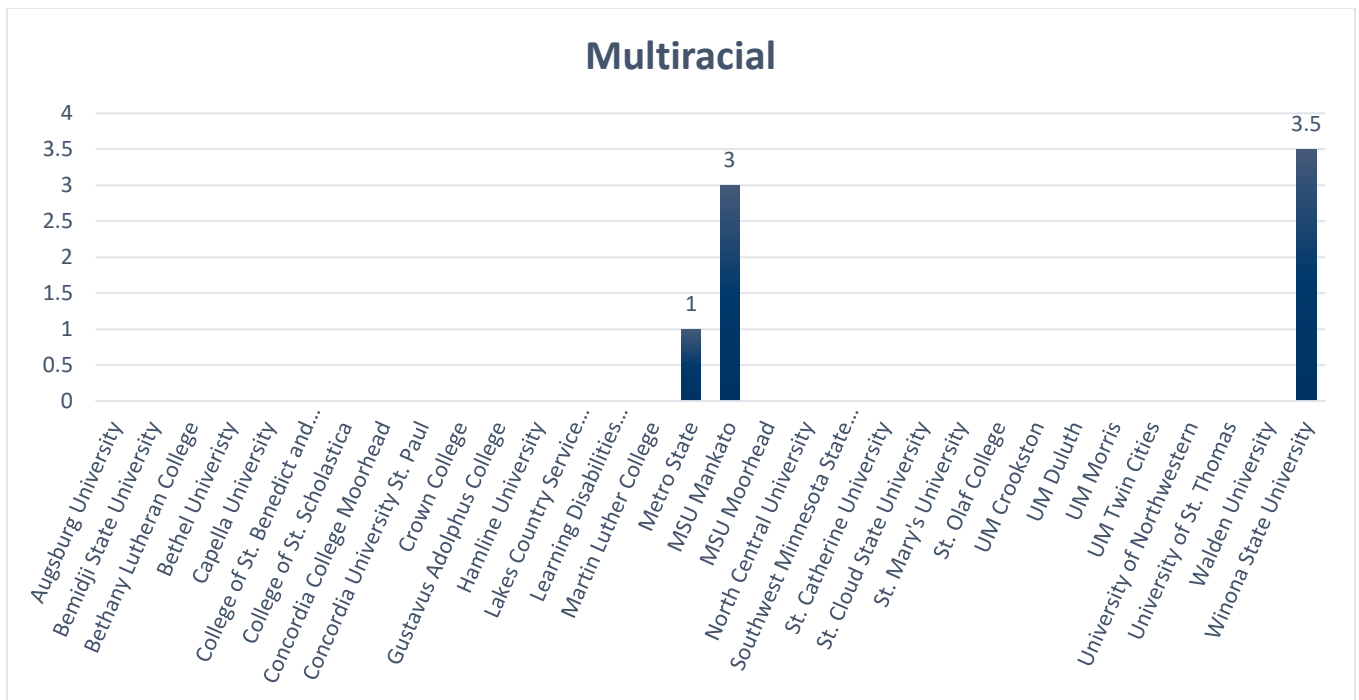
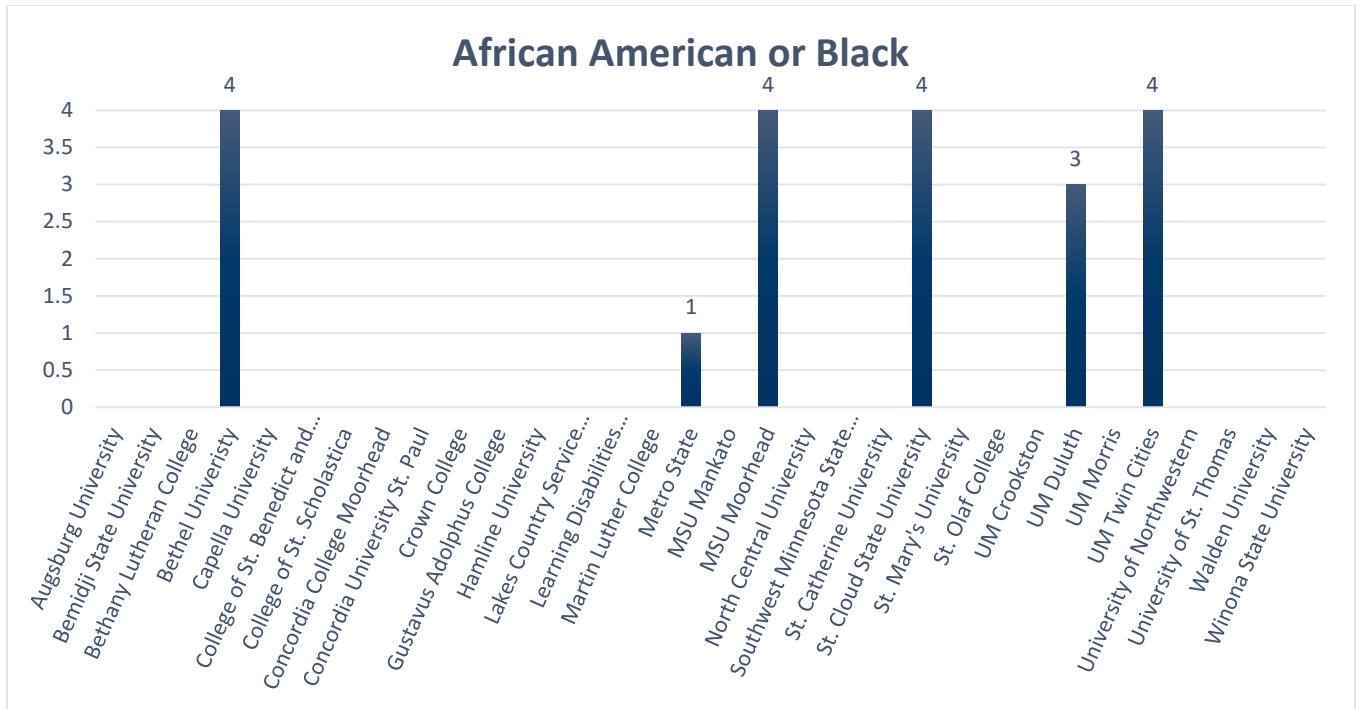
## Alaskan Native or American Indian



