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## 2020 Tiered License and Permission Report

A report submitted in accordance with Minn. Rule 8710.0310, Subp. 8

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## **Report Cost**

As required by Minn. Stat. 3.197, this report cost approximately \$1,171.65 to prepare.

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## Introduction

In 2017, the Minnesota Legislature established the Professional Educator Licensing and Standards Board (PELSB or Board), which replaced the Minnesota Board of Teaching. In addition to the creation of PELSB, the legislature created a tiered licensing system for licensing Minnesota teachers. The new licensure system is a substantial departure from previous processes Minnesota used to issue teaching licenses.

The new tiered licensure system went into effect on July 1, 2018. Additionally, PELSB adopted administrative rules governing the tiered licensure processes, which went into effect on October 27, 2018.

As required by Minnesota Rule 8710.0310, Subpart 8, this report summarizes the Tier 1, Tier 2, Tier 3, and Tier 4 licenses as well as the out-of-field permissions (OFP)<sup>1</sup> and innovative program permissions (IPP)<sup>2</sup> active at the end of the 2020 fiscal year.

The data tables included in this report are organized by race and ethnicity, licensure field, and districts and charter schools. Additionally, this report includes several data tables that provide additional teacher licensure data by overall percentages, proportions, and regions.

The data in these tables comes from several different sources, including the legacy teacher licensure system, the new teacher licensure database, and the Staff Automated Reporting (STAR) system. These systems capture data at different times and of different populations, meaning that many totals are not consistent across data tables. Context and notes are provided for each data table in their respective sections.

Additionally, the 19-20 academic year brought a partial launch of a new online licensure system and full launch of a new STAR system that aligned race/ethnicity categories with the Minnesota Department of Education (MDE). These changes continue to reveal data collection concerns as data is synched between two licensure systems and districts struggle to accurately code race/ethnicity data within the new STAR system.

Finally, many individuals who initially received a lower tiered license may have moved up to a higher tier during the fiscal year. Unfortunately, PELSB's current data collection systems do not presently track all license tiers an individual may have held during the single fiscal year. For example, someone who received a Tier 1 license in July 2018 but moved to a Tier 2 license in January 2019 would be counted as holding only a Tier 2 license during the 2019 fiscal year.

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<sup>1</sup> An out-of-field permission (OFP) allows a Tier 2, Tier 3, or Tier 4 teacher to teach in a field that is not aligned with their one of their primary licensure fields. See [Minnesota Rule 8710.0320](#).

<sup>2</sup> An innovative program permission (IPP) allows a Tier 3 or Tier 4 teacher to teach in multiple fields within an established innovative program. See [Minnesota Rule 8710.0321](#).

# Race and Ethnicity of Tier Licensed Teachers and Permission Holders

## Overview

Table 1 provides data on the race and ethnicity of individuals who held tiered licenses, OFPs, and IPPs as of June 30, 2020 and Table 2 provides this data as a percentage of the total within each license or permission category. This data is difficult to analyze or draw conclusions from as the data collected in 2019-2020 differed from previous years in four main areas:

1. Data sources continue to prioritize self-reporting on an individual's license application over district reporting of an individual's race/ethnicity with the STAR report. This results in a high percentage of "No Race/Ethnicity Provided" as individuals are not required to identify their race/ethnicity in a licensure application.<sup>3</sup>
2. Race/ethnicity categories were aligned with the MDE categories to now include Hawaiian/Pacific Islander and a Multiple Categories option. The Multiple Categories option greatly affected the increased percentage of teachers of color, particularly within Tier 1 and Tier 2 where small changes disproportionately impact percentage change. In just one example, 196 individuals coded as "White, Not of Hispanic Origin" in 18-19 were coded as white and one other race/ethnicity in 19-20 data, based on district reporting.
3. For the first time, an individual in the STAR report was no longer able to be coded with a single race/ethnicity code, but rather could check one or more race/ethnicity categories. If they selected more than one, they were automatically included in the "Multiple Categories" column. For example, an individual who identified as "American Indian or Alaskan Native" and "White, Not of Hispanic Origin" would appear as "Multiple Categories" in the data below.
4. As noted in the introduction to this report, a new STAR reporting system has caused some data irregularities in district reports. PELSB staff were able to identify a reporting error from a large district in which the race/ethnicity of their teachers was misidentified. This error was captured due to the size of the district and required a manual correction of the aggregate data. A more extensive analysis comparing 18-19 data with 19-20 data found additional irregularities. Without meeting with each of the more than 500 districts reporting this data, it is impossible to tell which changes are due to changes in how race and ethnicity are perceived within a district and how many are errors in reporting. For example, a significant number of individuals identified as "White, Not of Hispanic Origin" in 18-19 were identified as "American Indian or Alaskan Native" in 19-20 data based on district reporting.

For these reasons, it is with great caution that PELSB staff report this data, as conclusions drawn to inform policy may be drawn in error. Increases in teachers of color, particularly within Tier 1 and Tier 2 appear to reflect more a change in how race and ethnicity are reported than an actual increase in teachers of color.

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<sup>3</sup> PELSB collects race/ethnicity data through the Staff Automated Reporting (STAR) system and on license applications. Reporting race/ethnicity on license applications is optional, and PELSB does not collect race/ethnicity data until a district, charter school, or other educational institution reports individuals' race or ethnicity through the STAR system.

**Table 1: Race and Ethnicity of Tier Licensed Teachers and Permission Holders.**

**Note:** The data in this table is unduplicated headcounts of individuals holding tiered licenses, OFPs, and IPPs.

Race/Ethnicity	Tier 1	Tier 2	Tier 3	Tier 4	Total	Out-of-Field Permission	Innovative Program Permission
American Indian or Alaskan Native	22	69	69	924	<b>1084</b>	37	6
Asian	30	76	159	910	<b>1175</b>	96	4
Black, Not of Hispanic Origin	61	153	139	1208	<b>1561</b>	40	6
Hawaiian/Pacific Islander	1	5	4	39	<b>49</b>	3	0
Hispanic	51	179	180	1111	<b>1521</b>	62	5
Multiple Categories	17	57	67	559	<b>700</b>	30	10
White, Not of Hispanic Origin	424	1565	3666	78804	<b>84459</b>	2071	511
No Race/Ethnicity Provided	257	429	3024	13646	<b>17356</b>	157	23
<b>Total</b>	<b>863</b>	<b>2533</b>	<b>7308</b>	<b>97201</b>	<b>107905</b>	<b>2496</b>	<b>565</b>

**Table 2: Racial Diversity of Tier Licensed Tiers**

<b>Race/Ethnicity</b>	<b>Percent of Tier 1</b>	<b>Percent of Tier 2</b>	<b>Percent of Tier 3</b>	<b>Percent of Tier 4</b>	<b>Percent of All Licenses</b>
American Indian or Alaskan Native	2.55%	2.72%	0.94%	0.95%	1.00%
Asian	3.48%	3.00%	2.18%	0.94%	1.09%
Black, Not of Hispanic Origin	7.07%	6.04%	1.90%	1.24%	1.45%
Hawaiian/Pacific Islander	0.12%	0.20%	0.05%	0.04%	0.05%
Hispanic	5.91%	7.07%	2.46%	1.14%	1.41%
Multiple Categories	1.97%	2.25%	0.92%	0.58%	0.65%
White, Not of Hispanic Origin	49.13%	61.78%	50.16%	81.07%	78.27%
No Race/Ethnicity Provided	29.78%	16.94%	41.38%	14.04%	16.08%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
Teachers of Color	21.09%	21.28%	8.46%	4.89%	5.64%

**Table 3: Proportions of Teachers in Each Licensure Tier by Race/Ethnicity**

Race/Ethnicity	Total Number of Licenses	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Percent on All Tiers
American Indian or Alaskan Native	1084	2.03%	6.37%	6.37%	85.24%	100%
Asian	1175	2.55%	6.47%	13.53%	77.45%	100%
Black, Not of Hispanic Origin	1561	3.91%	9.80%	8.90%	77.39%	100%
Hawaiian/Pacific Islander	49	2.04%	10.20%	8.16%	79.59%	100%
Hispanic	1521	3.35%	11.77%	11.83%	73.04%	100%
Multiple Categories	700	2.43%	8.14%	9.57%	79.86%	100%
White, Not of Hispanic Origin	84459	0.50%	1.85%	4.34%	93.30%	100%
No Race/Ethnicity Provided	17356	1.48%	2.47%	17.42%	78.62%	100%
<b>Total</b>	<b>107905</b>	<b>0.80%</b>	<b>2.35%</b>	<b>6.77%</b>	<b>90.08%</b>	<b>100%</b>



# Licensure Fields of Tier Licensed Teachers and Permission Holders

## Overview

To calculate the number of teachers within different licensure fields, the data must include duplicate counts of teachers if they held more than one license. Additionally, licensure field categories have changed frequently over the last twenty years - meaning that many licensure areas listed below are a combination of multiple license types (see [Appendix 1](#) for definitions of each licensure field identified here).

The licensure fields with the largest number of licenses remained somewhat consistent across tiers, with a much higher proportion of special education fields and career and technical education fields in Tier 1, Tier 2, and OFPs. The largest fields of tiered license holders include:

1. Tier 1
  - a. Academic and Behavioral Strategist
  - b. Elementary Education
  - c. Career and Technical Education
  - d. Emotional Behavioral Disorders
  - e. Autism Spectrum Disorders
2. Tier 2
  - a. Elementary Education
  - b. Academic and Behavioral Strategist
  - c. Emotional Behavioral Disorders
  - d. Autism Spectrum Disorders
  - e. Mathematics
3. Tier 3
  - a. Elementary Education
  - b. Academic and Behavioral Strategist
  - c. Early Childhood Education
  - d. Social Studies
  - e. Communication Arts/Literature
4. Tier 4
  - a. Elementary Education
  - b. Communication Arts/Literature
  - c. Social Studies
  - d. Early Childhood Education
  - e. Learning Disabilities

Meanwhile, the licensure fields with the largest number of OFPs included:

1. OFPs
  - a. Career and Technical Education
  - b. Emotional Behavioral Disorders
  - c. Academic and Behavioral Strategist
  - d. Learning Disabilities

e. Autism Spectrum Disorders

Table 5 below provides total numbers of licenses and permissions in each licensure field.

**Table 5: Licensure Fields of Tier Licensed Teachers and Permission Holders**

**Note:** The data in this table contains total numbers of licenses - meaning there are duplicate counts of individuals if they hold licenses in more than one field. [Appendix A1](#) includes the list of licenses and license codes included in each licensure field. The table is not arranged in alphabetical order. Rather, the order of licenses groups similar licensure fields together for easier comparisons.

Licensure Field	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFF
Adult Basic Education	3	2	11	272	288	1
Agricultural Education	8	22	41	248	319	13
Bilingual Education	2	1	11	143	157	5
Business	20	28	21	995	1064	60
Career Accommodation Specialist	0	0	0	34	34	1
Career and Technical Education	91	76	7	479	653	291
Career Pathways	3	6	0	5	14	1
Communication Arts/Literature	34	90	450	10621	11195	96
Teachers of Computer, Keyboarding, and Related Technology Application	5	1	2	486	494	25
Driver and Traffic Safety	0	0	3	706	709	5
Early Childhood	29	93	598	9711	10431	76
Elementary Education	110	534	2692	45275	48611	102
English as a Second Language	18	80	234	3724	4056	112
Family and Consumer Sciences	17	23	32	838	910	64
Health	20	40	191	2654	2905	61
Chinese	4	10	6	114	134	5
Classical	7	7	2	47	63	1
French	6	3	14	571	594	2
German	1	6	5	373	385	4
Hmong	16	2	0	0	18	8
Other World Languages	20	7	3	79	109	1
Somali	3	0	0	0	3	1

Licensure Field	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFFP
Spanish	23	42	118	2476	2659	29
Legacy Vocational	0	0	0	1278	1278	0
Library Media Specialist	5	16	20	1113	1154	65
Mathematics	43	120	372	8032	8567	95
Music	15	83	302	4975	5375	31
Parent and Family Education	21	12	18	1487	1538	34
Physical Education	45	108	300	4836	5289	52
Reading	0	7	51	4324	4382	18
School Counselor	0	19	220	3192	3431	4
School Nurse	0	0	179	1258	1437	0
School Psychologist	0	66	84	1172	1322	3
School Social Worker	0	0	276	2227	2503	0
Science: 5-8	29	75	187	4307	4598	89
Chemistry	8	24	56	1094	1182	57
Earth Science	4	8	12	645	669	12
General Science	0	0	0	7	7	0
Life Science	18	50	141	3464	3673	22
Physics	8	22	26	1075	1131	52
Social Studies	16	90	482	10485	11073	35
Academic and Behavioral Strategist	113	294	671	1460	2538	250
Autism Spectrum Disorders	56	131	97	2491	2775	159
Blind or Visually Impaired	2	10	7	162	181	14
Deaf or Hard of Hearing	8	20	11	351	390	7
Developmental Disabilities	25	60	137	5615	5837	107
Developmental/Adaptive Physical Education	6	21	47	1851	1925	80

Licensure Field	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFF
Early Childhood Special Education	29	70	96	2369	2564	149
Emotional Behavior Disorders	82	170	146	7043	7441	261
Learning Disabilities	54	104	191	8568	8917	167
Oral/Aural Deaf Education	0	0	2	100	102	0
Physical and Health Disabilities	1	1	2	293	297	17
Speech Language Pathologist	0	17	258	2645	2920	3
Teacher Coordinator Work Based Learning	4	3	22	911	940	63
Technology	12	11	18	732	773	51
Theater Arts	21	22	23	200	266	10
Visual Arts	19	74	156	2167	2416	36
<b>Total Licenses</b>	<b>1099</b>	<b>2790</b>	<b>9073</b>	<b>171904</b>	<b>184866</b>	<b>2918</b>

## Proportion of Tier Licensed Teachers in Each Licensure Field

The proportion of individuals on a tier within a licensure field differs substantially - ranging from 100 percent of Somali language teaching licenses being Tier 1 licenses (Minnesota does not currently have any preparation programs for the Somali language license) to the majority of licensure fields having less than one percent of Tier 1 licenses. Similar variation occurs within each tier. While some instances are a matter of proportion (only three total Somali licenses were held in 2019 versus 2,659 Spanish licenses), a few takeaways can be seen in the data:

1. World languages and career and technical education licensure areas, many without licensure programs in Minnesota, have the highest percentage of Tier 1 and Tier 2 licenses within their field.
2. Tier 3, a new license type in Minnesota for initially licensed teachers starting in July 1, 2018, have a high percentage in Academic and Behavioral Strategist, American Indian, and American Sign Language licensure, and related service categories. As a percentage of individuals in that licensure field, more than 10 percent are either new teachers, teachers from out-of-state new to Minnesota, or individuals who have yet to pass the Minnesota Basic Skills exam.
3. 70 percent of licensure areas are more than 90 percent held by a Tier 4 license.

Table 6 provides the proportion of tiered licenses within each licensure field.

