

Executive Summary

**Legislative Mandate Report:
Identification of the Number of Persons Licensed as Social Workers Serving
Underserved Communities and Culturally and Ethnically Diverse Communities**

**For the
Minnesota Board of Social Work**

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Introduction

In response to the 2007 Minnesota Legislative mandate, the Minnesota Board of Social Work (Board) sets forth the *Legislative Mandate Report: Identification of the Number of Persons Licensed as Social Workers Serving Underserved Communities and Culturally and Ethnically Diverse Communities* (Report).

The mandate is as follows:

“Sec. 133 Board of Social Work Study: The Board of Social Work shall study and make recommendations to the legislature by December 15, 2008, on how to increase the number of licensed social workers serving underserved communities and culturally and ethnically diverse communities. The study shall also explore alternative paths to licensure that does not include a standardized examination” (Minnesota Session Laws 2007 – Chapter 123 Statute 2007).

This mandate is complex by nature and requires the identification of the “underserved communities and culturally and ethnically diverse communities” and an “exploration of alternative paths to licensure that do not include a standardized examination”. The exploration of “alternative paths to licensure that do not include a standardized examination” is not discussed in this report, but in the attached, separate report.

This report focuses on the identification of the underserved communities and culturally and ethnically diverse communities, and the Board of Social Work recommendations to increase the number of persons licensed as social workers serving these communities.

These complex issues involve not only the mission of the Board, but many other “systems” including federal, state, and local government; higher education; and funding sources. Other extremely relevant issues include: cost of education and living, annual salaries of social workers, a review of the projected number of bachelor (BSW) and master (MSW) degreed graduates, licensure non-renewals, the numerous fields of practice within the social work profession, the ethnicity of licensees, and the ethnicity of the state’s population.

Statutory Duties of the Minnesota Board of Social Work

The Board is required by Minnesota state law to provide public protection through the regulation of social work practice. This regulation applies to all persons licensed as social workers. These licensees include:

- √ Licensed Social Worker (LSW) - holds a bachelor of social work degree, has taken the Association of Social Work Boards (ASWB) Bachelors Examination, plus other requirements
- √ Licensed Graduate Social Worker (LGSW) - holds a graduate of social work degree, has taken the ASWB Masters Examination, plus other requirements

- √ Licensed Independent Social Worker (LISW) – holds a graduate of social work degree, has taken the ASWB Advanced Generalist Examination, completed two years of supervised practice, plus other requirements
- √ Licensed Independent Clinical Social Worker (LICSW) – holds a graduate social work degree, has taken the ASWB Clinical Examination, completed two years of clinical supervised practice, plus other requirements

The primary mission of the Board, “to promote and protect the public health, safety, and welfare through licensure and regulation of persons who practice social work,” (Minnesota State Statute, 2007) is implemented through very specific functions of the Board. These functions include but are not limited to:

1. Establishing the qualifications and procedures for individuals to be licensed as social workers;
2. Establishing standards of practice for social workers;
3. Holding examinations or contracting with the Association of Social Work Boards or a similar examination body designated by the Board to hold examinations to assess applicants' qualifications;
4. Issuing licenses to qualified individuals pursuant to sections 148D.055 and 148D.060;
5. Taking disciplinary, adversarial, corrective, or other action pursuant to sections 148D.255 to 148D.270 when an individual violates the requirements of this chapter;
6. Assessing fees pursuant to sections 148D.175 and 148D.180; and
7. Educating social workers and the public on the requirements of the Board (§ 1).

Summary of the Process

During the 2007 Legislative Session, the Board put forth three legislative proposals. These proposals included:

1. Provisional Licenses
2. Temporary Licenses
3. Clinical Standards and Other Licensing Requirements

See Appendix 1 for a summary of the proposals (Minnesota Board of Social Work, 2008).

As the proposals were heard, the 2007 Legislative Session requested that the Board provide a report and recommendations in response to the above mentioned mandate by December 15, 2008. The Board initiated different steps to complete the legislative mandate.

While not specific to this mandate, Dr. Anthony Bibus, PhD, LISW, a former Board Member, volunteered to research the number of county licensed social workers and non-licensed county workers within Minnesota. He completed this research while on his sabbatical (Fall Semester, 2007) from the Social Work Department at Augsburg College. Dr.

Bibus compiled his report entitled: “Factors Inhibiting or Encouraging Maintaining One’s License as a County Social Worker” and submitted it to the Board on December 21, 2007.

Dr. Christine Black-Hughes, PhD, LICSW, a member of the Board’s Advisory Committee, along with the Minnesota Board of Social Work’s Research Study Committee, volunteered to research, map the findings, and compile a report on “how to increase the number of licensed social workers serving underserved communities and culturally and ethnically diverse communities”.

Report Methodology and Limitations

The methodology used in this study was an analysis of archived records and data, geographical methodology, and statistical methodology. The information gathered includes the number of county social workers (licensed and non-licensed county workers); U.S. Census Bureau 2000 data, including population, ethnicity, household income, and the aging population; Minnesota Demographics’ data; and Minnesota Department of Education data, specifically languages spoken by district.

The analysis, summary, and conclusion are primarily based on public information from the Board’s licensee data base (including employment address of all licensee LSW, LGSW, LISW, and LICSW); Merit System’s employment data base; Non-Merit counties’ employee data bases; and Minnesota DHS client data base. These data bases were then compared to the Minnesota State Demographic Center’s population, racial, and income data bases and the Minnesota School Association language data base.