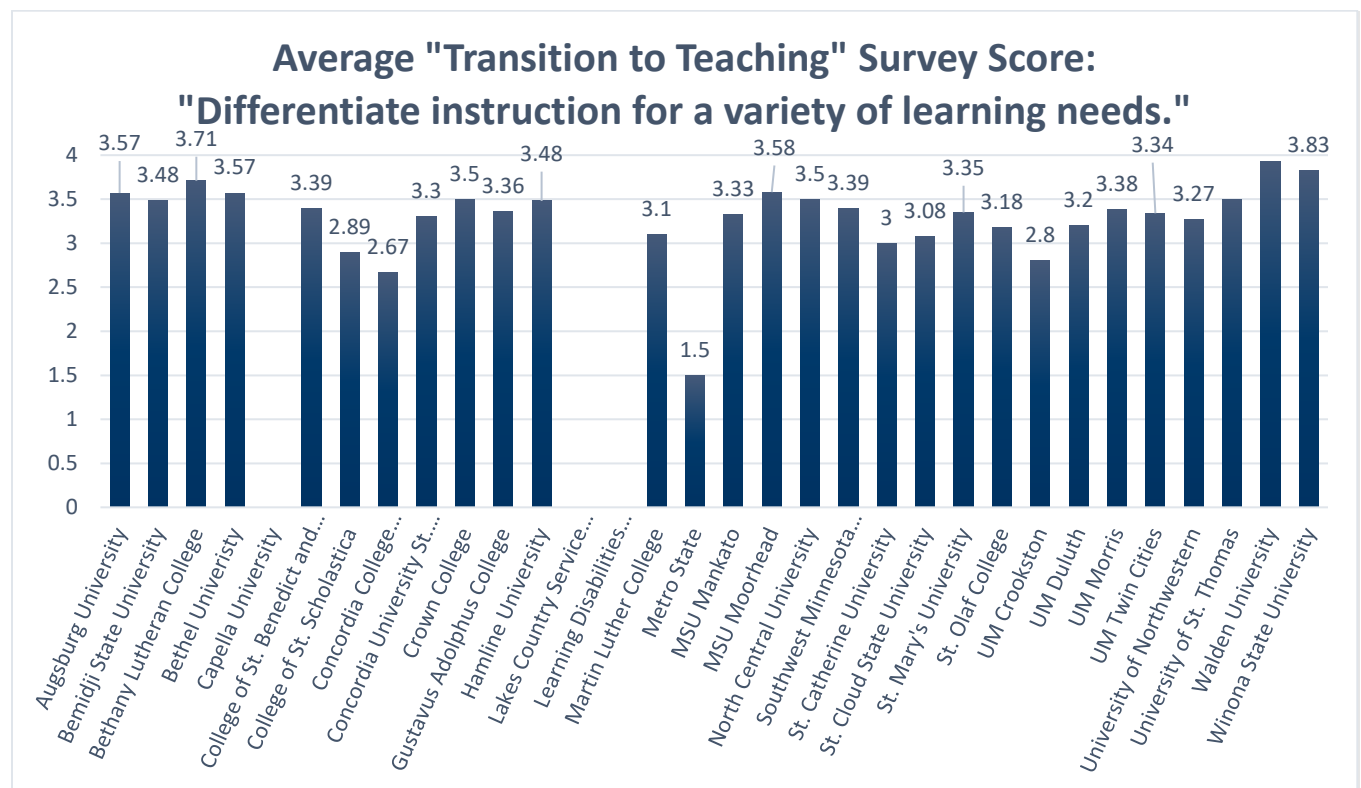
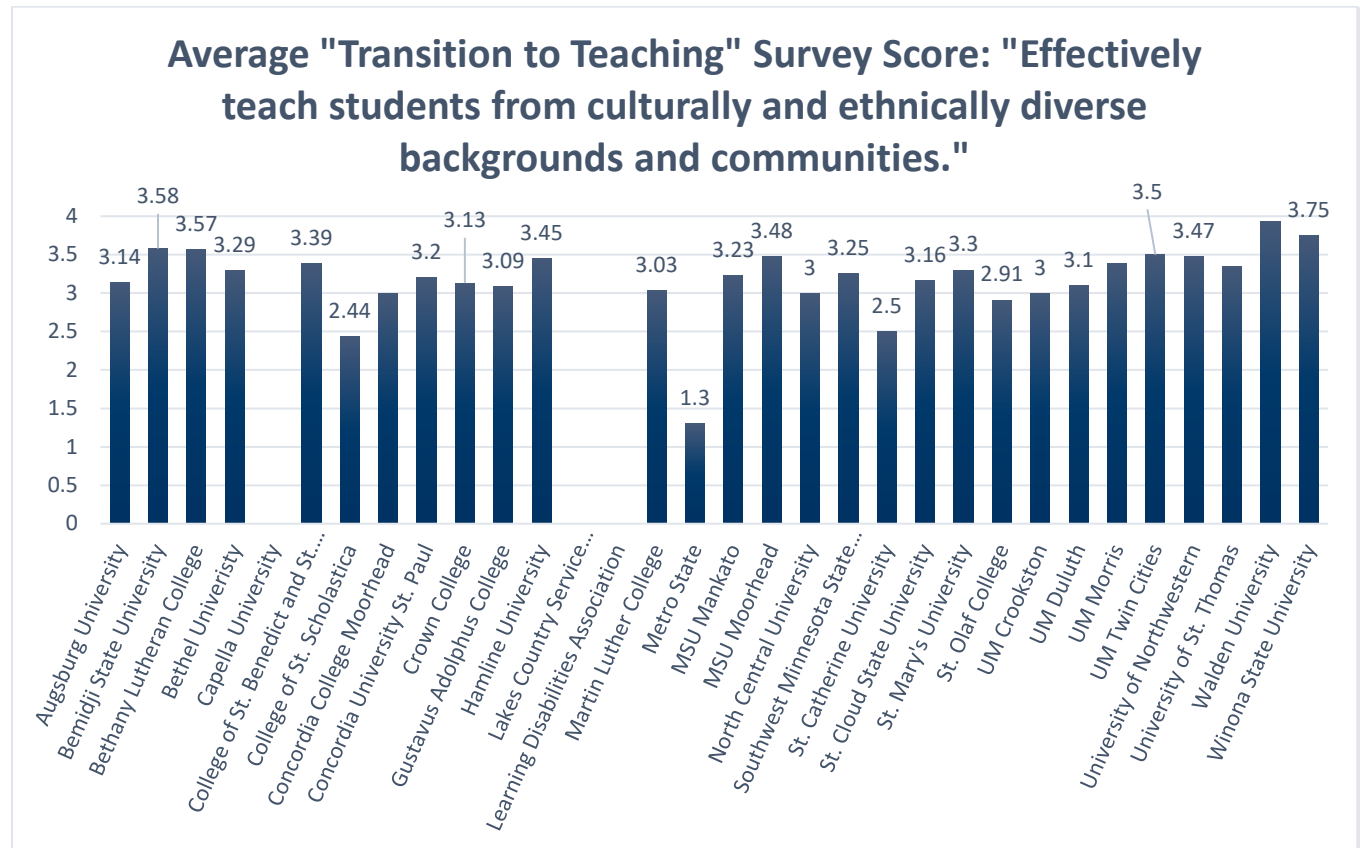
## Hispanic