**Table 6: Licensure Fields of Tier Licensed Teachers as Percentage**

Licensure Field	Total	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Percent on All Tiers
Adult Basic Education	288	1.04%	0.69%	3.82%	94.44%	100%
Agricultural Education	319	2.51%	6.90%	12.85%	77.74%	100%
Bilingual Education	157	1.27%	0.64%	7.01%	91.08%	100%
Business	1064	1.88%	2.63%	1.97%	93.52%	100%
Career Accommodation Specialist	34	0.00%	0.00%	0.00%	100.00%	100%
Career and Technical Education	653	13.94%	11.64%	1.07%	73.35%	100%
Career Pathways	14	21.43%	42.86%	0.00%	35.71%	100%
Communication Arts/Literature	11195	0.30%	0.80%	4.02%	94.87%	100%
Teachers of Computer, Keyboarding, and Related Technology Application	494	1.01%	0.20%	0.40%	98.38%	100%
Driver and Traffic Safety	709	0.00%	0.00%	0.42%	99.58%	100%
Early Childhood	10431	0.28%	0.89%	5.73%	93.10%	100%
Elementary Education	48611	0.23%	1.10%	5.54%	93.14%	100%
English as a Second Language	4056	0.44%	1.97%	5.77%	91.81%	100%
Family and Consumer Sciences	910	1.87%	2.53%	3.52%	92.09%	100%
Health	2905	0.69%	1.38%	6.57%	91.36%	100%
American Indian Language and Culture	126	4.76%	0.79%	13.49%	80.95%	100%
American Sign Language	44	20.45%	18.18%	11.36%	50.00%	100%
Chinese	134	2.99%	7.46%	4.48%	85.07%	100%
Classical	63	11.11%	11.11%	3.17%	74.60%	100%
French	594	1.01%	0.51%	2.36%	96.13%	100%
German	385	0.26%	1.56%	1.30%	96.88%	100%
Hmong	18	88.89%	11.11%	0.00%	0.00%	100%

Licensure Field	Total	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Percent on All Tiers
Other World Languages	109	18.35%	6.42%	2.75%	72.48%	100%
Somali	3	100.00%	0.00%	0.00%	0.00%	100%
Spanish	2659	0.86%	1.58%	4.44%	93.12%	100%
Legacy Vocational	1278	0.00%	0.00%	0.00%	100.00%	100%
Library Media Specialist	1154	0.43%	1.39%	1.73%	96.45%	100%
Mathematics	8567	0.50%	1.40%	4.34%	93.76%	100%
Music	5375	0.28%	1.54%	5.62%	92.56%	100%
Parent and Family Education	1538	1.37%	0.78%	1.17%	96.68%	100%
Physical Education	5289	0.85%	2.04%	5.67%	91.44%	100%
Reading	4382	0.00%	0.16%	1.16%	98.68%	100%
School Counselor	3431	0.00%	0.55%	6.41%	93.03%	100%
School Nurse	1437	0.00%	0.00%	12.46%	87.54%	100%
School Psychologist	1322	0.00%	4.99%	6.35%	88.65%	100%
School Social Worker	2503	0.00%	0.00%	11.03%	88.97%	100%
Science: 5-8	4598	0.63%	1.63%	4.07%	93.67%	100%
Chemistry	1182	0.68%	2.03%	4.74%	92.55%	100%
Earth Science	669	0.60%	1.20%	1.79%	96.41%	100%
General Science	7	0.00%	0.00%	0.00%	100.00%	100%
Life Science	3673	0.49%	1.36%	3.84%	94.31%	100%
Physics	1131	0.71%	1.95%	2.30%	95.05%	100%
Social Studies	11073	0.14%	0.81%	4.35%	94.69%	100%
Academic and Behavioral Strategist	2538	4.45%	11.58%	26.44%	57.53%	100%
Autism Spectrum Disorders	2775	2.02%	4.72%	3.50%	89.77%	100%
Blind or Visually Impaired	181	1.10%	5.52%	3.87%	89.50%	100%



Licensure Field	Total	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Percent on All Tiers
Deaf or Hard of Hearing	390	2.05%	5.13%	2.82%	90.00%	100%
Developmental Disabilities	5837	0.43%	1.03%	2.35%	96.20%	100%
Developmental/Adaptive Physical Education	1925	0.31%	1.09%	2.44%	96.16%	100%
Early Childhood Special Education	2564	1.13%	2.73%	3.74%	92.39%	100%
Emotional Behavior Disorders	7441	1.10%	2.28%	1.96%	94.65%	100%
Learning Disabilities	8917	0.61%	1.17%	2.14%	96.09%	100%
Oral/Aural Deaf Education	102	0.00%	0.00%	1.96%	98.04%	100%
Physical and Health Disabilities	297	0.34%	0.34%	0.67%	98.65%	100%
Speech Language Pathologist	2920	0.00%	0.58%	8.84%	90.58%	100%
Teacher Coordinator Work Based Learning	940	0.43%	0.32%	2.34%	96.91%	100%
Technology	773	1.55%	1.42%	2.33%	94.70%	100%
Theater Arts	266	7.89%	8.27%	8.65%	75.19%	100%
Visual Arts	2416	0.79%	3.06%	6.46%	89.69%	100%
<b>Total Licenses</b>	<b>184866</b>	<b>0.59%</b>	<b>1.51%</b>	<b>4.91%</b>	<b>92.99%</b>	<b>100%</b>

## **Tier 1 Licenses, Tier 2 Licenses, and Out-of-Field Permissions Issued to Licensure Fields**

Similar to Table 5, this data takes total numbers within Tier 1, Tier 2, and OFPs and considers them as a proportion of the total licenses issued within that license or permission. Of the total number of Tier 1 licenses, Tier 2 licenses, and OFPs issued, the largest proportion tended to fall into special education fields, and an increasingly high percentage of Tier 2 licenses in Elementary Education.

Table 7 provides the overall percentages of Tier 1 licenses, Tier 2 licenses, and OFPs issued to the various licensure fields.

**Table 7: Number and Percent of Tier 1 Licenses, Tier 2 Licenses, and Out-of-Field Permissions Issued to Each Licensure Field**

Licensure Field	Tier 1	Overall Percent of Tier 1	Tier 2	Overall Percent of Tier 2	OFP	Overall Percent of OFPs
Adult Basic Education	3	0.27%	2	0.07%	1	0.03%
Agricultural Education	8	0.73%	22	0.79%	13	0.45%
Bilingual Education	2	0.18%	1	0.04%	5	0.17%
Business	20	1.82%	28	1.00%	60	2.06%
Career Accommodation Specialist	0	0.00%	0	0.00%	1	0.03%
Career and Technical Education	91	8.28%	76	2.72%	291	9.97%
Career Pathways	3	0.27%	6	0.22%	1	0.03%
Communication Arts/Literature	34	3.09%	90	3.23%	96	3.29%
Teachers of Computer, Keyboarding, and Related Technology Application	5	0.45%	1	0.04%	25	0.86%
Driver and Traffic Safety	0	0.00%	0	0.00%	5	0.17%
Early Childhood	29	2.64%	93	3.33%	76	2.60%
Elementary Education	110	10.01%	534	19.14%	102	3.50%
English as a Second Language	18	1.64%	80	2.87%	112	3.84%
Family and Consumer Sciences	17	1.55%	23	0.82%	64	2.19%
Health	20	1.82%	40	1.43%	61	2.09%
American Indian Language and Culture	6	0.55%	1	0.04%	0	0.00%
American Sign Language	9	0.82%	8	0.29%	11	0.38%
Chinese	4	0.36%	10	0.36%	5	0.17%
Classical	7	0.64%	7	0.25%	1	0.03%
French	6	0.55%	3	0.11%	2	0.07%
German	1	0.09%	6	0.22%	4	0.14%
Hmong	16	1.46%	2	0.07%	8	0.27%
Other World Languages	20	1.82%	7	0.25%	1	0.03%
Somali	3	0.27%	0	0.00%	1	0.03%
Spanish	23	2.09%	42	1.51%	29	0.99%
Legacy Vocational	0	0.00%	0	0.00%	0	0.00%

Licensure Field	Tier 1	Overall Percent of Tier 1	Tier 2	Overall Percent of Tier 2	OFP	Overall Percent of OFPs
Library Media Specialist	5	0.45%	16	0.57%	65	2.23%
Mathematics	43	3.91%	120	4.30%	95	3.26%
Music	15	1.36%	83	2.97%	31	1.06%
Parent and Family Education	21	1.91%	12	0.43%	34	1.17%
Physical Education	45	4.09%	108	3.87%	52	1.78%
Reading	0	0.00%	7	0.25%	18	0.62%
School Counselor	0	0.00%	19	0.68%	4	0.14%
School Nurse	0	0.00%	0	0.00%	0	0.00%
School Psychologist	0	0.00%	66	2.37%	3	0.10%
School Social Worker	0	0.00%	0	0.00%	0	0.00%
Science: 5-8	29	2.64%	75	2.69%	89	3.05%
Chemistry	8	0.73%	24	0.86%	57	1.95%
Earth Science	4	0.36%	8	0.29%	12	0.41%
General Science	0	0.00%	0	0.00%	0	0.00%
Life Science	18	1.64%	50	1.79%	22	0.75%
Physics	8	0.73%	22	0.79%	52	1.78%
Social Studies	16	1.46%	90	3.23%	35	1.20%
Academic and Behavioral Strategist	113	10.28%	294	10.54%	250	8.57%
Autism Spectrum Disorders	56	5.10%	131	4.70%	159	5.45%
Blind or Visually Impaired	2	0.18%	10	0.36%	14	0.48%
Deaf or Hard of Hearing	8	0.73%	20	0.72%	7	0.24%
Developmental Disabilities	25	2.27%	60	2.15%	107	3.67%
Developmental/Adaptive Physical Education	6	0.55%	21	0.75%	80	2.74%
Early Childhood Special Education	29	2.64%	70	2.51%	149	5.11%
Emotional Behavior Disorders	82	7.46%	170	6.09%	261	8.94%
Learning Disabilities	54	4.91%	104	3.73%	167	5.72%
Oral/Aural Deaf Education	0	0.00%	0	0.00%	0	0.00%
Physical and Health Disabilities	1	0.09%	1	0.04%	17	0.58%

Licensure Field	Tier 1	Overall Percent of Tier 1	Tier 2	Overall Percent of Tier 2	OFP	Overall Percent of OFPs
Speech Language Pathologist	0	0.00%	17	0.61%	3	0.10%
Teacher Coordinator Work Based Learning	4	0.36%	3	0.11%	63	2.16%
Technology	12	1.09%	11	0.39%	51	1.75%
Theater Arts	21	1.91%	22	0.79%	10	0.34%
Visual Arts	19	1.73%	74	2.65%	36	1.23%
<b>Total Licenses</b>	<b>1099</b>	<b>100.00%</b>	<b>2790</b>	<b>100.00%</b>	<b>2918</b>	<b>100.00%</b>

## Numbers of Tier Licensed Teachers and Permission Holders at School Districts, Charter Schools, and Other Educational Institutions

Tracking where Minnesota teachers work is a difficult process because only Tier 1 licenses, Tier 2 licenses, OFPs and IPPs are attached to specific school districts. Meanwhile, Tier 3 and Tier 4 licensed teachers do not have licenses assigned to a district. Rather, the licenses are mobile, meaning that teachers can use their licenses to teach at any public school in Minnesota.

The best way for PELSB to track where licensed teachers work is through the Staff Automated Reporting (STAR) system. However, PELSB collected data through the STAR system only once during the 2019-2020 academic year, which was in fall 2019. As a result, the data in this section is based on numbers that were accurate in October 2019, and the data does not reflect any staffing changes that may have occurred later in the school year.

### Overview

As of October 2019, Minnesota public school districts, charter schools, and other educational institutions employed 75,473 teachers throughout the state.<sup>4</sup> Of those teachers, over 90 percent held a Tier 4 license.

PELSB also issued a total 2,232 OFPs and 563 IPPs to school districts between July 1, 2019 and June 30, 2020.

The number of licensed teachers school districts employed ranged from Minneapolis Public School District employing more than 3,000 teachers to several charter schools and educational cooperatives employing five or fewer teachers.

The public school districts employing the largest number of licensed teachers included:

1. Minneapolis Public School District
2. St. Paul Public School District
3. Anoka-Hennepin Public School District
4. Rosemount-Apple Valley-Eagan
5. Osseo Public School District

The charter schools employing the largest number of licensed teachers included:

1. Minnesota Transitions Charter School
2. Hmong College Prep Academy
3. Hiawatha Academies
4. Duluth Public Schools Academy
5. Eagle Ridge Academy Charter School

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<sup>4</sup> This is the sum of the unduplicated headcount of teachers in each district, charter school, and other educational institutions. There may be a duplicate count of teachers if they teach in more than one district or school.

The districts employing the largest number of Tier 3 and Tier 4 teachers were the same districts hiring the largest number of total teachers. The largest employers of Tier 1 and Tier 2 teachers tended to be larger school districts. However, three charter schools and two intermediate districts rank among the top ten employers of Tier 1. While Table 8 identifies raw numbers, Table 9 provides tiers held as a proportion of teachers within the district.

Additionally, 53% of districts employed no Tier 1 teachers, while only 17.4% of districts employed four or more Tier 1 teachers. Tier 2 teachers were utilized by more districts, with only 19% employing no Tier 2 teachers. However, the majority of districts still employed three or fewer, with 29.6% of districts employing four or more Tier 2 teachers. Notably, 14.4% of districts employ no Tier 1 or Tier 2 teachers.

Table 8 provides additional data on the number of Tier 1, Tier 2, Tier 3, and Tier 4 licensed teachers that school districts, charter schools, and other educational institutions employed as of October 2019. The table also provides data on the number of OFPs and IPPs issued to districts throughout the entire school year.

**Table 8: Number of Tier Licensed Teachers and Permission Holders at School Districts, Charter Schools, and Other Educational Institutions**

**Note:** The tiered license data in this table is compiled from the 2019 STAR data collection period that happened during the fall of 2019. Any individual a district or school hired after the STAR data collection period would not be included in this table. The OFP and IPP data comes from records kept by PELSB’s licensing division and was current through June 30, 2020.

The data table for the Tier 1, Tier 2, Tier 3, and Tier 4 licenses contains headcount - meaning that individuals are counted only once in each district or school. The OFP and IPP data is of the total number of OFPs or IPPS issued to the district - meaning that there could be duplicate counts if someone holds more than one OFP or IPP in a district.

District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
1	1	Aitkin Public School District	1	3	0	109	113	9	0
1	3	Minneapolis Public School District	22	142	245	3073	3482	63	52
2	1	Hill City Public School District	1	2	2	30	35	5	0
4	1	McGregor Public School District	0	4	4	46	54	2	0
6	3	South St. Paul Public School District	1	5	12	270	288	5	4
11	1	Anoka-Hennepin Public School District	4	40	118	2959	3121	75	20
12	1	Centennial Public School District	1	2	21	429	453	2	1
13	1	Columbia Heights Public School District	2	10	19	240	271	8	0
14	1	Fridley Public School District	0	7	15	224	246	7	2
15	1	St. Francis Area Schools	3	5	23	285	316	7	4
16	1	Spring Lake Park Public Schools	5	23	35	381	444	14	0
22	1	Detroit Lakes Public School District	3	7	15	240	265	11	0
23	1	Frazee-Vergas Public School District	0	1	6	77	84	0	0
25	1	Pine Point Public School District	0	0	0	12	12	0	0
31	1	Bemidji Public School District	2	13	12	383	410	10	0
32	1	Blackduck Public School District	1	4	3	47	55	1	0



District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
36	1	Kelliher Public School District	0	0	1	28	29	3	0
38	1	Red Lake Public School District	2	7	11	157	177	4	0
47	1	Sauk Rapids-Rice Public Schools	1	8	21	353	383	8	5
51	1	Foley Public School District	1	1	4	136	142	3	1
75	1	St. Clair Public School District	0	3	2	57	62	0	0
77	1	Mankato Public School District	10	14	48	677	749	26	0
81	1	Comfrey Public School District	0	0	2	20	22	1	0
84	1	Sleepy Eye Public School District	0	1	7	55	63	5	0
85	1	Springfield Public School District	0	1	6	49	56	3	0
88	1	New Ulm Public School District	0	2	15	177	194	5	0
91	1	Barnum Public School District	0	1	5	67	73	2	0
93	1	Carlton Public School District	1	1	7	46	55	5	1
94	1	Cloquet Public School District	1	4	12	204	221	4	0
95	1	Cromwell-Wright Public Schools	0	2	3	36	41	2	0
97	1	Moose Lake Public School District	0	2	3	57	62	3	0
99	1	Esko Public School District	0	1	1	92	94	3	0
100	1	Wrenshall Public School District	0	1	2	44	47	4	0
108	1	Central Public School District	0	0	9	69	78	0	0
110	1	Waconia Public School District	0	2	12	288	302	4	3
111	1	Watertown-Mayer Public School District	0	0	5	111	116	2	0
112	1	Eastern Carver County Public Schools	1	12	38	730	781	12	6
113	1	Walker-Hackensack-Akeley School District	1	2	6	65	74	2	0
115	1	Cass Lake-Bena Public Schools	2	5	5	133	145	0	6
116	1	Pillager Public School District	1	1	2	96	100	5	2

District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
118	1	Northland Community Schools	0	3	4	36	43	2	0
129	1	Montevideo Public School District	1	4	2	116	123	4	0
138	1	North Branch Public Schools	2	2	6	166	176	9	4
139	1	Rush City Public School District	1	3	1	82	87	6	0
146	1	Barnesville Public School District	0	1	2	66	69	0	0
150	1	Hawley Public School District	1	1	1	74	77	0	0
152	1	Moorhead Public School District	1	23	36	509	569	15	7
160	70	Minnesota State Academies	1	9	1	39	50	0	0
162	1	Bagley Public School District	0	3	6	71	80	4	0
166	1	Cook County Public Schools	2	4	3	48	57	6	5
173	1	Mountain Lake Public Schools	0	1	2	50	53	1	0
177	1	Windom Public School District	1	1	9	90	101	12	0
181	1	Brainerd Public School District	4	13	8	487	512	14	13
182	1	Crosby-Ironton Public School District	0	4	3	90	97	3	0
186	1	Pequot Lakes Public Schools	0	1	3	122	126	4	0
191	1	Burnsville Public School District	0	12	26	637	675	11	2
192	1	Farmington Public School District	1	9	30	507	547	8	0
194	1	Lakeville Public School District	2	1	30	717	750	10	4
195	1	Randolph Public School District	0	1	3	51	55	1	0
196	1	Rosemount-Apple Valley-Eagan	1	22	91	2108	2222	45	6
197	1	West St. Paul-Mendota Heights-Eagan	1	7	11	431	450	8	0
199	1	Inver Grove Heights Schools	1	5	15	249	270	5	2
200	1	Hastings Public School District	0	1	10	288	299	8	4
203	1	Hayfield Public School District	1	2	3	51	57	2	0