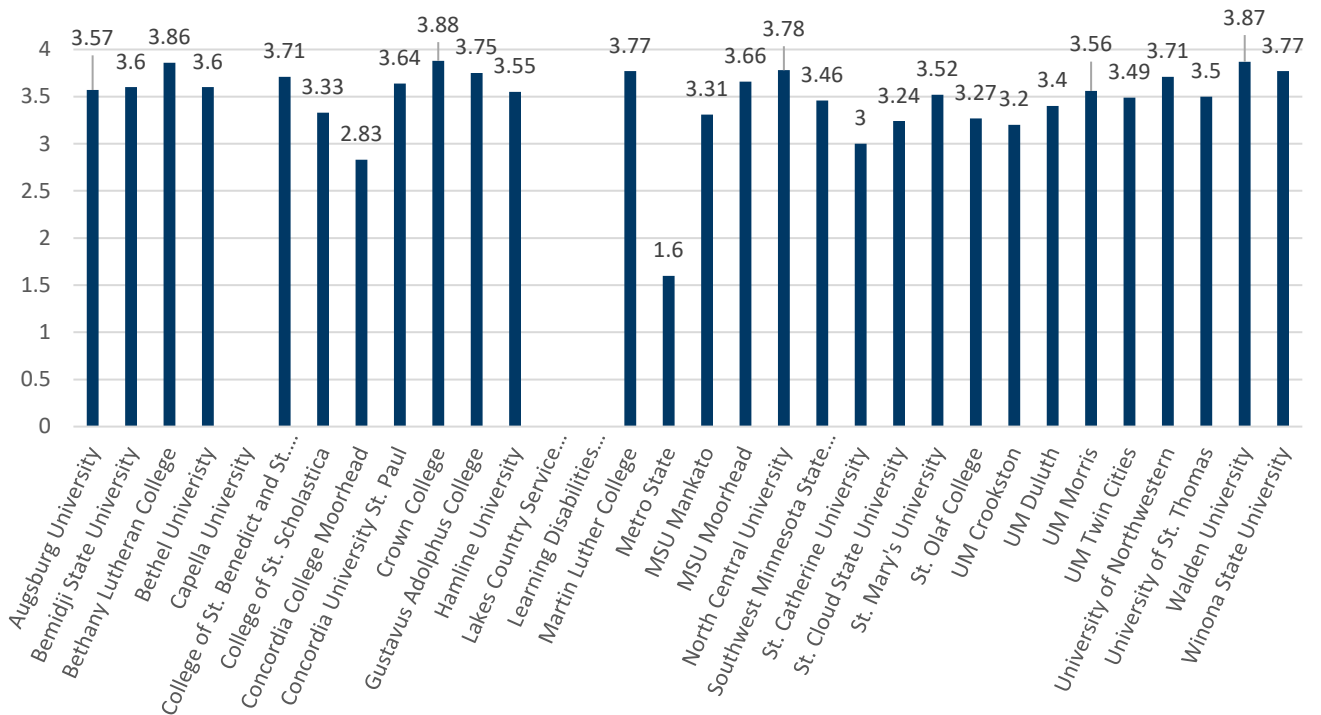




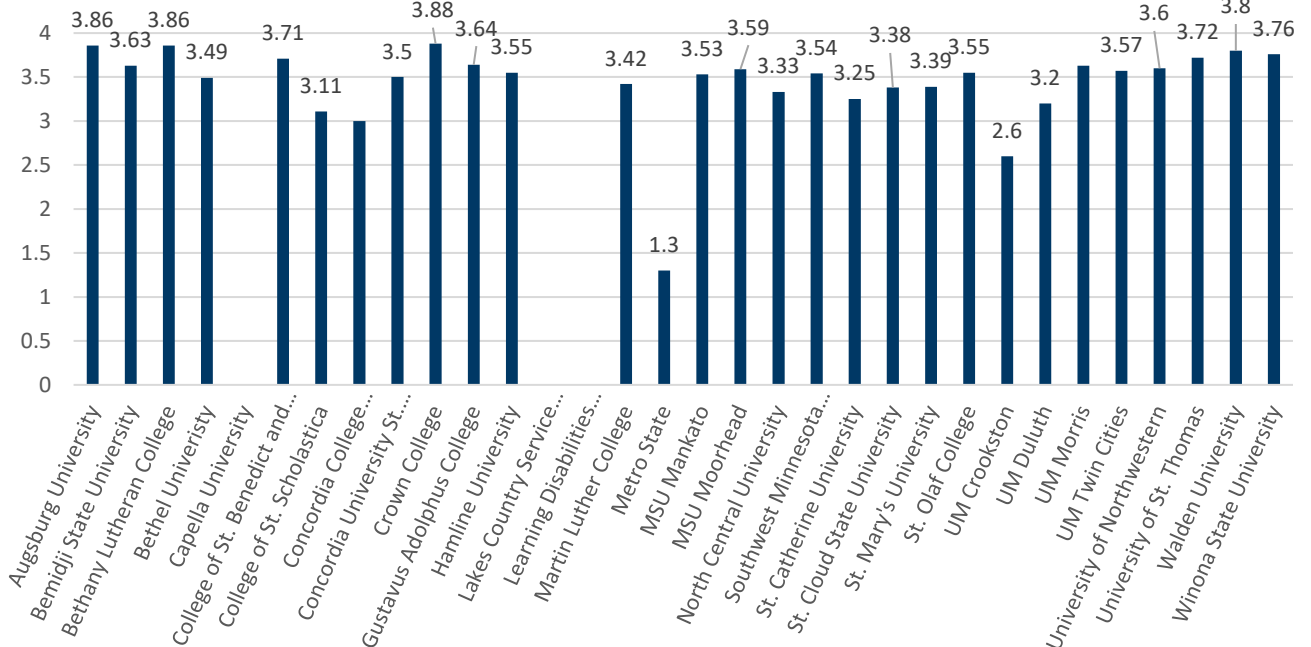
## Average Transition to Teaching Responses to Prompts about Preparation



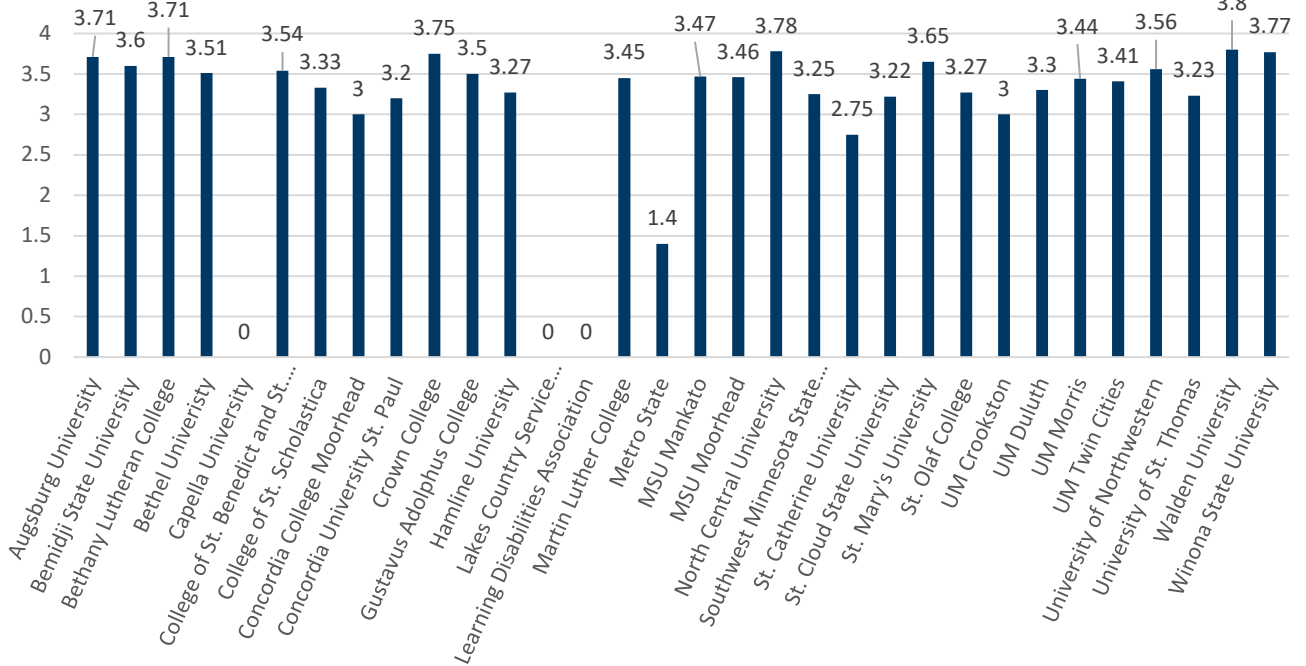
Average "Transition to Teaching" Survey Score: "Select instructional strategies to align with learning goals and standards."