District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
204	1	Kasson-Mantorville School District	0	1	3	128	132	5	1
206	1	Alexandria Public School District	0	6	18	327	351	10	0
213	1	Osakis Public School District	0	4	3	66	73	1	0
227	1	Chatfield Public Schools	1	3	3	69	76	0	1
229	1	Lanesboro Public School District	1	0	2	36	39	5	1
238	1	Mabel-Canton Public School Dist.	3	1	2	35	41	3	1
239	1	Rushford-Peterson Public Schools	0	2	4	63	69	3	1
241	1	Albert Lea Public School District	1	8	30	271	310	15	9
242	1	Alden-Conger Public School District	0	0	2	45	47	0	0
252	1	Cannon Falls Public School District	0	2	3	101	106	1	0
253	1	Goodhue Public School District	0	0	1	58	59	6	1
255	1	Pine Island Public School District	1	3	4	110	118	1	0
256	1	Red Wing Public School District	1	4	9	182	196	4	0
261	1	Ashby Public School District	0	0	1	29	30	1	0
264	1	Herman-Norcross School District	0	0	1	20	21	4	0
270	1	Hopkins Public School District	1	13	31	595	640	13	2
271	1	Bloomington Public School District	0	2	25	906	933	13	2
272	1	Eden Prairie Public School District	1	15	56	690	762	12	9
273	1	Edina Public School District	0	1	6	578	585	3	1
276	1	Minnetonka Public School District	3	25	46	775	849	28	0
277	1	Westonka Public School District	0	3	9	175	187	2	0
278	1	Orono Public School District	0	2	8	167	177	0	0
279	1	Osseo Public School District	3	38	92	1577	1710	32	0
280	1	Richfield Public School District	1	15	31	313	360	9	2

District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
281	1	Robbinsdale Public School District	0	12	46	965	1023	3	0
282	1	St. Anthony-New Brighton Schools	0	3	3	128	134	0	0
283	1	St. Louis Park Public School District	1	2	13	374	390	1	5
284	1	Wayzata Public School District	3	13	53	928	997	16	0
286	1	Brooklyn Center School District	2	13	19	182	216	9	0
287	6	Intermediate School District 287	19	22	25	381	447	35	8
288	6	Southwest Metro Intermediate 288	8	14	12	87	121	7	11
294	1	Houston Public School District	2	2	3	146	153	3	2
297	1	Spring Grove School District	2	0	4	41	47	3	2
299	1	Caledonia Public School District	1	0	6	64	71	4	1
300	1	La Crescent-Hokah School District	1	6	9	89	105	2	1
306	1	Laporte Public School District	0	4	4	29	37	1	0
308	1	Nevis Public School District	0	1	4	51	56	6	0
309	1	Park Rapids Public School District	1	7	18	121	147	7	2
314	1	Braham Public School District	3	2	5	56	66	7	0
316	1	Greenway Public School District	1	1	8	82	92	6	0
317	1	Deer River Public School District	1	7	7	90	105	4	0
318	1	Grand Rapids Public School District	0	7	8	303	318	6	0
319	1	Nashwauk-Keewatin School District	0	2	4	55	61	6	1
330	1	Heron Lake-Okabena School District	2	2	2	31	37	3	0
332	1	Mora Public School District	2	2	6	131	141	6	3
333	1	Ogilvie Public School District	0	1	2	49	52	3	2
345	1	New London-Spicer School District	0	0	7	128	135	1	0
347	1	Willmar Public School District	5	9	27	346	387	15	7

District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
356	1	Lancaster Public School District	2	1	2	24	29	2	0
361	1	International Falls School District	1	1	3	82	87	0	5
362	1	Littlefork-Big Falls School Dist.	0	1	0	28	29	0	0
363	1	South Koochiching School District	1	2	1	41	45	10	0
378	1	Dawson-Boyd Public School District	1	2	1	49	53	2	0
381	1	Lake Superior Public School Dist.	0	2	6	116	124	2	0
382	52	NW Region Interdistrict Council	0	0	0	1	1	0	0
390	1	Lake of The Woods School District	0	0	2	40	42	0	0
391	1	Cleveland Public School District	0	1	0	46	47	1	0
397	52	Lake Agassiz Education Cooperative	0	2	2	13	17	1	0
398	52	Midwest Special Education Coop.	0	0	1	9	10	0	0
402	1	Hendricks Public School District	0	1	4	15	20	2	0
403	1	Ivanhoe Public School District	0	1	1	15	17	2	0
404	1	Lake Benton Public School District	0	2	3	15	20	0	0
413	1	Marshall Public School District	0	7	7	231	245	8	3
414	1	Minneota Public School District	1	2	1	49	53	2	0
415	1	Lynd Public School District	1	0	3	25	29	2	0
423	1	Hutchinson Public School District	3	2	10	206	221	9	0
424	1	Lester Prairie Public School Dist.	0	2	2	38	42	2	0
432	1	Mahnomen Public School District	2	7	2	54	65	1	0
435	1	Waubun-Ogema-White Earth Public Sch	3	1	10	59	73	3	1
441	1	Marshall County Central Schools	0	5	3	41	49	4	0
447	1	Grygla Public School District	0	1	0	26	27	3	0
458	1	Truman Public School District	0	2	3	20	25	3	0

District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
463	1	Eden Valley-Watkins School District	0	2	6	71	79	10	0
465	1	Litchfield Public School District	1	1	6	122	130	9	0
466	1	Dassel-Cokato Public School Dist.	2	2	10	171	185	4	0
473	1	Isle Public School District	1	0	3	54	58	6	1
477	1	Princeton Public School District	3	8	10	225	246	16	8
480	1	Onamia Public School District	1	5	7	64	77	7	0
482	1	Little Falls Public School District	1	2	17	185	205	6	4
484	1	Pierz Public School District	0	4	3	91	98	7	0
485	1	Royalton Public School District	0	1	2	71	74	5	0
486	1	Swanville Public School District	0	0	2	25	27	1	0
487	1	Upsala Public School District	0	0	2	34	36	4	0
492	1	Austin Public School District	0	16	20	401	437	14	0
495	1	Grand Meadow Public School District	0	1	1	44	46	2	0
497	1	Lyle Public School District	1	1	3	27	32	2	0
499	1	LeRoy-Ostrander Public Schools	3	1	1	30	35	1	0
500	1	Southland Public School District	1	0	1	45	47	1	0
505	1	Fulda Public School District	0	2	2	34	38	1	0
507	1	Nicollet Public School District	0	0	4	33	37	2	0
508	1	St. Peter Public School District	1	5	14	172	192	4	4
511	1	Adrian Public School District	1	5	1	49	56	2	0
514	1	Ellsworth Public School District	0	2	3	19	24	4	0
518	1	Worthington Public School District	1	12	23	259	295	8	3
531	1	Byron Public School District	0	1	15	145	161	2	0
533	1	Dover-Eyota Public School District	0	3	0	96	99	2	1

District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
534	1	Stewartville Public School District	0	0	13	151	164	6	0
535	1	Rochester Public School District	17	27	87	1406	1537	51	26
542	1	Battle Lake Public School District	1	1	3	38	43	3	0
544	1	Fergus Falls Public School District	1	2	7	211	221	3	5
545	1	Henning Public School District	0	0	1	40	41	1	0
547	1	Parkers Prairie Public School Dist.	0	3	5	41	49	1	0
548	1	Pelican Rapids Public School Dist.	0	1	1	76	78	0	1
549	1	Perham-Dent Public School District	1	4	10	128	143	4	0
550	1	Underwood Public School District	0	1	1	44	46	2	0
553	1	New York Mills Public School Dist.	0	1	4	65	70	4	0
561	1	Goodridge Public School District	0	3	2	25	30	2	0
564	1	Thief River Falls School District	0	6	11	145	162	10	0
577	1	Willow River Public School District	2	1	1	48	52	4	0
578	1	Pine City Public School District	0	6	4	144	154	4	4
581	1	Edgerton Public School District	0	2	0	41	43	2	0
592	1	Climax-Shelly Public Schools	1	5	3	24	33	2	0
593	1	Crookston Public School District	0	2	6	89	97	0	0
595	1	East Grand Forks Public School Dist	1	4	12	139	156	3	0
599	1	Fertile-Beltrami School District	0	1	3	41	45	1	0
600	1	Fisher Public School District	0	4	6	25	35	2	0
601	1	Fosston Public School District	1	3	2	55	61	1	0
621	1	Mounds View Public School District	1	14	57	862	934	14	0
622	1	North St. Paul-Maplewood Oakdale Public School District	3	19	45	723	790	17	5
623	1	Roseville Public School District	0	8	21	586	615	9	0

District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
624	1	White Bear Lake School District	0	11	38	645	694	9	0
625	1	St. Paul Public School District	29	90	224	3028	3371	89	3
630	1	Red Lake Falls Public School Dist.	0	0	2	42	44	5	0
635	1	Milroy Public School District	0	1	1	12	14	1	0
640	1	Wabasso Public School District	0	2	1	37	40	3	0
656	1	Faribault Public School District	0	10	21	297	328	5	0
659	1	Northfield Public School District	1	4	14	319	338	5	2
671	1	Hills-Beaver Creek School District	0	3	4	31	38	4	0
676	1	Badger Public School District	0	0	1	33	34	0	0
682	1	Roseau Public School District	0	2	1	85	88	3	0
690	1	Warroad Public School District	1	1	5	75	82	4	1
695	1	Chisholm Public School District	0	2	3	64	69	1	2
696	1	Ely Public School District	0	3	4	51	58	1	2
698	1	Floodwood Public School District	1	2	2	18	23	1	0
700	1	Hermantown Public School District	0	2	9	143	154	5	2
701	1	Hibbing Public School District	1	1	6	164	172	9	9
704	1	Proctor Public School District	1	3	12	141	157	5	0
706	1	Virginia Public School District	2	2	5	131	140	9	1
707	1	Nett Lake Public School District	0	1	0	18	19	0	1
709	1	Duluth Public School District	1	12	41	645	699	19	0
712	1	Mountain Iron-Buhl School District	0	0	1	40	41	1	0
716	1	Belle Plaine Public School District	0	0	5	112	117	8	0
717	1	Jordan Public School District	2	2	7	135	146	2	0
719	1	Prior Lake-Savage Area Schools	4	8	20	585	617	10	4



District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
720	1	Shakopee Public School District	0	8	32	634	674	12	10
721	1	New Prague Area Schools	0	5	11	288	304	4	0
726	1	Becker Public School District	0	1	5	214	220	3	0
727	1	Big Lake Public School District	0	1	24	200	225	8	0
728	1	Elk River School District	1	3	25	876	905	18	3
738	1	Holdingford Public School District	0	0	9	73	82	0	0
739	1	Kimball Public School District	0	2	2	55	59	3	0
740	1	Melrose Public School District	0	1	4	94	99	4	0
741	1	Paynesville Public School District	0	0	0	77	77	1	0
742	1	St. Cloud Public School District	25	29	76	815	945	51	3
743	1	Sauk Centre Public School District	0	0	5	91	96	2	0
745	1	Albany Public School District	0	0	5	144	149	5	0
748	1	Sartell-St. Stephen School District	0	3	10	280	293	3	0
750	1	Rocori Public School District	0	2	7	153	162	0	0
756	1	Blooming Prairie Public School Dist	0	0	4	71	75	1	0
761	1	Owatonna Public School District	5	11	26	367	409	14	6
763	1	Medford Public School District	0	0	2	71	73	1	0
768	1	Hancock Public School District	1	2	3	27	33	0	0
771	1	Chokio-Alberta Public School Dist.	0	0	0	25	25	0	0
775	1	Kerkhoven-Murdock-Sunburg	1	1	4	61	67	4	0
777	1	Benson Public School District	1	3	2	62	68	1	4
786	1	Bertha-Hewitt Public School District	0	2	3	44	49	5	0
787	1	Browerville Public School District	0	0	2	50	52	5	0
801	1	Browns Valley Public School District	0	1	5	18	24	1	0

District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
803	1	Wheaton Area Public School District	1	3	2	31	37	4	0
811	1	Wabasha-Kellogg Public School Dist.	0	6	3	66	75	6	1
813	1	Lake City Public School District	0	0	5	102	107	0	0
818	1	Verndale Public School District	0	1	4	49	54	2	0
820	1	Sebeka Public School District	0	0	2	48	50	5	0
821	1	Menahga Public School District	2	5	4	74	85	6	2
829	1	Waseca Public School District	1	7	12	146	166	10	0
831	1	Forest Lake Public School District	0	6	22	343	371	10	0
832	1	Mahtomedi Public School District	0	0	8	225	233	1	0
833	1	South Washington County School Dist	3	19	44	1356	1422	18	0
834	1	Stillwater Area Public School Dist.	1	10	26	565	602	10	1
836	1	Butterfield Public School District	1	2	1	27	31	1	0
837	1	Madelia Public School District	1	4	0	53	58	1	0
840	1	St. James Public School District	1	2	7	82	92	3	0
846	1	Breckenridge Public School District	0	2	3	58	63	5	0
850	1	Rothsay Public School District	0	1	1	27	29	4	0
852	1	Campbell-Tintah Public School Dist.	0	1	1	19	21	1	0
857	1	Lewiston-Altura Public School District	0	1	1	68	70	0	1
858	1	St. Charles Public School District	1	2	4	92	99	3	1
861	1	Winona Area Public School District	1	6	10	233	250	7	0
876	1	Annandale Public School District	0	1	8	150	159	1	0
877	1	Buffalo-Hanover-Montrose Public Sch	5	8	11	382	406	4	2
879	1	Delano Public School District	0	3	12	170	185	0	0
881	1	Maple Lake Public School District	0	1	5	72	78	4	0

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882	1	Monticello Public School District	2	3	8	275	288	6	0
883	1	Rockford Public School District	1	1	10	128	140	5	0
885	1	St. Michael-Albertville School Dist	1	3	18	445	467	9	0
891	1	Canby Public School District	0	1	4	43	48	2	0
911	1	Cambridge-Isanti Public School District	2	3	18	342	365	10	3
912	1	Milaca Public School District	3	2	4	145	154	4	4
914	1	Ulen-Hitterdal Public School Dist	0	0	2	35	37	0	0
915	52	Southern Plains Education Cooperative	3	2	2	26	33	3	3
916	6	Northeast Metro 916	1	24	24	213	262	16	17
917	6	Intermediate School District 917	0	12	17	116	145	6	6
922	83	Region 9-South Central Service Coop	0	0	0	1	1	0	0
924	83	Sourcewell	0	1	0	31	32	0	0
926	83	Region 4-Lakes Country Service Coop	0	0	1	25	26	1	0
927	83	Region 3 - Northeast Service Coop	0	0	0	22	22	1	1
935	52	Fergus Falls Area Special Education Cooperative	1	0	0	15	16	1	0
938	52	Meeker and Wright Special Education	0	2	2	41	45	3	8
966	51	Wright Technical Center	5	2	0	18	25	2	0
978	52	Minnesota Valley Cooperative	0	0	0	1	1	0	0
985	51	Pine To Prairie Cooperative Ctr.	0	0	0	1	1	0	0
991	83	Region 6 and 8-SW/WC Service Cooperative	6	18	12	58	94	8	1
997	52	Area Special Education Cooperative	0	0	0	3	3	0	0
998	52	Bemidji Regional Interdist. Council	0	0	1	21	22	0	0
1000	70	Perpich Center For Arts Education	0	4	1	20	25	3	0
2071	1	Lake Crystal-Wellcome Memorial	0	2	8	84	94	2	0

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2125	1	Triton School District	0	1	6	89	96	7	0
2134	1	United South Central School Dist.	0	3	1	69	73	2	0
2135	1	Maple River School District	1	6	4	75	86	2	0
2137	1	Kingsland Public School District	2	1	1	45	49	0	0
2142	1	St. Louis County School District	4	9	7	190	210	16	10
2143	1	Waterville-Elysian-Morristown Public School District	1	3	6	71	81	2	0
2144	1	Chisago Lakes School District	0	0	9	235	244	3	2
2149	1	Minnewaska School District	0	3	11	99	113	3	1
2154	1	Eveleth-Gilbert School District	0	1	6	83	90	4	4
2155	1	Wadena-Deer Creek School District	0	0	0	97	97	0	0
2159	1	Buffalo Lake-Hector-Stewart Public Schools	0	1	4	48	53	2	0
2164	1	Dilworth-Glyndon-Felton	0	4	5	127	136	3	0
2165	1	Hinckley-Finlayson School District	0	2	4	101	107	9	2
2167	1	Lakeview School District	0	0	3	56	59	1	0
2168	1	NRHEG School District	1	5	8	70	84	6	0
2169	1	Murray County Central School Dist.	0	1	6	59	66	5	0
2170	1	Staples-Motley School District	2	6	6	87	101	1	0
2171	1	Kittson Central School District	2	1	3	29	35	2	0
2172	1	Kenyon-Wanamingo School District	0	2	3	64	69	0	0
2174	1	Pine River-Backus School District	0	4	2	90	96	7	5
2176	1	Warren-Alvarado-Oslo School Dist.	0	2	5	41	48	2	0
2180	1	MACCRAY School District	1	5	6	65	77	3	0
2184	1	Luverne Public School District	3	5	4	96	108	4	0
2190	1	Yellow Medicine East	0	4	3	58	65	5	0