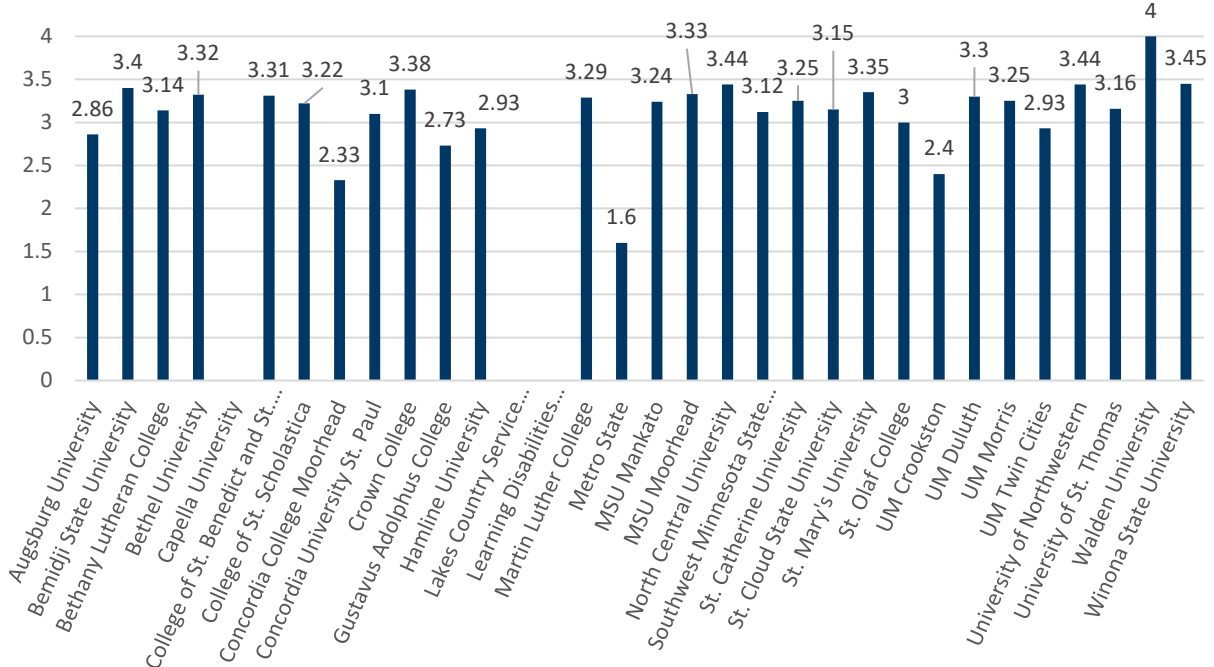
Average "Transition to Teaching" Survey Score: "Create a learning environment in which differences such as race, culture, gender, sexual orientation and language are respected."