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2198	1	Fillmore Central	2	3	4	50	59	1	1
2215	1	Norman County East School District	1	2	2	34	39	4	0
2310	1	Sibley East School District	0	2	3	90	95	3	0
2311	1	Clearbrook-Gonvick School District	0	2	0	40	42	0	0
2342	1	West Central Area	0	0	1	67	68	4	0
2358	1	Tri-County School District	0	3	1	25	29	2	0
2364	1	Belgrade-Brooten-Elrosa Public School District	0	0	3	49	52	1	0
2365	1	G.F.W.	0	2	4	64	70	5	0
2396	1	A.C.G.C. Public School District	0	2	4	77	83	2	0
2397	1	Le Sueur-Henderson School District	0	2	10	77	89	1	0
2448	1	Martin County West School District	1	4	2	61	68	2	0
2527	1	Norman County West School District	0	1	1	15	17	1	0
2534	1	Bird Island-Olivia-Lake Lillian Public School District	0	2	5	53	60	3	0
2536	1	Granada Huntley East Chain	0	1	6	23	30	5	0
2580	1	East Central School District	1	3	7	67	78	3	1
2609	1	Win-E-Mac School District	0	0	1	35	36	0	0
2683	1	Greenbush-Middle River School Dist.	0	1	1	34	36	1	0
2687	1	Howard Lake-Waverly-Winsted	0	2	7	106	115	2	1
2689	1	Pipestone Area School District	1	7	9	87	104	7	0
2711	1	Mesabi East School District	3	2	0	73	78	2	4
2752	1	Fairmont Area School District	0	7	7	127	141	3	0
2753	1	Long Prairie-Grey Eagle School District	0	0	6	82	88	4	0
2754	1	Cedar Mountain School District	0	1	6	44	51	7	0
2769	1	Morris Area Public Schools	0	1	7	79	87	2	0

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2805	1	Zumbrota-Mazeppa School District	0	1	3	101	105	3	1
2835	1	Janesville-Waldorf-Pemberton	0	3	7	61	71	2	0
2853	1	Lac qui Parle Valley School Dist.	0	3	6	72	81	2	0
2854	1	Ada-Borup Public School District	1	0	3	57	61	3	0
2856	1	Stephen-Argyle Central Schools	0	1	0	30	31	0	0
2859	1	Glencoe-Silver Lake School District	3	4	3	115	125	3	0
2860	1	Blue Earth Area Public School	1	2	5	83	91	1	0
2884	1	Red Rock Central School District	1	4	3	41	49	0	0
2886	1	Glenville-Emmons School District	0	0	1	23	24	0	0
2888	1	Clinton-Graceville-Beardsley	0	1	5	30	36	5	0
2889	1	Lake Park Audubon School District	0	5	7	58	70	2	0
2890	1	Renville County West School Dist.	0	4	6	50	60	1	0
2895	1	Jackson County Central School District	2	3	3	98	106	5	0
2897	1	Redwood Area School District	1	6	8	98	113	3	1
2898	1	Westbrook-Walnut Grove Schools	0	2	1	47	50	2	0
2899	1	Plainview-Elgin-Millville	0	0	4	115	119	0	0
2902	1	RTR Public Schools	1	0	1	55	57	3	0
2903	1	Ortonville Public Schools	0	2	3	51	56	2	0
2904	1	Tracy Area Public School District	0	0	1	65	66	2	0
2905	1	Tri-City United School District	0	9	16	139	164	2	0
2906	1	Red Lake County Central Public Schools	2	1	5	35	43	1	0
2907	1	Round Lake-Brewster Public Schools	0	1	4	32	37	6	0
2908	1	Brandon-Evansville Public Schools	0	3	1	43	47	1	0
4000	7	City Academy	0	0	0	10	10	0	0

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4001	7	Bluffview Montessori	1	1	1	30	33	3	1
4003	7	New Heights School, Inc.	0	1	2	13	16	1	0
4004	7	Cedar Riverside Community School	2	2	4	8	16	3	0
4005	7	Metro Deaf School	0	4	3	30	37	2	0
4007	7	Minnesota New Country School	0	0	2	20	22	0	10
4008	7	PACT Charter School	0	4	5	42	51	3	0
4011	7	Athlos Leadership Academy	1	6	14	53	74	5	0
4015	7	Community of Peace Academy	1	1	5	61	68	1	0
4016	7	World Learner Charter School	0	1	0	16	17	1	0
4017	7	Minnesota Transitions Charter School	0	12	19	211	242	1	0
4018	7	Achieve Language Academy	2	2	4	36	44	2	0
4020	7	Duluth Public Schools Academy	1	4	13	116	134	7	0
4025	7	Cyber Village Academy	1	2	2	26	31	3	0
4026	7	E.C.H.O. Charter School	4	3	3	6	16	2	0
4027	7	Higher Ground Academy	5	14	7	31	57	0	0
4029	7	St. Paul City School	0	4	10	39	53	4	0
4031	7	Jennings Community School	1	0	3	6	10	0	6
4035	7	Life Prep	0	5	2	22	29	3	0
4036	7	Face To Face Academy	0	0	0	11	11	0	0
4038	7	Sojourner Truth Academy	0	3	0	29	32	0	0
4039	7	High School For Recording Arts	0	1	0	17	18	1	11
4043	7	Math And Science Academy	0	1	4	36	41	1	0
4049	7	Northwest Passage High School	1	0	1	16	18	0	0
4050	7	Lafayette Public Charter School	0	0	1	8	9	1	0

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4053	7	North Lakes Academy	0	2	6	43	51	1	0
4054	7	La Crescent Montessori & STEM School	1	0	2	6	9	0	0
4055	7	Nerstrand Charter School	0	1	2	9	12	0	0
4056	7	Rosa Parks Charter High School	1	1	1	3	6	1	2
4057	7	El Colegio Charter School	1	3	3	3	10	0	0
4058	7	Schoolcraft Learning Community Chtr	2	1	1	16	20	0	0
4059	7	Crosslake Community Charter School	0	3	1	35	39	2	1
4064	7	Riverway Learning Community Charter	0	0	3	10	13	3	0
4066	7	Kato Public Charter School	1	3	2	5	11	0	0
4067	7	Aurora Charter School	1	4	3	28	36	0	0
4068	7	Excell Academy Charter	0	2	4	28	34	0	0
4070	7	HOPE Community Academy	1	2	2	37	42	1	0
4073	7	Academia Cesar Chavez Charter School	2	3	2	37	44	3	0
4074	7	AFSA High School	0	1	7	33	41	1	0
4075	7	Avalon School	2	1	0	25	28	1	0
4078	7	Twin Cities International Schools	1	4	18	45	68	0	0
4079	7	Friendship Academy of Fine Arts Charter	1	5	1	3	10	2	0
4080	7	Pillager Area Charter School	1	0	0	6	7	1	0
4081	7	Discovery Public School Faribault	0	1	1	7	9	4	0
4082	7	BlueSky Charter School	0	1	1	56	58	0	0
4083	7	Ridgeway Community School	0	1	1	18	20	1	1
4084	7	North Shore Community School	0	0	1	27	28	2	0
4085	7	Harbor City International Charter	0	2	2	22	26	3	0
4087	7	SAGE Academy Charter School	1	1	0	7	9	1	4



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4088	7	Urban Academy Charter School	0	1	3	21	25	2	0
4089	7	New City School	0	2	6	19	27	1	0
4090	7	Prairie Creek Community School	0	0	1	16	17	1	0
4091	7	Arcadia Charter School	0	5	0	13	18	0	0
4092	7	Watershed High School	0	0	0	6	6	1	0
4093	7	New Century Academy	2	2	1	10	15	3	0
4095	7	TRIO Wolf Creek Distance Learning	0	0	0	15	15	0	4
4097	7	Partnership Academy, Inc.	4	3	11	28	46	1	0
4098	7	Nova Classical Academy	1	5	2	62	70	2	0
4100	7	Great Expectations	0	2	0	10	12	0	3
4102	7	Minnesota Internship Center	5	3	3	17	28	6	0
4103	7	Hmong College Prep Academy	6	15	30	137	188	4	0
4104	7	Paladin Career and Technical High School	0	1	1	12	14	0	11
4105	7	Great River School	4	10	9	41	64	2	0
4106	7	TrekNorth High School	0	4	0	22	26	1	0
4107	7	Voyageurs Expeditionary	2	1	3	9	15	3	0
4110	7	PIM Arts High School	1	2	2	29	34	1	0
4111	7	Augsburg Fairview Academy	0	2	0	9	11	1	0
4112	7	St Paul Conservatory Performing Art	8	14	4	20	46	1	0
4113	7	Spero Academy	0	4	6	23	33	2	0
4116	7	Lakes International Language Academy	7	22	10	67	106	11	0
4118	7	Kaleidoscope Charter School	1	3	3	51	58	1	0
4119	7	Academic Arts High School	0	0	3	7	10	0	5
4120	7	St. Croix Preparatory Academy	0	5	6	79	90	5	0

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4121	7	Ubah Medical Academy Charter School	4	6	5	10	25	0	0
4122	7	Eagle Ridge Academy Charter School	2	3	9	95	109	1	0
4124	7	Beacon Academy	3	3	2	46	54	1	0
4126	7	Prairie Seeds Academy	3	1	7	41	52	3	0
4127	7	TEAM Academy	0	2	3	20	25	1	0
4131	7	Metro Schools Charter	4	4	3	12	23	1	0
4132	7	Twin Cities Academy	3	1	4	41	49	1	0
4135	7	Rochester Math And Science Academy	1	2	5	15	23	0	0
4137	7	Swan River Montessori Charter School	0	3	0	10	13	2	0
4139	7	LoveWorks Academy For Arts	1	1	2	5	9	1	0
4140	7	Yinghua Academy	6	20	5	31	62	0	0
4142	7	Stride Academy Charter School	0	2	8	33	43	4	0
4143	7	New Millennium Academy Charter Sch	4	3	6	41	54	1	0
4144	7	Green Isle Community School	0	0	0	5	5	0	0
4145	7	Birch Grove Community School	0	1	0	3	4	0	0
4146	7	Northern Lights Community School	0	1	2	12	15	0	9
4150	7	Minnesota Online High School	0	1	2	28	31	0	0
4151	7	EdVisions Off Campus School	0	0	1	11	12	0	8
4152	7	Twin Cities German Immersion Charter School	5	20	0	24	49	2	0
4153	7	Midway Star Academy	1	2	1	11	15	0	0
4155	7	Naytahwaush Community School	0	1	1	14	16	1	0
4159	7	Seven Hills Preparatory Academy	0	5	3	77	85	4	0
4160	7	Spectrum High School	2	2	3	48	55	4	0
4161	7	New Discoveries Montessori Academy	0	3	2	21	26	3	0

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4162	7	Southside Family Charter School	1	0	0	10	11	0	1
4164	7	Laura Jeffrey Academy Charter	1	0	1	12	14	2	0
4166	7	East Range Academy of Tech-Science	4	0	2	10	16	1	0
4167	7	International Spanish Language Academy	1	6	0	14	21	0	0
4168	7	Glacial Hills Elementary	0	0	1	14	15	1	0
4169	7	Stonebridge World School	1	4	2	22	29	3	0
4170	7	Hiawatha Academies	17	45	28	66	156	22	0
4171	7	Noble Academy	1	1	6	52	60	10	0
4172	7	Clarkfield Charter School	0	1	0	9	10	0	0
4177	7	Minisinaakwaang Leadership Academy	0	0	0	3	3	1	0
4178	7	Lincoln International School	0	1	3	10	14	0	0
4181	7	Community School of Excellence	5	6	8	60	79	3	0
4183	7	Lionsgate Academy	6	12	19	64	101	8	0
4184	7	Aspen Academy	1	2	8	38	49	3	0
4185	7	DaVinci Academy	1	1	5	60	67	1	0
4186	7	Global Academy	1	2	3	30	36	2	0
4187	7	Natural Science Academy	1	2	2	5	10	0	0
4188	7	Cologne Academy	1	3	2	60	66	3	0
4189	7	Legacy of Dr. Josie R. Johnson Montessori	2	1	1	4	8	0	0
4191	7	KIPP Minnesota Charter School	9	7	16	12	44	4	0
4192	7	Best Academy	1	4	7	30	42	1	0
4193	7	College Preparatory Elementary	0	1	7	21	29	0	0
4194	7	Cannon River STEM School	1	2	2	32	37	1	0
4195	7	Oshki Ogimaag Charter School	1	0	0	1	2	0	0

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4198	7	Discovery Woods	0	1	4	7	12	1	0
4199	7	Parnassus Preparatory Charter Sch	7	8	5	63	83	8	0
4200	7	STEP Academy Charter School	2	4	9	26	41	2	1
4201	7	Cornerstone Montessori Elementary	0	4	0	6	10	0	0
4204	7	Rochester STEM Academy	3	2	1	5	11	0	0
4205	7	Hennepin Elementary School	0	3	10	51	64	3	0
4207	7	Vermilion Country School	0	0	0	4	4	1	0
4208	7	Nasha Shkola Charter School	0	1	0	10	11	0	0
4209	7	Mastery School	0	1	1	10	12	0	0
4210	7	Upper Mississippi Academy	0	1	4	30	35	1	0
4213	7	Prodeo Academy	1	14	7	38	60	6	0
4215	7	Sejong Academy of Minnesota	5	7	3	13	28	5	0
4217	7	Technical Academies of Minnesota	2	0	0	7	9	1	4
4218	7	Venture Academy	2	6	11	11	30	4	0
4219	7	Northeast College Prep	3	2	5	25	35	2	0
4220	7	Agamim Classical Academy	2	4	1	21	28	2	0
4221	7	Discovery Charter School	0	3	6	16	25	0	0
4223	7	Saint Cloud Math and Science Academy Charter School	0	2	1	30	33	3	0
4224	7	Star of the North Academy Charter School	1	0	2	12	15	0	0
4225	7	Universal Academy Charter School	1	4	6	11	22	2	0
4226	7	Bdote Learning Center	0	3	2	12	17	1	0
4227	7	Art and Science Academy	0	0	1	31	32	3	0
4228	7	Woodbury Leadership Academy	0	4	12	20	36	3	0
4229	7	Jane Goodall Environmental Science Academy	0	1	0	8	9	2	7

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4230	7	Minnesota Excellence in Learning Academy	0	4	3	12	19	1	0
4231	7	Minnesota Math and Science Academy	0	4	6	15	25	1	0
4232	7	Success Academy	1	3	2	5	11	0	0
4233	7	Level Up Academy	0	1	1	15	17	1	1
4237	7	Career Pathways	0	4	1	7	12	2	0
4238	7	Rochester Beacon Academy	2	0	1	11	14	6	0
4239	7	Tesfa International School	0	1	1	14	16	3	0
4240	7	New Century School	2	8	1	10	21	1	0
4243	7	North Metro Flex Academy	4	1	5	15	25	3	0
4244	7	FIT Academy	2	3	5	18	28	5	0
4250	7	Athlos Academy of Saint Cloud	3	4	9	31	47	2	0
4253	7	Phoenix Academy Charter School	0	0	1	6	7	2	0
4254	7	Marine Area Community School	0	1	2	12	15	1	0
4255	7	Skyline Math and Science Academy	3	4	3	6	16	1	0
4258	7	The Journey School	0	0	0	1	1	0	0
4261	7	SciTech Academy Charter School	4	1	3	5	13	1	0
4263	7	Progeny Academy Charter School	1	2	1	4	8	1	0
4264	7	Gateway STEM Academy	1	7	3	8	19	0	0
4265	7	Minnesota Wildflower Montessori School	0	2	0	3	5	0	0
4267	7	Horizon Science Academy Twin Cities Charter School	0	0	2	5	7	1	0
4271	7	Aurora Waasakone Community of Learners Charter School	3	1	0	7	11	1	0
4273	7	Modern Montessori Charter School	4	0	1	3	8	1	0
4275	7	St. Paul School of Northern Lights	0	1	5	3	9	2	0
6004	61	Freshwater Education District	0	2	2	42	46	1	10

District Number	District Type	School District or Charter School	Tier 1	Tier 2	Tier 3	Tier 4	Total	OFP	IPP
6009	61	St. Croix River Education District	0	0	2	13	15	6	0
6012	61	Zumbro Education District	0	0	2	37	39	0	5
6013	61	Hiawatha Valley Ed. District	1	0	3	27	31	3	1
6014	61	Runestone Area Ed. District	0	0	0	9	9	0	2
6018	61	MN River Valley Education District	0	0	0	12	12	1	1
6026	61	West Central Education District	0	0	0	16	16	1	3
6027	61	MN Valley Education District	0	3	2	22	27	1	0
6049	61	River Bend Education District	0	3	3	29	35	2	7
6051	61	Goodhue County Education District	3	5	4	42	54	4	0
6070	50	Itasca Area Schools Collaborative	0	0	0	9	9	0	0
6076	50	Northland Learning Center	0	1	0	20	21	4	4
6079	52	Rum River Special Education Coop	1	0	2	28	31	0	0
6080	50	Infinity: Minnesota Digital Academy	0	1	0	39	40	5	0
6083	52	Southern MN Education Consortium	2	2	3	21	28	2	2
6090	52	Sherburne and Northern Wright Special Education Cooperative	1	2	3	49	55	3	0
6094	52	Cannon Valley Special Education Cooperative	2	4	3	21	30	0	0
6095	52	Austin Albert Lea Area Special Education Cooperative (AALASEC)	0	4	1	5	10	1	0
6096	52	Northern Lights Academy Cooperative	0	0	0	11	11	1	0
6383	61	Benton-Stearns Education District	0	0	3	38	41	3	0
6979	61	Mid State Education District	0	1	4	16	21	3	0
		<b>Total Statewide</b>	<b>619</b>	<b>2133</b>	<b>4257</b>	<b>68464</b>	<b>75473</b>	<b>2232</b>	<b>563</b>

## **Proportion of Tier Licensed Teachers at School Districts, Charter Schools, and Other Educational Institutions**

The proportion of Tier 1 teachers working at individual school districts, charter schools, and other educational institutions differs substantially. Of the 35 district types with 10 percent or more of their teachers on a Tier 1, 34 are charter schools, one is a technical center, and none are traditional school districts. Eight of those have 25 percent or more of their teachers holding a Tier 1 license.