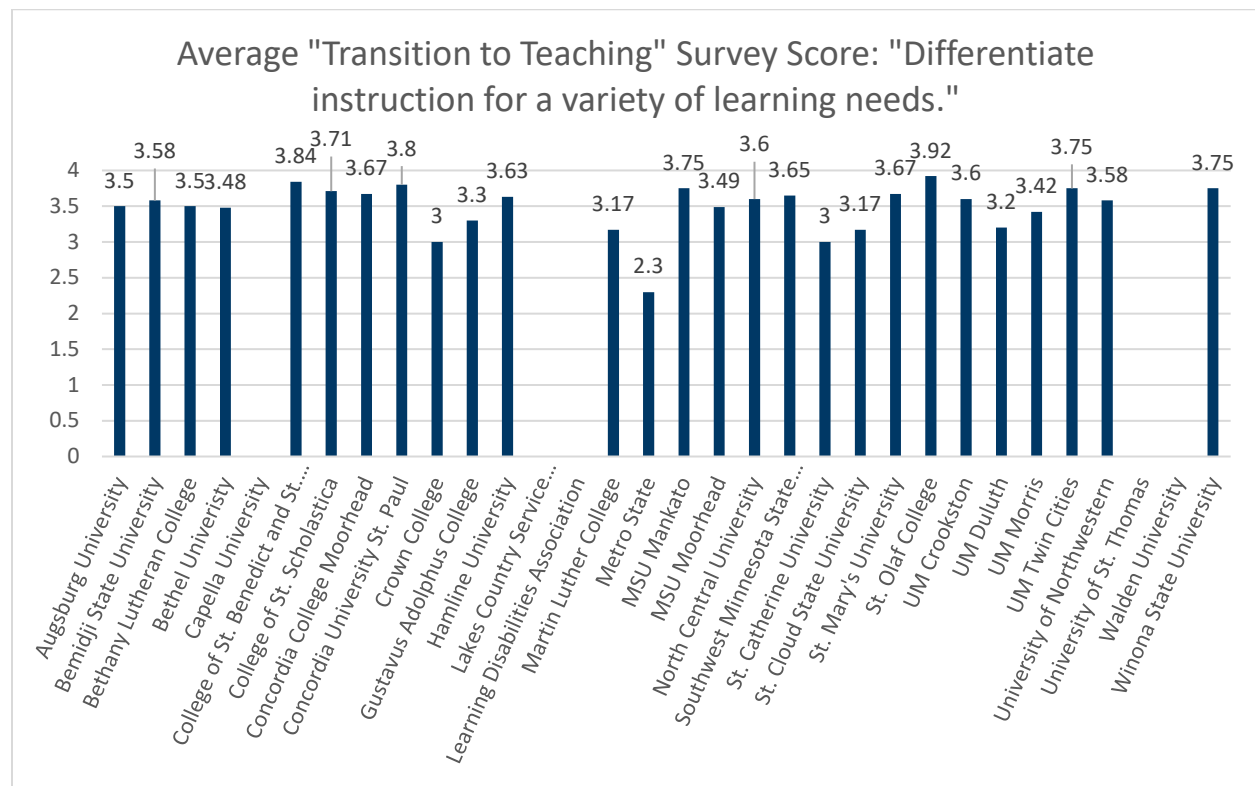
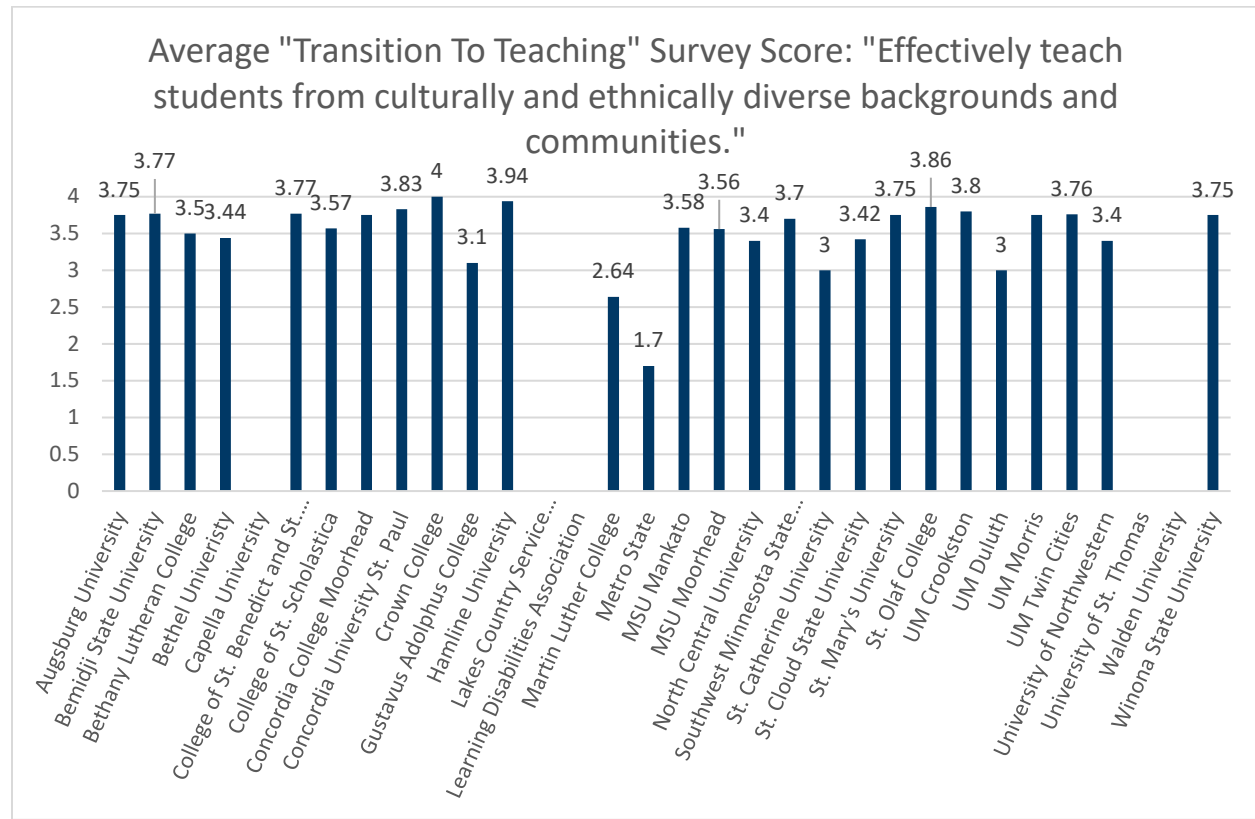
Average "Transition to Teaching" Survey Score: "Provide students with meaningful feedback to guide next steps in learning."



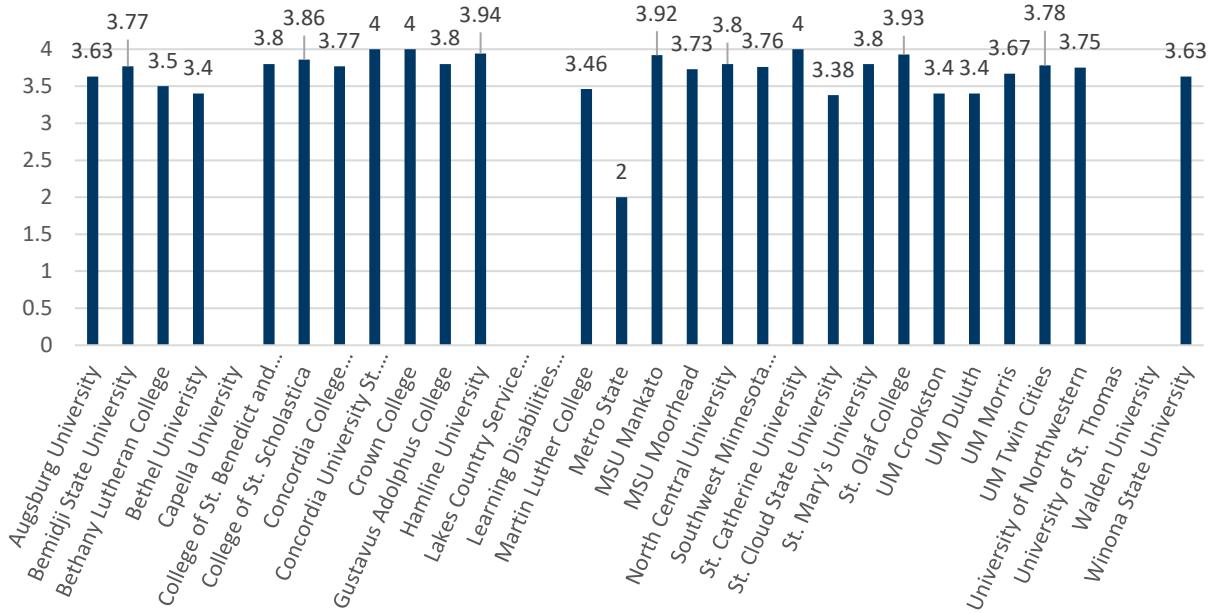
Average "Transition to Teaching" Survey Score: "Collaborate with parents and guardians to support student learning."



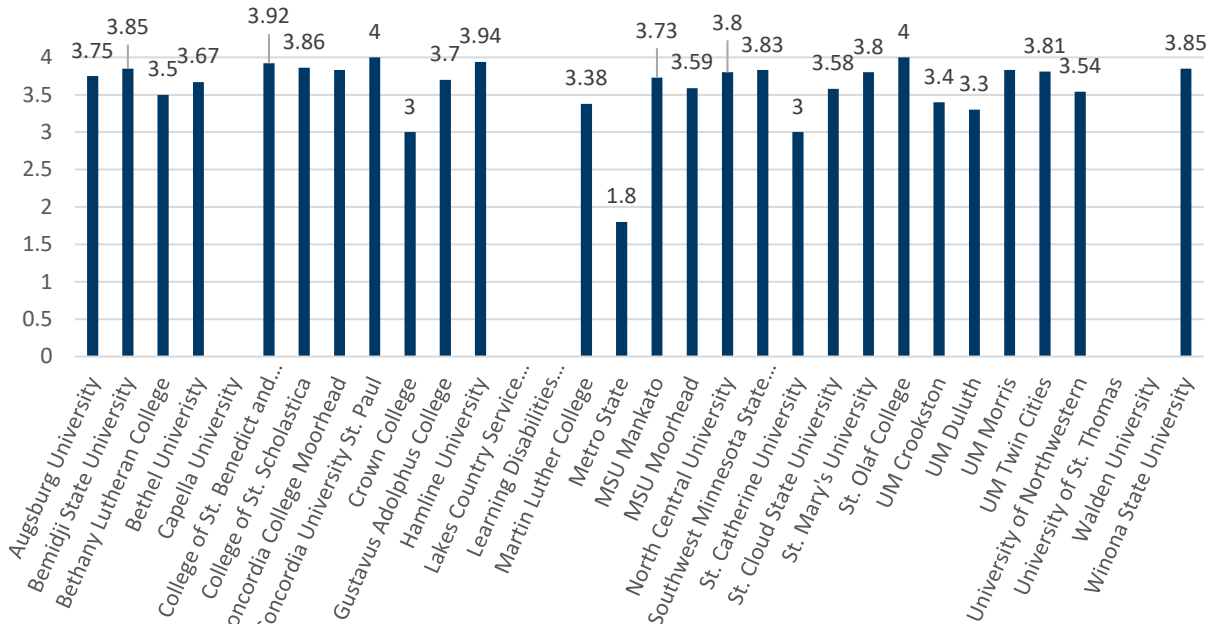
## Average Supervisor Responses to Prompts about Preparation



Average "Transition to Teaching" Survey Score: "Select instructional strategies to align with learning goals and standards."