The proportion of Tier 2 teachers is similar, with 77 district types with 10 percent or more of their teachers on a Tier 2 license. Of those, 79 percent are charter schools, 10.4 percent traditional school districts, and 10.4 percent other educational institutions.

Table 9 provides data on the proportion of Tier 1, Tier 2, Tier 3, and Tier 4 teachers working at each Minnesota school district, charter school, and other educational institution.

**Table 9: School District and Charter School Numbers of Tier Licensed Teachers as a Percentage**

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
1	1	Aitkin Public School District	0.88%	2.65%	0.00%	96.46%	113
1	3	Minneapolis Public School District	0.63%	4.08%	7.04%	88.25%	3482
2	1	Hill City Public School District	2.86%	5.71%	5.71%	85.71%	35
4	1	McGregor Public School District	0.00%	7.41%	7.41%	85.19%	54
6	3	South St. Paul Public School District	0.35%	1.74%	4.17%	93.75%	288
11	1	Anoka-Hennepin Public School District	0.13%	1.28%	3.78%	94.81%	3121
12	1	Centennial Public School District	0.22%	0.44%	4.64%	94.70%	453
13	1	Columbia Heights Public School District	0.74%	3.69%	7.01%	88.56%	271
14	1	Fridley Public School District	0.00%	2.85%	6.10%	91.06%	246
15	1	St. Francis Area Schools	0.95%	1.58%	7.28%	90.19%	316
16	1	Spring Lake Park Public Schools	1.13%	5.18%	7.88%	85.81%	444
22	1	Detroit Lakes Public School District	1.13%	2.64%	5.66%	90.57%	265
23	1	Frazee-Vergas Public School District	0.00%	1.19%	7.14%	91.67%	84
25	1	Pine Point Public School District	0.00%	0.00%	0.00%	100.00%	12
31	1	Bemidji Public School District	0.49%	3.17%	2.93%	93.41%	410
32	1	Blackduck Public School District	1.82%	7.27%	5.45%	85.45%	55
36	1	Kelliher Public School District	0.00%	0.00%	3.45%	96.55%	29
38	1	Red Lake Public School District	1.13%	3.95%	6.21%	88.70%	177
47	1	Sauk Rapids-Rice Public Schools	0.26%	2.09%	5.48%	92.17%	383
51	1	Foley Public School District	0.70%	0.70%	2.82%	95.77%	142
75	1	St. Clair Public School District	0.00%	4.84%	3.23%	91.94%	62
77	1	Mankato Public School District	1.34%	1.87%	6.41%	90.39%	749



District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
81	1	Comfrey Public School District	0.00%	0.00%	9.09%	90.91%	22
84	1	Sleepy Eye Public School District	0.00%	1.59%	11.11%	87.30%	63
85	1	Springfield Public School District	0.00%	1.79%	10.71%	87.50%	56
88	1	New Ulm Public School District	0.00%	1.03%	7.73%	91.24%	194
91	1	Barnum Public School District	0.00%	1.37%	6.85%	91.78%	73
93	1	Carlton Public School District	1.82%	1.82%	12.73%	83.64%	55
94	1	Cloquet Public School District	0.45%	1.81%	5.43%	92.31%	221
95	1	Cromwell-Wright Public Schools	0.00%	4.88%	7.32%	87.80%	41
97	1	Moose Lake Public School District	0.00%	3.23%	4.84%	91.94%	62
99	1	Esko Public School District	0.00%	1.06%	1.06%	97.87%	94
100	1	Wrenshall Public School District	0.00%	2.13%	4.26%	93.62%	47
108	1	Central Public School District	0.00%	0.00%	11.54%	88.46%	78
110	1	Waconia Public School District	0.00%	0.66%	3.97%	95.36%	302
111	1	Watertown-Mayer Public School District	0.00%	0.00%	4.31%	95.69%	116
112	1	Eastern Carver County Public Schools	0.13%	1.54%	4.87%	93.47%	781
113	1	Walker-Hackensack-Akeley School District	1.35%	2.70%	8.11%	87.84%	74
115	1	Cass Lake-Bena Public Schools	1.38%	3.45%	3.45%	91.72%	145
116	1	Pillager Public School District	1.00%	1.00%	2.00%	96.00%	100
118	1	Northland Community Schools	0.00%	6.98%	9.30%	83.72%	43
129	1	Montevideo Public School District	0.81%	3.25%	1.63%	94.31%	123
138	1	North Branch Public Schools	1.14%	1.14%	3.41%	94.32%	176
139	1	Rush City Public School District	1.15%	3.45%	1.15%	94.25%	87
146	1	Barnesville Public School District	0.00%	1.45%	2.90%	95.65%	69

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
150	1	Hawley Public School District	1.30%	1.30%	1.30%	96.10%	77
152	1	Moorhead Public School District	0.18%	4.04%	6.33%	89.46%	569
160	70	Minnesota State Academies	2.00%	18.00%	2.00%	78.00%	50
162	1	Bagley Public School District	0.00%	3.75%	7.50%	88.75%	80
166	1	Cook County Public Schools	3.51%	7.02%	5.26%	84.21%	57
173	1	Mountain Lake Public Schools	0.00%	1.89%	3.77%	94.34%	53
177	1	Windom Public School District	0.99%	0.99%	8.91%	89.11%	101
181	1	Brainerd Public School District	0.78%	2.54%	1.56%	95.12%	512
182	1	Crosby-Ironton Public School District	0.00%	4.12%	3.09%	92.78%	97
186	1	Pequot Lakes Public Schools	0.00%	0.79%	2.38%	96.83%	126
191	1	Burnsville Public School District	0.00%	1.78%	3.85%	94.37%	675
192	1	Farmington Public School District	0.18%	1.65%	5.48%	92.69%	547
194	1	Lakeville Public School District	0.27%	0.13%	4.00%	95.60%	750
195	1	Randolph Public School District	0.00%	1.82%	5.45%	92.73%	55
196	1	Rosemount-Apple Valley-Eagan	0.05%	0.99%	4.10%	94.87%	2222
197	1	West St. Paul-Mendota Heights-Eagan	0.22%	1.56%	2.44%	95.78%	450
199	1	Inver Grove Heights Schools	0.37%	1.85%	5.56%	92.22%	270
200	1	Hastings Public School District	0.00%	0.33%	3.34%	96.32%	299
203	1	Hayfield Public School District	1.75%	3.51%	5.26%	89.47%	57
204	1	Kasson-Mantorville School District	0.00%	0.76%	2.27%	96.97%	132
206	1	Alexandria Public School District	0.00%	1.71%	5.13%	93.16%	351
213	1	Osakis Public School District	0.00%	5.48%	4.11%	90.41%	73
227	1	Chatfield Public Schools	1.32%	3.95%	3.95%	90.79%	76

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
229	1	Lanesboro Public School District	2.56%	0.00%	5.13%	92.31%	39
238	1	Mabel-Canton Public School Dist.	7.32%	2.44%	4.88%	85.37%	41
239	1	Rushford-Peterson Public Schools	0.00%	2.90%	5.80%	91.30%	69
241	1	Albert Lea Public School District	0.32%	2.58%	9.68%	87.42%	310
242	1	Alden-Conger Public School District	0.00%	0.00%	4.26%	95.74%	47
252	1	Cannon Falls Public School District	0.00%	1.89%	2.83%	95.28%	106
253	1	Goodhue Public School District	0.00%	0.00%	1.69%	98.31%	59
255	1	Pine Island Public School District	0.85%	2.54%	3.39%	93.22%	118
256	1	Red Wing Public School District	0.51%	2.04%	4.59%	92.86%	196
261	1	Ashby Public School District	0.00%	0.00%	3.33%	96.67%	30
264	1	Herman-Norcross School District	0.00%	0.00%	4.76%	95.24%	21
270	1	Hopkins Public School District	0.16%	2.03%	4.84%	92.97%	640
271	1	Bloomington Public School District	0.00%	0.21%	2.68%	97.11%	933
272	1	Eden Prairie Public School District	0.13%	1.97%	7.35%	90.55%	762
273	1	Edina Public School District	0.00%	0.17%	1.03%	98.80%	585
276	1	Minnetonka Public School District	0.35%	2.94%	5.42%	91.28%	849
277	1	Westonka Public School District	0.00%	1.60%	4.81%	93.58%	187
278	1	Orono Public School District	0.00%	1.13%	4.52%	94.35%	177
279	1	Osseo Public School District	0.18%	2.22%	5.38%	92.22%	1710
280	1	Richfield Public School District	0.28%	4.17%	8.61%	86.94%	360
281	1	Robbinsdale Public School District	0.00%	1.17%	4.50%	94.33%	1023
282	1	St. Anthony-New Brighton Schools	0.00%	2.24%	2.24%	95.52%	134
283	1	St. Louis Park Public School District	0.26%	0.51%	3.33%	95.90%	390

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
284	1	Wayzata Public School District	0.30%	1.30%	5.32%	93.08%	997
286	1	Brooklyn Center School District	0.93%	6.02%	8.80%	84.26%	216
287	6	Intermediate School District 287	4.25%	4.92%	5.59%	85.23%	447
288	6	Southwest Metro Intermediate 288	6.61%	11.57%	9.92%	71.90%	121
294	1	Houston Public School District	1.31%	1.31%	1.96%	95.42%	153
297	1	Spring Grove School District	4.26%	0.00%	8.51%	87.23%	47
299	1	Caledonia Public School District	1.41%	0.00%	8.45%	90.14%	71
300	1	La Crescent-Hokah School District	0.95%	5.71%	8.57%	84.76%	105
306	1	Laporte Public School District	0.00%	10.81%	10.81%	78.38%	37
308	1	Nevis Public School District	0.00%	1.79%	7.14%	91.07%	56
309	1	Park Rapids Public School District	0.68%	4.76%	12.24%	82.31%	147
314	1	Braham Public School District	4.55%	3.03%	7.58%	84.85%	66
316	1	Greenway Public School District	1.09%	1.09%	8.70%	89.13%	92
317	1	Deer River Public School District	0.95%	6.67%	6.67%	85.71%	105
318	1	Grand Rapids Public School District	0.00%	2.20%	2.52%	95.28%	318
319	1	Nashwauk-Keewatin School District	0.00%	3.28%	6.56%	90.16%	61
330	1	Heron Lake-Okabena School District	5.41%	5.41%	5.41%	83.78%	37
332	1	Mora Public School District	1.42%	1.42%	4.26%	92.91%	141
333	1	Ogilvie Public School District	0.00%	1.92%	3.85%	94.23%	52
345	1	New London-Spicer School District	0.00%	0.00%	5.19%	94.81%	135
347	1	Willmar Public School District	1.29%	2.33%	6.98%	89.41%	387
356	1	Lancaster Public School District	6.90%	3.45%	6.90%	82.76%	29
361	1	International Falls School District	1.15%	1.15%	3.45%	94.25%	87

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
362	1	Littlefork-Big Falls School Dist.	0.00%	3.45%	0.00%	96.55%	29
363	1	South Koochiching School District	2.22%	4.44%	2.22%	91.11%	45
378	1	Dawson-Boyd Public School District	1.89%	3.77%	1.89%	92.45%	53
381	1	Lake Superior Public School Dist.	0.00%	1.61%	4.84%	93.55%	124
382	52	NW Region Interdistrict Council	0.00%	0.00%	0.00%	100.00%	1
390	1	Lake of The Woods School District	0.00%	0.00%	4.76%	95.24%	42
391	1	Cleveland Public School District	0.00%	2.13%	0.00%	97.87%	47
397	52	Lake Agassiz Education Cooperative	0.00%	11.76%	11.76%	76.47%	17
398	52	Midwest Special Education Coop.	0.00%	0.00%	10.00%	90.00%	10
402	1	Hendricks Public School District	0.00%	5.00%	20.00%	75.00%	20
403	1	Ivanhoe Public School District	0.00%	5.88%	5.88%	88.24%	17
404	1	Lake Benton Public School District	0.00%	10.00%	15.00%	75.00%	20
413	1	Marshall Public School District	0.00%	2.86%	2.86%	94.29%	245
414	1	Minneota Public School District	1.89%	3.77%	1.89%	92.45%	53
415	1	Lynd Public School District	3.45%	0.00%	10.34%	86.21%	29
423	1	Hutchinson Public School District	1.36%	0.90%	4.52%	93.21%	221
424	1	Lester Prairie Public School Dist.	0.00%	4.76%	4.76%	90.48%	42
432	1	Mahnomen Public School District	3.08%	10.77%	3.08%	83.08%	65
435	1	Waubun-Ogema-White Earth Public Sch	4.11%	1.37%	13.70%	80.82%	73
441	1	Marshall County Central Schools	0.00%	10.20%	6.12%	83.67%	49
447	1	Grygla Public School District	0.00%	3.70%	0.00%	96.30%	27
458	1	Truman Public School District	0.00%	8.00%	12.00%	80.00%	25
463	1	Eden Valley-Watkins School District	0.00%	2.53%	7.59%	89.87%	79

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
465	1	Litchfield Public School District	0.77%	0.77%	4.62%	93.85%	130
466	1	Dassel-Cokato Public School Dist.	1.08%	1.08%	5.41%	92.43%	185
473	1	Isle Public School District	1.72%	0.00%	5.17%	93.10%	58
477	1	Princeton Public School District	1.22%	3.25%	4.07%	91.46%	246
480	1	Onamia Public School District	1.30%	6.49%	9.09%	83.12%	77
482	1	Little Falls Public School District	0.49%	0.98%	8.29%	90.24%	205
484	1	Pierz Public School District	0.00%	4.08%	3.06%	92.86%	98
485	1	Royalton Public School District	0.00%	1.35%	2.70%	95.95%	74
486	1	Swanville Public School District	0.00%	0.00%	7.41%	92.59%	27
487	1	Upsala Public School District	0.00%	0.00%	5.56%	94.44%	36
492	1	Austin Public School District	0.00%	3.66%	4.58%	91.76%	437
495	1	Grand Meadow Public School District	0.00%	2.17%	2.17%	95.65%	46
497	1	Lyle Public School District	3.13%	3.13%	9.38%	84.38%	32
499	1	LeRoy-Ostrander Public Schools	8.57%	2.86%	2.86%	85.71%	35
500	1	Southland Public School District	2.13%	0.00%	2.13%	95.74%	47
505	1	Fulda Public School District	0.00%	5.26%	5.26%	89.47%	38
507	1	Nicollet Public School District	0.00%	0.00%	10.81%	89.19%	37
508	1	St. Peter Public School District	0.52%	2.60%	7.29%	89.58%	192
511	1	Adrian Public School District	1.79%	8.93%	1.79%	87.50%	56
514	1	Ellsworth Public School District	0.00%	8.33%	12.50%	79.17%	24
518	1	Worthington Public School District	0.34%	4.07%	7.80%	87.80%	295
531	1	Byron Public School District	0.00%	0.62%	9.32%	90.06%	161
533	1	Dover-Eyota Public School District	0.00%	3.03%	0.00%	96.97%	99

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
534	1	Stewartville Public School District	0.00%	0.00%	7.93%	92.07%	164
535	1	Rochester Public School District	1.11%	1.76%	5.66%	91.48%	1537
542	1	Battle Lake Public School District	2.33%	2.33%	6.98%	88.37%	43
544	1	Fergus Falls Public School District	0.45%	0.90%	3.17%	95.48%	221
545	1	Henning Public School District	0.00%	0.00%	2.44%	97.56%	41
547	1	Parkers Prairie Public School Dist.	0.00%	6.12%	10.20%	83.67%	49
548	1	Pelican Rapids Public School Dist.	0.00%	1.28%	1.28%	97.44%	78
549	1	Perham-Dent Public School District	0.70%	2.80%	6.99%	89.51%	143
550	1	Underwood Public School District	0.00%	2.17%	2.17%	95.65%	46
553	1	New York Mills Public School Dist.	0.00%	1.43%	5.71%	92.86%	70
561	1	Goodridge Public School District	0.00%	10.00%	6.67%	83.33%	30
564	1	Thief River Falls School District	0.00%	3.70%	6.79%	89.51%	162
577	1	Willow River Public School District	3.85%	1.92%	1.92%	92.31%	52
578	1	Pine City Public School District	0.00%	3.90%	2.60%	93.51%	154
581	1	Edgerton Public School District	0.00%	4.65%	0.00%	95.35%	43
592	1	Climax-Shelly Public Schools	3.03%	15.15%	9.09%	72.73%	33
593	1	Crookston Public School District	0.00%	2.06%	6.19%	91.75%	97
595	1	East Grand Forks Public School Dist	0.64%	2.56%	7.69%	89.10%	156
599	1	Fertile-Beltrami School District	0.00%	2.22%	6.67%	91.11%	45
600	1	Fisher Public School District	0.00%	11.43%	17.14%	71.43%	35
601	1	Fosston Public School District	1.64%	4.92%	3.28%	90.16%	61
621	1	Mounds View Public School District	0.11%	1.50%	6.10%	92.29%	934
622	1	North St. Paul-Maplewood Oakdale Public School District	0.38%	2.41%	5.70%	91.52%	790

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
623	1	Roseville Public School District	0.00%	1.30%	3.41%	95.28%	615
624	1	White Bear Lake School District	0.00%	1.59%	5.48%	92.94%	694
625	1	St. Paul Public School District	0.86%	2.67%	6.64%	89.82%	3371
630	1	Red Lake Falls Public School Dist.	0.00%	0.00%	4.55%	95.45%	44
635	1	Milroy Public School District	0.00%	7.14%	7.14%	85.71%	14
640	1	Wabasso Public School District	0.00%	5.00%	2.50%	92.50%	40
656	1	Faribault Public School District	0.00%	3.05%	6.40%	90.55%	328
659	1	Northfield Public School District	0.30%	1.18%	4.14%	94.38%	338
671	1	Hills-Beaver Creek School District	0.00%	7.89%	10.53%	81.58%	38
676	1	Badger Public School District	0.00%	0.00%	2.94%	97.06%	34
682	1	Roseau Public School District	0.00%	2.27%	1.14%	96.59%	88
690	1	Warroad Public School District	1.22%	1.22%	6.10%	91.46%	82
695	1	Chisholm Public School District	0.00%	2.90%	4.35%	92.75%	69
696	1	Ely Public School District	0.00%	5.17%	6.90%	87.93%	58
698	1	Floodwood Public School District	4.35%	8.70%	8.70%	78.26%	23
700	1	Hermantown Public School District	0.00%	1.30%	5.84%	92.86%	154
701	1	Hibbing Public School District	0.58%	0.58%	3.49%	95.35%	172
704	1	Proctor Public School District	0.64%	1.91%	7.64%	89.81%	157
706	1	Virginia Public School District	1.43%	1.43%	3.57%	93.57%	140
707	1	Nett Lake Public School District	0.00%	5.26%	0.00%	94.74%	19
709	1	Duluth Public School District	0.14%	1.72%	5.87%	92.27%	699
712	1	Mountain Iron-Buhl School District	0.00%	0.00%	2.44%	97.56%	41
716	1	Belle Plaine Public School District	0.00%	0.00%	4.27%	95.73%	117



District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
717	1	Jordan Public School District	1.37%	1.37%	4.79%	92.47%	146
719	1	Prior Lake-Savage Area Schools	0.65%	1.30%	3.24%	94.81%	617
720	1	Shakopee Public School District	0.00%	1.19%	4.75%	94.07%	674
721	1	New Prague Area Schools	0.00%	1.64%	3.62%	94.74%	304
726	1	Becker Public School District	0.00%	0.45%	2.27%	97.27%	220
727	1	Big Lake Public School District	0.00%	0.44%	10.67%	88.89%	225
728	1	Elk River School District	0.11%	0.33%	2.76%	96.80%	905
738	1	Holdingsford Public School District	0.00%	0.00%	10.98%	89.02%	82
739	1	Kimball Public School District	0.00%	3.39%	3.39%	93.22%	59
740	1	Melrose Public School District	0.00%	1.01%	4.04%	94.95%	99
741	1	Paynesville Public School District	0.00%	0.00%	0.00%	100.00%	77
742	1	St. Cloud Public School District	2.65%	3.07%	8.04%	86.24%	945
743	1	Sauk Centre Public School District	0.00%	0.00%	5.21%	94.79%	96
745	1	Albany Public School District	0.00%	0.00%	3.36%	96.64%	149
748	1	Sartell-St. Stephen School District	0.00%	1.02%	3.41%	95.56%	293
750	1	Rocori Public School District	0.00%	1.23%	4.32%	94.44%	162
756	1	Blooming Prairie Public School Dist	0.00%	0.00%	5.33%	94.67%	75
761	1	Owatonna Public School District	1.22%	2.69%	6.36%	89.73%	409
763	1	Medford Public School District	0.00%	0.00%	2.74%	97.26%	73
768	1	Hancock Public School District	3.03%	6.06%	9.09%	81.82%	33
771	1	Chokio-Alberta Public School Dist.	0.00%	0.00%	0.00%	100.00%	25
775	1	Kerkhoven-Murdock-Sunburg	1.49%	1.49%	5.97%	91.04%	67
777	1	Benson Public School District	1.47%	4.41%	2.94%	91.18%	68

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
786	1	Bertha-Hewitt Public School District	0.00%	4.08%	6.12%	89.80%	49
787	1	Browerville Public School District	0.00%	0.00%	3.85%	96.15%	52
801	1	Browns Valley Public School District	0.00%	4.17%	20.83%	75.00%	24
803	1	Wheaton Area Public School District	2.70%	8.11%	5.41%	83.78%	37
811	1	Wabasha-Kellogg Public School Dist.	0.00%	8.00%	4.00%	88.00%	75
813	1	Lake City Public School District	0.00%	0.00%	4.67%	95.33%	107
818	1	Verndale Public School District	0.00%	1.85%	7.41%	90.74%	54
820	1	Sebeka Public School District	0.00%	0.00%	4.00%	96.00%	50
821	1	Menahga Public School District	2.35%	5.88%	4.71%	87.06%	85
829	1	Waseca Public School District	0.60%	4.22%	7.23%	87.95%	166
831	1	Forest Lake Public School District	0.00%	1.62%	5.93%	92.45%	371
832	1	Mahtomedi Public School District	0.00%	0.00%	3.43%	96.57%	233
833	1	South Washington County School Dist	0.21%	1.34%	3.09%	95.36%	1422
834	1	Stillwater Area Public School Dist.	0.17%	1.66%	4.32%	93.85%	602
836	1	Butterfield Public School District	3.23%	6.45%	3.23%	87.10%	31
837	1	Madelia Public School District	1.72%	6.90%	0.00%	91.38%	58
840	1	St. James Public School District	1.09%	2.17%	7.61%	89.13%	92
846	1	Breckenridge Public School District	0.00%	3.17%	4.76%	92.06%	63
850	1	Rothsay Public School District	0.00%	3.45%	3.45%	93.10%	29
852	1	Campbell-Tintah Public School Dist.	0.00%	4.76%	4.76%	90.48%	21
857	1	Lewiston-Altura Public School District	0.00%	1.43%	1.43%	97.14%	70
858	1	St. Charles Public School District	1.01%	2.02%	4.04%	92.93%	99
861	1	Winona Area Public School District	0.40%	2.40%	4.00%	93.20%	250

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876	1	Annandale Public School District	0.00%	0.63%	5.03%	94.34%	159
877	1	Buffalo-Hanover-Montrose Public Sch	1.23%	1.97%	2.71%	94.09%	406
879	1	Delano Public School District	0.00%	1.62%	6.49%	91.89%	185
881	1	Maple Lake Public School District	0.00%	1.28%	6.41%	92.31%	78
882	1	Monticello Public School District	0.69%	1.04%	2.78%	95.49%	288
883	1	Rockford Public School District	0.71%	0.71%	7.14%	91.43%	140
885	1	St. Michael-Albertville School Dist	0.21%	0.64%	3.85%	95.29%	467
891	1	Canby Public School District	0.00%	2.08%	8.33%	89.58%	48
911	1	Cambridge-Isanti Public School District	0.55%	0.82%	4.93%	93.70%	365
912	1	Milaca Public School District	1.95%	1.30%	2.60%	94.16%	154
914	1	Ulen-Hitterdal Public School Dist	0.00%	0.00%	5.41%	94.59%	37
915	52	Southern Plains Education Cooperative	9.09%	6.06%	6.06%	78.79%	33
916	6	Northeast Metro 916	0.38%	9.16%	9.16%	81.30%	262
917	6	Intermediate School District 917	0.00%	8.28%	11.72%	80.00%	145
922	83	Region 9-South Central Service Coop	0.00%	0.00%	0.00%	100.00%	1
924	83	Sourcewell	0.00%	3.13%	0.00%	96.88%	32
926	83	Region 4-Lakes Country Service Coop	0.00%	0.00%	3.85%	96.15%	26
927	83	Region 3 - Northeast Service Coop	0.00%	0.00%	0.00%	100.00%	22
935	52	Fergus Falls Area Special Education Cooperative	6.25%	0.00%	0.00%	93.75%	16
938	52	Meeker and Wright Special Education	0.00%	4.44%	4.44%	91.11%	45
966	51	Wright Technical Center	20.00%	8.00%	0.00%	72.00%	25
978	52	Minnesota Valley Cooperative	0.00%	0.00%	0.00%	100.00%	1
985	51	Pine To Prairie Cooperative Ctr.	0.00%	0.00%	0.00%	100.00%	1

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991	83	Region 6 and 8-SW/WC Service Cooperative	6.38%	19.15%	12.77%	61.70%	94
997	52	Area Special Education Cooperative	0.00%	0.00%	0.00%	100.00%	3
998	52	Bemidji Regional Interdist. Council	0.00%	0.00%	4.55%	95.45%	22
1000	70	Perpich Center For Arts Education	0.00%	16.00%	4.00%	80.00%	25
2071	1	Lake Crystal-Wellcome Memorial	0.00%	2.13%	8.51%	89.36%	94
2125	1	Triton School District	0.00%	1.04%	6.25%	92.71%	96
2134	1	United South Central School Dist.	0.00%	4.11%	1.37%	94.52%	73
2135	1	Maple River School District	1.16%	6.98%	4.65%	87.21%	86
2137	1	Kingsland Public School District	4.08%	2.04%	2.04%	91.84%	49
2142	1	St. Louis County School District	1.90%	4.29%	3.33%	90.48%	210
2143	1	Waterville-Elysian-Morristown Public School District	1.23%	3.70%	7.41%	87.65%	81
2144	1	Chisago Lakes School District	0.00%	0.00%	3.69%	96.31%	244
2149	1	Minnewaska School District	0.00%	2.65%	9.73%	87.61%	113
2154	1	Eveleth-Gilbert School District	0.00%	1.11%	6.67%	92.22%	90
2155	1	Wadena-Deer Creek School District	0.00%	0.00%	0.00%	100.00%	97
2159	1	Buffalo Lake-Hector-Stewart Public Schools	0.00%	1.89%	7.55%	90.57%	53
2164	1	Dilworth-Glyndon-Felton	0.00%	2.94%	3.68%	93.38%	136
2165	1	Hinckley-Finlayson School District	0.00%	1.87%	3.74%	94.39%	107
2167	1	Lakeview School District	0.00%	0.00%	5.08%	94.92%	59
2168	1	NRHEG School District	1.19%	5.95%	9.52%	83.33%	84
2169	1	Murray County Central School Dist.	0.00%	1.52%	9.09%	89.39%	66
2170	1	Staples-Motley School District	1.98%	5.94%	5.94%	86.14%	101
2171	1	Kittson Central School District	5.71%	2.86%	8.57%	82.86%	35

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2172	1	Kenyon-Wanamingo School District	0.00%	2.90%	4.35%	92.75%	69
2174	1	Pine River-Backus School District	0.00%	4.17%	2.08%	93.75%	96
2176	1	Warren-Alvarado-Oslo School Dist.	0.00%	4.17%	10.42%	85.42%	48
2180	1	MACCRAY School District	1.30%	6.49%	7.79%	84.42%	77
2184	1	Luverne Public School District	2.78%	4.63%	3.70%	88.89%	108
2190	1	Yellow Medicine East	0.00%	6.15%	4.62%	89.23%	65
2198	1	Fillmore Central	3.39%	5.08%	6.78%	84.75%	59
2215	1	Norman County East School District	2.56%	5.13%	5.13%	87.18%	39
2310	1	Sibley East School District	0.00%	2.11%	3.16%	94.74%	95
2311	1	Clearbrook-Gonvick School District	0.00%	4.76%	0.00%	95.24%	42
2342	1	West Central Area	0.00%	0.00%	1.47%	98.53%	68
2358	1	Tri-County School District	0.00%	10.34%	3.45%	86.21%	29
2364	1	Belgrade-Brooten-Elrosa Public School District	0.00%	0.00%	5.77%	94.23%	52
2365	1	G.F.W.	0.00%	2.86%	5.71%	91.43%	70
2396	1	A.C.G.C. Public School District	0.00%	2.41%	4.82%	92.77%	83
2397	1	Le Sueur-Henderson School District	0.00%	2.25%	11.24%	86.52%	89
2448	1	Martin County West School District	1.47%	5.88%	2.94%	89.71%	68
2527	1	Norman County West School District	0.00%	5.88%	5.88%	88.24%	17
2534	1	Bird Island-Olivia-Lake Lillian Public School District	0.00%	3.33%	8.33%	88.33%	60
2536	1	Granada Huntley East Chain	0.00%	3.33%	20.00%	76.67%	30
2580	1	East Central School District	1.28%	3.85%	8.97%	85.90%	78
2609	1	Win-E-Mac School District	0.00%	0.00%	2.78%	97.22%	36
2683	1	Greenbush-Middle River School Dist.	0.00%	2.78%	2.78%	94.44%	36

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2687	1	Howard Lake-Waverly-Winsted	0.00%	1.74%	6.09%	92.17%	115
2689	1	Pipestone Area School District	0.96%	6.73%	8.65%	83.65%	104
2711	1	Mesabi East School District	3.85%	2.56%	0.00%	93.59%	78
2752	1	Fairmont Area School District	0.00%	4.96%	4.96%	90.07%	141
2753	1	Long Prairie-Grey Eagle School District	0.00%	0.00%	6.82%	93.18%	88
2754	1	Cedar Mountain School District	0.00%	1.96%	11.76%	86.27%	51
2769	1	Morris Area Public Schools	0.00%	1.15%	8.05%	90.80%	87
2805	1	Zumbrota-Mazeppa School District	0.00%	0.95%	2.86%	96.19%	105
2835	1	Janesville-Waldorf-Pemberton	0.00%	4.23%	9.86%	85.92%	71
2853	1	Lac qui Parle Valley School Dist.	0.00%	3.70%	7.41%	88.89%	81
2854	1	Ada-Borup Public School District	1.64%	0.00%	4.92%	93.44%	61
2856	1	Stephen-Argyle Central Schools	0.00%	3.23%	0.00%	96.77%	31
2859	1	Glencoe-Silver Lake School District	2.40%	3.20%	2.40%	92.00%	125
2860	1	Blue Earth Area Public School	1.10%	2.20%	5.49%	91.21%	91
2884	1	Red Rock Central School District	2.04%	8.16%	6.12%	83.67%	49
2886	1	Glenville-Emmons School District	0.00%	0.00%	4.17%	95.83%	24
2888	1	Clinton-Graceville-Beardsley	0.00%	2.78%	13.89%	83.33%	36
2889	1	Lake Park Audubon School District	0.00%	7.14%	10.00%	82.86%	70
2890	1	Renville County West School Dist.	0.00%	6.67%	10.00%	83.33%	60
2895	1	Jackson County Central School District	1.89%	2.83%	2.83%	92.45%	106
2897	1	Redwood Area School District	0.88%	5.31%	7.08%	86.73%	113
2898	1	Westbrook-Walnut Grove Schools	0.00%	4.00%	2.00%	94.00%	50
2899	1	Plainview-Elgin-Millville	0.00%	0.00%	3.36%	96.64%	119

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
2902	1	RTR Public Schools	1.75%	0.00%	1.75%	96.49%	57
2903	1	Ortonville Public Schools	0.00%	3.57%	5.36%	91.07%	56
2904	1	Tracy Area Public School District	0.00%	0.00%	1.52%	98.48%	66
2905	1	Tri-City United School District	0.00%	5.49%	9.76%	84.76%	164
2906	1	Red Lake County Central Public Schools	4.65%	2.33%	11.63%	81.40%	43
2907	1	Round Lake-Brewster Public Schools	0.00%	2.70%	10.81%	86.49%	37
2908	1	Brandon-Evansville Public Schools	0.00%	6.38%	2.13%	91.49%	47
4000	7	City Academy	0.00%	0.00%	0.00%	100.00%	10
4001	7	Bluffview Montessori	3.03%	3.03%	3.03%	90.91%	33
4003	7	New Heights School, Inc.	0.00%	6.25%	12.50%	81.25%	16
4004	7	Cedar Riverside Community School	12.50%	12.50%	25.00%	50.00%	16
4005	7	Metro Deaf School	0.00%	10.81%	8.11%	81.08%	37
4007	7	Minnesota New Country School	0.00%	0.00%	9.09%	90.91%	22
4008	7	PACT Charter School	0.00%	7.84%	9.80%	82.35%	51
4011	7	Athlos Leadership Academy	1.35%	8.11%	18.92%	71.62%	74
4015	7	Community of Peace Academy	1.47%	1.47%	7.35%	89.71%	68
4016	7	World Learner Charter School	0.00%	5.88%	0.00%	94.12%	17
4017	7	Minnesota Transitions Charter School	0.00%	4.96%	7.85%	87.19%	242
4018	7	Achieve Language Academy	4.55%	4.55%	9.09%	81.82%	44
4020	7	Duluth Public Schools Academy	0.75%	2.99%	9.70%	86.57%	134
4025	7	Cyber Village Academy	3.23%	6.45%	6.45%	83.87%	31
4026	7	E.C.H.O. Charter School	25.00%	18.75%	18.75%	37.50%	16
4027	7	Higher Ground Academy	8.77%	24.56%	12.28%	54.39%	57