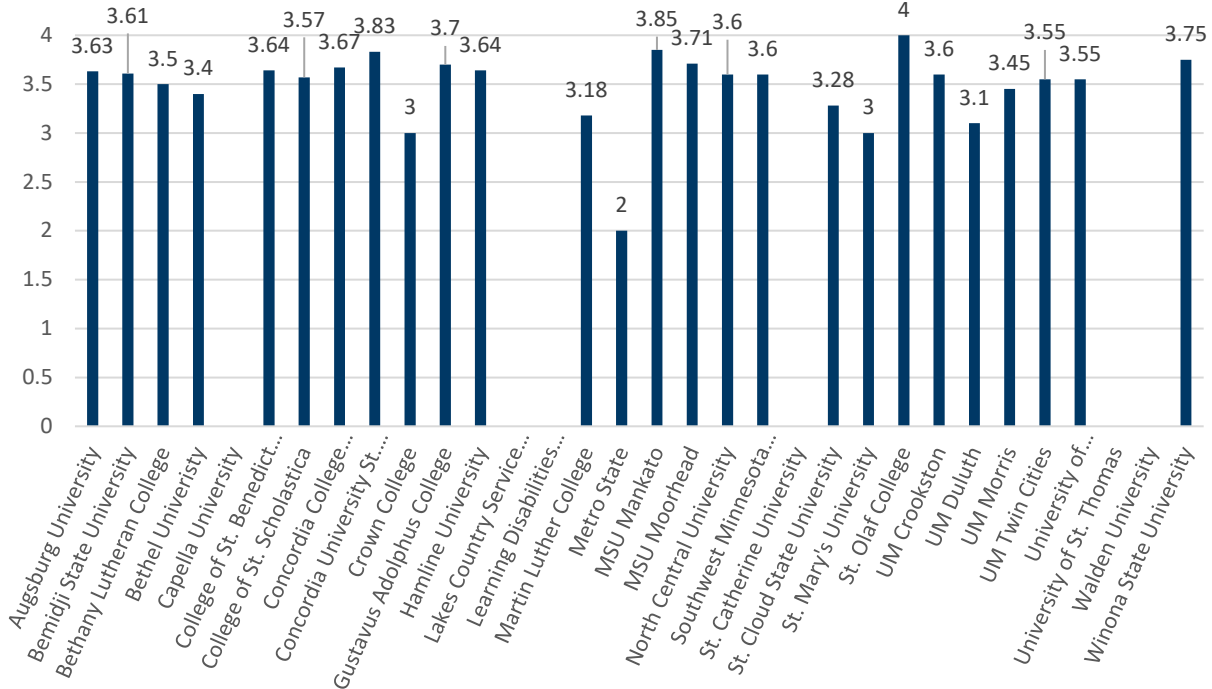


Average "Transition to Teaching" Survey Score: "Create a learning environment in which differences such as race, culture, gender, sexual orientation and language are respected ."

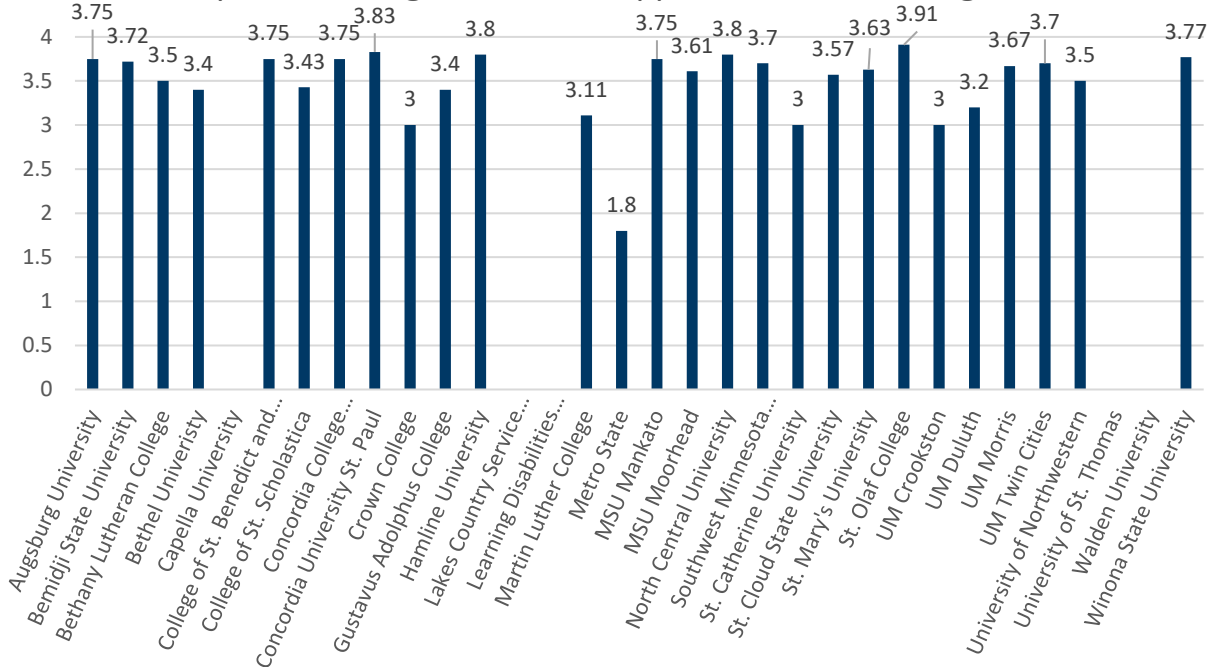




Average "Transition to Teaching" Survey Score: "Provide students with meaningful feedback to guide next steps in learning."



Average "Transition to Teaching" Survey Score: "Collaborate with parents and guardians to support student learning."



# Conclusions

## Recommendations

The 2021 redesign of the Data Summary Report lends itself to a comparative analysis of providers regarding enrollment, completion, licensure, and job placement. When disaggregated by race/ethnicity, it also allows for a better picture of how teacher diversity may change over time.

In addition to these observations, the information reported to PELSB by Board-approved teacher preparation providers allows for a better understanding of the landscape of teacher preparation in Minnesota as a whole. Based on this information, PELSB has a few recommendations.

### Recommendations for Board-Approved Providers

PELSB encourages providers to consider high demand licensure areas when making program and advising decisions. The [Biennial Minnesota Teacher Supply and Demand Report](#) demonstrates there are persistent shortage areas in certain fields. Teacher preparation providers are in a unique position to help fill these shortages.

### Recommendations for State Legislators

PELSB recommends a few modifications to Minnesota Statute 122A.091, subdivision 1 to provide a better picture of teacher preparation programs' efficacy. For example, PELSB recommends removing grade point average, entrance exam scores (ACT/SAT), and time to completion requirements. The first two items do not necessarily measure preparation and completion time varies drastically depending on program type, making it a poor point of comparison.

A second revision is to collect data on those who enter the profession through a transfer pathway program. This will provide a better picture of the pathways candidates take to enter the profession.

Finally, PELSB recommends technical changes to statutory language to be more inclusive of all teacher preparation program types, such as those that are not degree granting.