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4029	7	St. Paul City School	0.00%	7.55%	18.87%	73.58%	53
4031	7	Jennings Community School	10.00%	0.00%	30.00%	60.00%	10
4035	7	Life Prep	0.00%	17.24%	6.90%	75.86%	29
4036	7	Face To Face Academy	0.00%	0.00%	0.00%	100.00%	11
4038	7	Sojourner Truth Academy	0.00%	9.38%	0.00%	90.63%	32
4039	7	High School For Recording Arts	0.00%	5.56%	0.00%	94.44%	18
4043	7	Math And Science Academy	0.00%	2.44%	9.76%	87.80%	41
4049	7	Northwest Passage High School	5.56%	0.00%	5.56%	88.89%	18
4050	7	Lafayette Public Charter School	0.00%	0.00%	11.11%	88.89%	9
4053	7	North Lakes Academy	0.00%	3.92%	11.76%	84.31%	51
4054	7	La Crescent Montessori & STEM School	11.11%	0.00%	22.22%	66.67%	9
4055	7	Nerstrand Charter School	0.00%	8.33%	16.67%	75.00%	12
4056	7	Rosa Parks Charter High School	16.67%	16.67%	16.67%	50.00%	6
4057	7	El Colegio Charter School	10.00%	30.00%	30.00%	30.00%	10
4058	7	Schoolcraft Learning Community Chtr	10.00%	5.00%	5.00%	80.00%	20
4059	7	Crosslake Community Charter School	0.00%	7.69%	2.56%	89.74%	39
4064	7	Riverway Learning Community Charter	0.00%	0.00%	23.08%	76.92%	13
4066	7	Kato Public Charter School	9.09%	27.27%	18.18%	45.45%	11
4067	7	Aurora Charter School	2.78%	11.11%	8.33%	77.78%	36
4068	7	Excell Academy Charter	0.00%	5.88%	11.76%	82.35%	34
4070	7	HOPE Community Academy	2.38%	4.76%	4.76%	88.10%	42
4073	7	Academia Cesar Chavez Charter School	4.55%	6.82%	4.55%	84.09%	44
4074	7	AFSA High School	0.00%	2.44%	17.07%	80.49%	41



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4075	7	Avalon School	7.14%	3.57%	0.00%	89.29%	28
4078	7	Twin Cities International Schools	1.47%	5.88%	26.47%	66.18%	68
4079	7	Friendship Academy of Fine Arts Charter	10.00%	50.00%	10.00%	30.00%	10
4080	7	Pillager Area Charter School	14.29%	0.00%	0.00%	85.71%	7
4081	7	Discovery Public School Faribault	0.00%	11.11%	11.11%	77.78%	9
4082	7	BlueSky Charter School	0.00%	1.72%	1.72%	96.55%	58
4083	7	Ridgeway Community School	0.00%	5.00%	5.00%	90.00%	20
4084	7	North Shore Community School	0.00%	0.00%	3.57%	96.43%	28
4085	7	Harbor City International Charter	0.00%	7.69%	7.69%	84.62%	26
4087	7	SAGE Academy Charter School	11.11%	11.11%	0.00%	77.78%	9
4088	7	Urban Academy Charter School	0.00%	4.00%	12.00%	84.00%	25
4089	7	New City School	0.00%	7.41%	22.22%	70.37%	27
4090	7	Prairie Creek Community School	0.00%	0.00%	5.88%	94.12%	17
4091	7	Arcadia Charter School	0.00%	27.78%	0.00%	72.22%	18
4092	7	Watershed High School	0.00%	0.00%	0.00%	100.00%	6
4093	7	New Century Academy	13.33%	13.33%	6.67%	66.67%	15
4095	7	TRIO Wolf Creek Distance Learning	0.00%	0.00%	0.00%	100.00%	15
4097	7	Partnership Academy, Inc.	8.70%	6.52%	23.91%	60.87%	46
4098	7	Nova Classical Academy	1.43%	7.14%	2.86%	88.57%	70
4100	7	Great Expectations	0.00%	16.67%	0.00%	83.33%	12
4102	7	Minnesota Internship Center	17.86%	10.71%	10.71%	60.71%	28
4103	7	Hmong College Prep Academy	3.19%	7.98%	15.96%	72.87%	188
4104	7	Paladin Career and Technical High School	0.00%	7.14%	7.14%	85.71%	14

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
4105	7	Great River School	6.25%	15.63%	14.06%	64.06%	64
4106	7	TrekNorth High School	0.00%	15.38%	0.00%	84.62%	26
4107	7	Voyageurs Expeditionary	13.33%	6.67%	20.00%	60.00%	15
4110	7	PIM Arts High School	2.94%	5.88%	5.88%	85.29%	34
4111	7	Augsburg Fairview Academy	0.00%	18.18%	0.00%	81.82%	11
4112	7	St Paul Conservatory Performing Art	17.39%	30.43%	8.70%	43.48%	46
4113	7	Spero Academy	0.00%	12.12%	18.18%	69.70%	33
4116	7	Lakes International Language Academy	6.60%	20.75%	9.43%	63.21%	106
4118	7	Kaleidoscope Charter School	1.72%	5.17%	5.17%	87.93%	58
4119	7	Academic Arts High School	0.00%	0.00%	30.00%	70.00%	10
4120	7	St. Croix Preparatory Academy	0.00%	5.56%	6.67%	87.78%	90
4121	7	Ubah Medical Academy Charter School	16.00%	24.00%	20.00%	40.00%	25
4122	7	Eagle Ridge Academy Charter School	1.83%	2.75%	8.26%	87.16%	109
4124	7	Beacon Academy	5.56%	5.56%	3.70%	85.19%	54
4126	7	Prairie Seeds Academy	5.77%	1.92%	13.46%	78.85%	52
4127	7	TEAM Academy	0.00%	8.00%	12.00%	80.00%	25
4131	7	Metro Schools Charter	17.39%	17.39%	13.04%	52.17%	23
4132	7	Twin Cities Academy	6.12%	2.04%	8.16%	83.67%	49
4135	7	Rochester Math And Science Academy	4.35%	8.70%	21.74%	65.22%	23
4137	7	Swan River Montessori Charter School	0.00%	23.08%	0.00%	76.92%	13
4139	7	LoveWorks Academy For Arts	11.11%	11.11%	22.22%	55.56%	9
4140	7	Yinghua Academy	9.68%	32.26%	8.06%	50.00%	62
4142	7	Stride Academy Charter School	0.00%	4.65%	18.60%	76.74%	43

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
4143	7	New Millennium Academy Charter Sch	7.41%	5.56%	11.11%	75.93%	54
4144	7	Green Isle Community School	0.00%	0.00%	0.00%	100.00%	5
4145	7	Birch Grove Community School	0.00%	25.00%	0.00%	75.00%	4
4146	7	Northern Lights Community School	0.00%	6.67%	13.33%	80.00%	15
4150	7	Minnesota Online High School	0.00%	3.23%	6.45%	90.32%	31
4151	7	EdVisions Off Campus School	0.00%	0.00%	8.33%	91.67%	12
4152	7	Twin Cities German Immersion Charter School	10.20%	40.82%	0.00%	48.98%	49
4153	7	Midway Star Academy	6.67%	13.33%	6.67%	73.33%	15
4155	7	Naytahwaush Community School	0.00%	6.25%	6.25%	87.50%	16
4159	7	Seven Hills Preparatory Academy	0.00%	5.88%	3.53%	90.59%	85
4160	7	Spectrum High School	3.64%	3.64%	5.45%	87.27%	55
4161	7	New Discoveries Montessori Academy	0.00%	11.54%	7.69%	80.77%	26
4162	7	Southside Family Charter School	9.09%	0.00%	0.00%	90.91%	11
4164	7	Laura Jeffrey Academy Charter	7.14%	0.00%	7.14%	85.71%	14
4166	7	East Range Academy of Tech-Science	25.00%	0.00%	12.50%	62.50%	16
4167	7	International Spanish Language Academy	4.76%	28.57%	0.00%	66.67%	21
4168	7	Glacial Hills Elementary	0.00%	0.00%	6.67%	93.33%	15
4169	7	Stonebridge World School	3.45%	13.79%	6.90%	75.86%	29
4170	7	Hiawatha Academies	10.90%	28.85%	17.95%	42.31%	156
4171	7	Noble Academy	1.67%	1.67%	10.00%	86.67%	60
4172	7	Clarkfield Charter School	0.00%	10.00%	0.00%	90.00%	10
4177	7	Minisinaakwaang Leadership Academy	0.00%	0.00%	0.00%	100.00%	3
4178	7	Lincoln International School	0.00%	7.14%	21.43%	71.43%	14

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
4181	7	Community School of Excellence	6.33%	7.59%	10.13%	75.95%	79
4183	7	Lionsgate Academy	5.94%	11.88%	18.81%	63.37%	101
4184	7	Aspen Academy	2.04%	4.08%	16.33%	77.55%	49
4185	7	DaVinci Academy	1.49%	1.49%	7.46%	89.55%	67
4186	7	Global Academy	2.78%	5.56%	8.33%	83.33%	36
4187	7	Natural Science Academy	10.00%	20.00%	20.00%	50.00%	10
4188	7	Cologne Academy	1.52%	4.55%	3.03%	90.91%	66
4189	7	Legacy of Dr. Josie R. Johnson Montessori	25.00%	12.50%	12.50%	50.00%	8
4191	7	KIPP Minnesota Charter School	20.45%	15.91%	36.36%	27.27%	44
4192	7	Best Academy	2.38%	9.52%	16.67%	71.43%	42
4193	7	College Preparatory Elementary	0.00%	3.45%	24.14%	72.41%	29
4194	7	Cannon River STEM School	2.70%	5.41%	5.41%	86.49%	37
4195	7	Oshki Ogimaag Charter School	50.00%	0.00%	0.00%	50.00%	2
4198	7	Discovery Woods	0.00%	8.33%	33.33%	58.33%	12
4199	7	Parnassus Preparatory Charter Sch	8.43%	9.64%	6.02%	75.90%	83
4200	7	STEP Academy Charter School	4.88%	9.76%	21.95%	63.41%	41
4201	7	Cornerstone Montessori Elementary	0.00%	40.00%	0.00%	60.00%	10
4204	7	Rochester STEM Academy	27.27%	18.18%	9.09%	45.45%	11
4205	7	Hennepin Elementary School	0.00%	4.69%	15.63%	79.69%	64
4207	7	Vermilion Country School	0.00%	0.00%	0.00%	100.00%	4
4208	7	Nasha Shkola Charter School	0.00%	9.09%	0.00%	90.91%	11
4209	7	Mastery School	0.00%	8.33%	8.33%	83.33%	12
4210	7	Upper Mississippi Academy	0.00%	2.86%	11.43%	85.71%	35

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
4213	7	Prodeo Academy	1.67%	23.33%	11.67%	63.33%	60
4215	7	Sejong Academy of Minnesota	17.86%	25.00%	10.71%	46.43%	28
4217	7	Technical Academies of Minnesota	22.22%	0.00%	0.00%	77.78%	9
4218	7	Venture Academy	6.67%	20.00%	36.67%	36.67%	30
4219	7	Northeast College Prep	8.57%	5.71%	14.29%	71.43%	35
4220	7	Agamim Classical Academy	7.14%	14.29%	3.57%	75.00%	28
4221	7	Discovery Charter School	0.00%	12.00%	24.00%	64.00%	25
4223	7	Saint Cloud Math and Science Academy Charter School	0.00%	6.06%	3.03%	90.91%	33
4224	7	Star of the North Academy Charter School	6.67%	0.00%	13.33%	80.00%	15
4225	7	Universal Academy Charter School	4.55%	18.18%	27.27%	50.00%	22
4226	7	Bdote Learning Center	0.00%	17.65%	11.76%	70.59%	17
4227	7	Art and Science Academy	0.00%	0.00%	3.13%	96.88%	32
4228	7	Woodbury Leadership Academy	0.00%	11.11%	33.33%	55.56%	36
4229	7	Jane Goodall Environmental Science Academy	0.00%	11.11%	0.00%	88.89%	9
4230	7	Minnesota Excellence in Learning Academy	0.00%	21.05%	15.79%	63.16%	19
4231	7	Minnesota Math and Science Academy	0.00%	16.00%	24.00%	60.00%	25
4232	7	Success Academy	9.09%	27.27%	18.18%	45.45%	11
4233	7	Level Up Academy	0.00%	5.88%	5.88%	88.24%	17
4237	7	Career Pathways	0.00%	33.33%	8.33%	58.33%	12
4238	7	Rochester Beacon Academy	14.29%	0.00%	7.14%	78.57%	14
4239	7	Tesfa International School	0.00%	6.25%	6.25%	87.50%	16
4240	7	New Century School	9.52%	38.10%	4.76%	47.62%	21
4243	7	North Metro Flex Academy	16.00%	4.00%	20.00%	60.00%	25

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
4244	7	FIT Academy	7.14%	10.71%	17.86%	64.29%	28
4250	7	Athlos Academy of Saint Cloud	6.38%	8.51%	19.15%	65.96%	47
4253	7	Phoenix Academy Charter School	0.00%	0.00%	14.29%	85.71%	7
4254	7	Marine Area Community School	0.00%	6.67%	13.33%	80.00%	15
4255	7	Skyline Math and Science Academy	18.75%	25.00%	18.75%	37.50%	16
4258	7	The Journey School	0.00%	0.00%	0.00%	100.00%	1
4261	7	SciTech Academy Charter School	30.77%	7.69%	23.08%	38.46%	13
4263	7	Progeny Academy Charter School	12.50%	25.00%	12.50%	50.00%	8
4264	7	Gateway STEM Academy	5.26%	36.84%	15.79%	42.11%	19
4265	7	Minnesota Wildflower Montessori School	0.00%	40.00%	0.00%	60.00%	5
4267	7	Horizon Science Academy Twin Cities Charter School	0.00%	0.00%	28.57%	71.43%	7
4271	7	Aurora Waasakone Community of Learners Charter School	27.27%	9.09%	0.00%	63.64%	11
4273	7	Modern Montessori Charter School	50.00%	0.00%	12.50%	37.50%	8
4275	7	St. Paul School of Northern Lights	0.00%	11.11%	55.56%	33.33%	9
6004	61	Freshwater Education District	0.00%	4.35%	4.35%	91.30%	46
6009	61	St. Croix River Education District	0.00%	0.00%	13.33%	86.67%	15
6012	61	Zumbro Education District	0.00%	0.00%	5.13%	94.87%	39
6013	61	Hiawatha Valley Ed. District	3.23%	0.00%	9.68%	87.10%	31
6014	61	Runestone Area Ed. District	0.00%	0.00%	0.00%	100.00%	9
6018	61	MN River Valley Education District	0.00%	0.00%	0.00%	100.00%	12
6026	61	West Central Education District	0.00%	0.00%	0.00%	100.00%	16
6027	61	MN Valley Education District	0.00%	11.11%	7.41%	81.48%	27
6049	61	River Bend Education District	0.00%	8.57%	8.57%	82.86%	35

District Number	District Type	School District or Charter School	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Total Licensed Teachers
6051	61	Goodhue County Education District	5.56%	9.26%	7.41%	77.78%	54
6070	50	Itasca Area Schools Collaborative	0.00%	0.00%	0.00%	100.00%	9
6076	50	Northland Learning Center	0.00%	4.76%	0.00%	95.24%	21
6079	52	Rum River Special Education Coop	3.23%	0.00%	6.45%	90.32%	31
6080	50	Infinity: Minnesota Digital Academy	0.00%	2.50%	0.00%	97.50%	40
6083	52	Southern MN Education Consortium	7.14%	7.14%	10.71%	75.00%	28
6090	52	Sherburne and Northern Wright Special Education Cooperative	1.82%	3.64%	5.45%	89.09%	55
6094	52	Cannon Valley Special Education Cooperative	6.67%	13.33%	10.00%	70.00%	30
6095	52	Austin Albert Lea Area Special Education Cooperative (AALASEC)	0.00%	40.00%	10.00%	50.00%	10
6096	52	Northern Lights Academy Cooperative	0.00%	0.00%	0.00%	100.00%	11
6383	61	Benton-Stearns Education District	0.00%	0.00%	7.32%	92.68%	41
6979	61	Mid State Education District	0.00%	4.76%	19.05%	76.19%	21
		<b>Total</b>	<b>0.82%</b>	<b>2.83%</b>	<b>5.64%</b>	<b>90.71%</b>	<b>75473</b>

## Proportion and Distribution of Tier Licensed Teachers among Minnesota Schools, Charter Schools, and Other Educational Institutions

Traditional public school districts employ far more licensed teachers in Minnesota than either charter schools or other educational institutions, with approximately 90 percent of the state’s 75,473 licensed teachers with an assignment in 2019-2020 working in a traditional public school district. Meanwhile, charters schools employ almost 7 percent of licensed Minnesota teachers while other educational institutions employ less than 3 percent.

Table 10 also provides the percentage distribution of Tier licensed teachers among public school districts, charter schools, and other educational institutions. Public school districts employ the highest percentage of teachers on all license tiers, but charter schools and other educational institutions do employ a disproportionately high percentage of Tier 1 and Tier 2 teachers in the state.

**Table 10: Number of Tiered Licensed Teachers in Public School Districts, Charter Schools and Other Educational Institutions**

School Type	Tier 1	Tier 2	Tier 3	Tier 4	Total	Percent of Tier 1	Percent of Tier 2	Percent of Tier 3	Percent of Tier 4	Percent of All Teachers
Public School Districts	334	1459	3502	62715	68010	53.96%	68.40%	82.26%	91.60%	90.11%
Charter Schools	231	534	617	4101	5483	37.32%	25.04%	14.49%	5.99%	7.26%
Other Educational Institutions	54	140	138	1648	1980	8.72%	6.56%	3.24%	2.41%	2.62%
<b>Total</b>	<b>619</b>	<b>2133</b>	<b>4257</b>	<b>68464</b>	<b>75473</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>619</b>



Table 11 provides a breakdown of the proportion of tier licensed teachers within public school districts, charter schools, and other educational institutions.

Although public school districts employ the largest number of Tier 1 teachers, less than 1 percent of teachers working in public school districts hold a Tier 1 license. Additionally, traditional public school districts have a much higher percentage of Tier 4 teachers than other district types.

**Table 11: Proportion of Tier Licensed Teachers in Public School Districts, Charter Schools, and Other Educational Institutions**

School Type	Total Number	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Percent on All Tiers
Public School Districts	68010	0.49%	2.15%	5.15%	92.21%	100.00%
Charter Schools	5483	4.21%	9.74%	11.25%	74.79%	100.00%
Other Educational Institutions	1980	2.73%	7.07%	6.97%	83.23%	100.00%
<b>Total</b>	<b>75473</b>	<b>0.82%</b>	<b>2.83%</b>	<b>5.64%</b>	<b>90.71%</b>	<b>100.00%</b>

When it comes to where teachers are employed, more than half of all Minnesota teachers worked in the 7-County Twin Cities area. In Greater Minnesota, the largest numbers of teachers worked in the Southeast region, Central region (5,584 teachers; 8.49 percent), and Arrowhead region.

Additionally, the percent of Tier 1, Tier 2, Tier 3, and Tier 4 teachers remained relatively consistent across tiers in relation to overall percentage of teachers in the region.

Table 12 provides the total number of tier licensed teachers in each Minnesota economic development region as well as the percent of tier licensed teachers working in each region.

**Table 12: Number of Tier Licensed Teachers in Economic Development Regions**

Region	Description	Tier 1	Tier 2	Tier 3	Tier 4	Total Number	Percent of Tier 1	Percent of Tier 2	Percent of Tier 3	Percent of Tier 4	Percent of all Teachers
1	Northwest	12	50	81	1209	1352	1.94%	2.34%	1.90%	1.77%	1.79%
2	Headwaters	18	57	79	1169	1323	2.91%	2.67%	1.86%	1.71%	1.75%
3	Arrowhead	29	100	195	3646	3970	4.68%	4.69%	4.58%	5.33%	5.26%
4	West Central	11	84	169	2861	3125	1.78%	3.94%	3.97%	4.18%	4.14%
5	North Central	14	62	97	2193	2366	2.26%	2.91%	2.28%	3.20%	3.13%
6E	Southwest Central	16	34	83	1292	1425	2.58%	1.59%	1.95%	1.89%	1.89%
6W	Upper Minnesota Valley	9	30	39	635	713	1.45%	1.41%	0.92%	0.93%	0.94%
7E	East Central	22	40	93	2002	2157	3.55%	1.88%	2.18%	2.92%	2.86%
7W	Central	51	98	321	5882	6352	8.24%	4.59%	7.54%	8.59%	8.42%
8	Southwest	22	94	128	1839	2083	3.55%	4.41%	3.01%	2.69%	2.76%
9	South Central	24	108	224	2855	3211	3.88%	5.06%	5.26%	4.17%	4.25%
10	Southeast	68	172	378	6358	6976	10.99%	8.06%	8.88%	9.29%	9.24%
11	7-County Twin Cities	323	1204	2370	36523	40420	52.18%	56.45%	55.67%	53.35%	53.56%
<b>0</b>	<b>Total</b>	<b>619</b>	<b>2133</b>	<b>4257</b>	<b>68464</b>	<b>75473</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Table 13 provides additional data about the proportion of tier licensed teachers working within each economic development region.

While there is some variation, the most striking aspect of this table is the relative consistency across economic development regions within the state in the proportion of each tier that they employ.

**Table 13: Proportion of Tier Licensed Teachers within Each Economic Development Region**

Region	Description	Total Number	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Percent on All Tiers
1	Northwest	1352	0.89%	3.70%	5.99%	89.42%	100.00%
2	Headwaters	1323	1.36%	4.31%	5.97%	88.36%	100.00%
3	Arrowhead	3970	0.73%	2.52%	4.91%	91.84%	100.00%
4	West Central	3125	0.35%	2.69%	5.41%	91.55%	100.00%
5	North Central	2366	0.59%	2.62%	4.10%	92.69%	100.00%
6E	Southwest Central	1425	1.12%	2.39%	5.82%	90.67%	100.00%
6W	Upper Minnesota Valley	713	1.26%	4.21%	5.47%	89.06%	100.00%
7E	East Central	2157	1.02%	1.85%	4.31%	92.81%	100.00%
7W	Central	6352	0.80%	1.54%	5.05%	92.60%	100.00%
8	Southwest	2083	1.06%	4.51%	6.14%	88.29%	100.00%
9	South Central	3211	0.75%	3.36%	6.98%	88.91%	100.00%
10	Southeast	6976	0.97%	2.47%	5.42%	91.14%	100.00%
11	7-County Twin Cities	40420	0.80%	2.98%	5.86%	90.36%	100.00%
0	<b>Total</b>	<b>75473</b>	<b>0.82%</b>	<b>2.83%</b>	<b>5.64%</b>	<b>90.71%</b>	<b>100.00%</b>

Table 14 provides the number of tier licensed teachers working in the Greater Minnesota and Twin Cities regions.

**Table 14: Number of Tier Licensed Teachers in Greater Minnesota and Twin Cities Metro Area**

Region	Tier 1	Tier 2	Tier 3	Tier 4	Total	Percent of Tier 1	Percent of Tier 2	Percent of Tier 3	Percent of Tier 4	Percent of All Teachers
Greater Minnesota	296	929	1887	31941	35053	47.82%	43.55%	44.33%	46.65%	46.44%
7-County Twin Cities	323	1204	2370	36523	40420	52.18%	56.45%	55.67%	53.35%	53.56%
<b>Total</b>	<b>619</b>	<b>2133</b>	<b>4257</b>	<b>68464</b>	<b>75473</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Table 15 provides additional data about the proportion of tier licensed teachers working in Greater Minnesota and the Twin Cities regions.

As the table shows, there is not a significant difference between the proportions of tier licensed teachers working in the Greater Minnesota regions and the 7-County Twin Cities region.

**Table 15: Proportion of Teachers Working within Greater Minnesota and the Twin Cities Metro Regions**

Region	Total	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Percent on All Tiers
Greater Minnesota	35053	0.84%	2.65%	5.38%	91.12%	100.00%
7-County Twin Cities	40420	0.80%	2.98%	5.86%	90.36%	100.00%
<b>Total</b>	<b>75473</b>	<b>0.82%</b>	<b>2.83%</b>	<b>5.64%</b>	<b>90.71%</b>	<b>100.00%</b>

## Appendix

### A1. Licensure Fields and Included Licensure Codes

Licensure Field	Included Codes	Descriptions
Agricultural Education	010000	Agriculture
	010100	Agricultural Education
Visual Arts	020000	Art
	020103	Art-Humanities
Communication Arts/Literature	050000	English-Language Arts
	050100	Communication Arts/Literature
	050369	English-Humanities
	050403	Journalism
	050500	Speech
	050575	Speech/Theatre Arts
	051000	Humanities
	059915	English/Social Studies Core
Reading	050195	Reading Leader
	050196	Reading
	050197	Elementary Remedial Reading
	050198	Secondary Remedial Reading
	050199	Secondary Developmental Reading
	940900	Reading Consultant
Theatre Arts	050600	Theatre
	050700	Dance and Theatre
	050800	Dance
Classical Languages	060105	Latin
	060106	Greek
Chinese	060203	Chinese
French	060208	French
German	060209	German
Spanish	060219	Spanish
Hmong	060400	Hmong
Other World Languages	060201	Arabic
	060212	Hebrew
	060213	Italian
	060214	Japanese
	060215	Norwegian
	060216	Polish
	060218	Russian
	060220	Swedish
	060401	Korean
American Sign Language	060200	American Sign Language

Licensure Field	Included Codes	Descriptions
English as a Second Language	060206	English as a Second Language
American Indian Language/Culture	060221	Ojibwa
	060222	Dakota
	150110	American Indian Language/Culture
	150830	Indian Studies
Bilingual Education	060301	Bilingual Education
Health	080100	Health
Physical Education	080300	Physical Education
	080088	Health and Physical Education
Family and Consumer Sciences	090100	Family and Consumer Sciences
	090000	Home Economics
	090121	Family Life Education
	090201	Family Life
Technology	100100	Technology
	100000	Industrial Arts
Mathematics	110000	Mathematics
	119913	Math/Science Core
Music	120400	Vocal and Classroom Music
	120000	Music
	120100	Classroom Music
	120401	Vocal Music
	120600	Music Humanities
	120500	Instrumental and Classroom Music
	120501	Band (Instrumental)
	120502	Orchestra
Life Science	130200	Life Science
Chemistry	130301	Chemistry
Physics	130302	Physics
	130300	Physical Science (Physics and Chemistry)
Earth Science	130400	Earth Science
Science 5-8	130600	Science 5-8 (stand alone)
	130601	Science 5-8 (endorsement)
General Sciences	130000	Science All
	130099	Jr.High Science
	130100	General Science (change to Jr. High Science)
	130500	Science 5-9
Business	140050	Business
	140000	Business Education (ALL) major only
	140100	Accounting & Data Processing
	140300	Business Education-clerical
	140700	Business Education-secretarial
	142300	Business Education-Basic & Econ

Licensure Field	Included Codes	Descriptions
	149991	Business Education- Ex Short and Typing
	149992	Business Education- Ex Shorthand
	149993	Business Education- Ex Typing
	149995	Business Education- Ex Bookkeeping
Computer, Keyboarding, and Related Technology Application	149999	Computer Keyboarding and Technology
	149996	Computer Science
	149997	Keyboarding for Computer Applications
Social Studies	150000	Social Studies
	150100	Anthropology
	150600	Economics
	150700	Geography
	150800	History
	150810	History-Humanities
	150820	American Studies
	151000	Political Science
	151100	Psychology
151200	Sociology	
Teacher Coordinator of Work Based Learning	160000	Teacher Coordinator Work Based Learning
Early Childhood Education	180150	Early Childhood Education
	180102	Prekindergarten
	180103	Pre-Kindergarten and Kindergarten
	180104	Pre-Kindergarten Associate
	180105	Pre-primary (can only be added to K-6 Elem)
Elementary Education	180100	Elementary Education
	180101	Kindergarten (issued only w/ Elementary Education)
Adult Basic Education	180400	Adult Basic Education
Parent and Family Education	180401	Parent and Family Education
	180402	Family Education/Early Childhood
Speech Language Pathologist	190106	Speech Language Pathologist
Emotional Behavior Disorders	190200	Emotional Behavior Disorders
Learning Disabilities	190201	Learning Disabilities
Autism Spectrum Disorders	190202	Autism Spectrum Disorders
Physical and Health Disabilities	190310	Physical and Health Disabilities
	190300	Physically Handicapped
Developmental/Adaptive Physical Education	190302	Developmental/Adaptive Physical Education
Oral/Aural Deaf Education	190490	Oral/Aural Deaf Education
Deaf or Hard of Hearing	190497	Deaf or Hard of Hearing
Blind or Visually Impaired	190498	Blind or Visually Impaired
Early Childhood Special Education	190500	Early Childhood Special Education
Developmental Disabilities	199800	Developmental Disabilities

Licensure Field	Included Codes	Descriptions
	199801	Mild to Moderate Mentally Handicapped
	199802	Moderate to Severe Mentally Handicapped
	199803	Mildly Handicapped (Master's degree only)
Academic and Behavioral Strategist	199810	Academic and Behavioral Strategist
Career Accomodation Specialist	199900	Career Accommodation Specialist
Driver and Traffic Safety	210000	Driver and Traffic Safety
Career and Technical Education	300000	Communications Technology Career
	300100	Construction Careers
	300200	Manufacturing Careers
	300300	Medical Careers
	300400	Creative Design Careers
	300500	Early Childhood Careers
	300600	Hospitality Services Careers
	300700	Transportation Careers
Career Pathways	092602	Cosmetology
	092603	Law Enforcement/Criminal Justice
School Counselor	940310	School Counselor
	940300	Secondary Guidance and Counseling
	940301	Middle School Guidance and Counseling
	940302	Elementary Guidance and Counseling
School Psychologist	940600	School Psychologist
	940500	School Psychologist I
School Social Worker	940710	School Social Worker
	940700	School Social Worker I
	940701	School Social Worker II
School Nurse	940800	School Nurse
Library Media Specialist	941000	Library Media Specialist
	941100	Audio Visual Education
	940400	Librarian
Legacy Vocational Licenses	630	REMEDIAL READING
	640	REMEDIAL MATH
	670	SUPPORT SERVICE FACILITATOR
	690	INSTRUCTIONAL SUPPORT STAFF
	710	VOCATIONAL EVALUATOR
	740	TEACHER-COORD WORK EXP DISADV/HDCP
	745	TEACHER-COORD WORK EXP DISADVANTAGED
	750	TEACHER/COORD WORK EXP HANDICAPPED
	780	INTERPRETER FOR DEAF IN VOC PROGRAM
	790	SUPPLEMENTAL SUPPORT/TECHNICAL TUTOR
	1050	EMPLOYMENT PLACEMENT SPECIALIST
	10000	VOCATIONAL AGRICULTURE
10100	AGRICULTURE PRODUCTION/FARM MGMT	



Licensure Field	Included Codes	Descriptions
	10500	HORTICULTURE OR SPECIALTY CROPS
	19090	TEACHER-COORD AG CO-OP PROG/NONFARM
	19910	ANIMAL CARE OCCUPATIONS
	40800	MARKETING OCCUPATIONS
	49090	TEACHER-COORD MARKETING OCC CO-OP PR
	70002	PUBLIC AFFAIRS/COMMUNITY SVC OCCUP
	70300	HEALTH CARE CAREERS
	70303	NURSING ASSISTING
	70907	EMERGENCY MEDICAL TECHNICIAN
	79090	TEACHER-COORD HEALTH OCC CO-OP PROG
	79091	TEACHER-COORD PUBLIC AFFAIRS/COM SVC
	90010	SUPERVISOR OF HOME EC & SERVICE OCCS
	90101	CONSUMER AND HOMEMAKING OCCUPATIONS
	90112	CONSUMER AND HOMEMAKING/FAMILY LIFE
	90121	FAMILY LIFE EDUCATION
	90201	CHILD CARE/GUIDANCE & ED OCCUPATIONS
	90204	HOUSING OCCUPATIONS
	90214	FASHION/APPAREL/TEXTILE OCCUPATIONS
	90402	CHILDHOOD EDUCATION AIDE
	92602	COSMETOLOGY OCCUPATIONS
	92902	FOODS OCCUPATIONS
	99090	TEACHER-COORD SERVICE OCC CO-OP PROG
	99094	TEACHER/COORD FOODS OCC CO-OP PROG
	140100	ACCOUNTING
	140102	BOOKKEEPING
	140120	BANKING & FINANCE
	140200	DATA PROCESSING OCCUPATIONS
	140500	BUSINESS SIMULATION OCCUPATIONS
	140505	MODEL OFFICE
	140710	ADMINISTRATIVE SUPPORT OCCUPATIONS
	140715	LEGAL SECRETARIAL OCCUPATIONS
	140730	GEN SEC/CLERICAL OCC WI SHORTHAND
	140731	GEN SEC/CLERICAL OCC W/O SHORTHAND
	140743	LEGAL SECRETARIAL OCC WI SHORTHAND
	140752	MEDICAL SECRETARIAL OCC WI SHORTHAND
	149090	TEACHER-COORD BUSINESS OCC CO-OP PRO
	170301	AUTO BODY REPAIR OCCUPATIONS
	170302	AUTO MECHANICS
	170303	VEHICLE SERVICES OCCUPATIONS
	170308	PARTS SALES & SERVICES OCCUPATIONS
	170322	AUTO/TRUCK DISMANTLING OCCUPATIONS
	170400	AVIATION OCCUPATIONS

Licensure Field	Included Codes	Descriptions
	171000	CONSTRUCTION OCCUPATIONS
	171016	CONSTRUCTION OCC/FINISHING TRADES
	171020	CONSTRUCTION OCC/PLANNING & MGMT
	171300	DRAFTING OCCUPATIONS
	171303	MECHANICAL DRAFTING
	171500	ELECTRONICS OCCUPATIONS
	171510	BROADCAST/MEDIA OCCUPATIONS
	171515	COMMUNICATIONS/MEDIA OCCUPATIONS
	171720	PRINCIPLES OF TECHNOLOGY
	171900	GRAPHIC ARTS
	172300	METAL/MATERIAL PROCESSING OCCUP
	172302	MACHINE SHOP OPERATIONS
	172306	WELDING OCCUPATIONS
	172350	METALS FABRICATION
	173100	SMALL ENGINE MECHANICS
	173101	RECREATIONAL VEHICLE REPAIR
	179090	TEACHER-COORD TRADE & INDUS CO-OP PR