The geographical methodology involved analysis employing Geographic Information Systems (GIS) by first identifying the number of licensees by county. This study established a baseline of practicing licensees in correspondence with specific population groups or geographical areas in order to discover the locations of the social work underserved populations and geographical areas. Then a comparison was made of distribution of social workers to recommended caseload ratios.

The numerous maps were developed to demonstrate and identify the social work underserved populations. Only the maps that illustrated the distribution of persons licensed as social workers were selected for this report. The Board has copies of 126 maps developed for this project.

A limitation of the report is the lack of available data on licensees’ fields of practice. While the Board maintains licensee employment data, records on the fields of practice are not maintained. Therefore, the same licensees were used in calculating the different ratios. For example, the same licensee data base was used to calculate the ratios of persons licensed as social workers to people with mental illness, people with cognitive and physical impairments, people aged 65 and older, people of poverty, and the homeless.

Using the same licensees in the ratio configurations may be misleading because the ratios are actually much more disproportionate than reported.

Report Definitions of Underserved Communities

For the purpose of this report the following definitions are used to identify “Underserved Communities Served by Persons Licensed as Social Workers”.

1) Underserved Geographical Communities Served by Persons Licensed as Social Workers

Regions of the state that are not defined as urban areas or urban clusters, in which the distribution of social work practitioners is disproportionate to the number of social workers, as outlined by federal and/or state recommendations.

2) Underserved Ethnic Populations Served by Persons Licensed as Social Workers

Any area (region, county, city, or township) where the number of people who identify as a minority ethnic group is disproportionate to the number of social workers, as outlined by federal and/or state guidelines.

3) Underserved Aging Populations Served by Persons Licensed as Social Workers

Any area (region, county, city, or township) where the number of people who identify as over age 65 is disproportionate to the number of social workers, as outlined by federal and/or state guidelines.

4) Underserved Low Income Populations Served by Persons Licensed as Social Workers

Any area (region, county, city, or township) where the number of people who are low income is disproportionate to the number of social workers, as outlined by federal and/or state recommendations.

5) Underserved Homeless Populations Served by Persons Licensed as Social Workers

Any area (region, county, city, or township) where the number of people who are identified as being homeless is disproportionate to the number of social workers, as outlined by federal and/or state recommendations.

Key Findings

This report illustrates the critical need to increase the availability of licensed social workers at all categories of licensure. Professionally trained social workers are essential in providing competent, culturally appropriate services to vulnerable populations throughout Minnesota.

The report provides the ratios of the number of persons licensed as social workers in several fields of social work practice to number of clients. The report indicates there are many more residents in the state who are in need of services provided by persons licensed as social workers than available.

The state Merit System for 73 smaller rural counties and the 14 counties that are larger and urban, who operate their own merit systems, collect data on the number of persons licensed as social workers and non-licensed county workers who are employed in Child Safety and

Permanency county units. The Minnesota School Social Work Association and the Minnesota Department of Education also maintain records on the number of social workers per school district. As a result, the ratios in these two fields of practice are accurate.

Numerical Distribution of Licensees per County

Table 1.1 illustrates the number of counties with a specific range in the number of licensees. For example, there are 21 counties with 9 or fewer Licensed Social Workers (LSWs).

Table 1.1

Number of Licensees per County	# of Counties with Licensed Social Workers (LSWs)	# of Counties with Licensed Graduate Social Workers (LGSWs)	# of Counties with Licensed Independent Social Workers (LISWs)	# of Counties with Licensed Independent Clinical Social Workers (LICSWs)
0 (zero)	0	23	34	19
1- 9	21	53	45	35
10 - 24	22	8	4	21
25 – 49	26	1	2	4
50 - 99	10	0	0	2
100 and over	8	2	2	6
Total # Counties	87	87	87	87

Ethnicity and Shortage of Licensees

The shortage of licensees from minority ethnic populations is an issue which requires attention. The Minnesota Board of Social Work is continuing to examine the concern regarding the Association of Social Work Boards' (ASWB) pass/fail rates of applicants who speak English as a second language, and may be foreign-born. Thus, the Board's next step might be to develop a research method that would result in more specific ethnic data collection. License applicants have the option of reporting their ethnicity, but 9.44% of applicants do not provide this information. Yet, the Board has qualitative information (from focus groups, Holcomb Study, 2005) that shows there may be problems for applicants from ethnic minority groups who were born outside the United States in passing the ASWB examination. Even in view of this situation, the Board's mission is to ensure that applicants are able to demonstrate minimum competencies to practice social work. Currently, ASWB has convened a national task force to address this concern. Minnesota, as a member state, is serving on the task force and will continue to work on these issues.

This report can only focus on the number of licensees who self-report as members of an ethnic minority population. It is statistically impossible with the current data collection methods to

determine if there is an increased shortage of licensees in specific regions, communities, cities and/or townships in which there is a high concentration of citizens from ethnic minority populations. The Maps in Appendix 3 show the number of licensees (LSW, LGSW, LISW and LICSW) whose employment addresses are in Greater and Rural Minnesota and the 11 Metro Counties where there are high concentrations of ethnic minority populations.

Table 1.2 shows the percentage of licensees by ethnic group, the percentage of each ethnic group of the total Minnesota population, and the percentage of each ethnic group that is in poverty. It is clear that less than 15% of the persons licensed as social workers are from a minority ethnic population. With 20% of each ethnic minority population living in poverty, many of these individuals are being served by Caucasian persons licensed as social workers.

**Ethnic Sum of All Licensees, Percentage of Population by Ethnic Group,
 and Percentage of Ethnic Populations in Poverty**

Table 1.2

Ethnicity	Sum of all licensees (LSW, LGSW, LISW, and LICSW)	Percentage of population by ethnic group within the state (2000 Census)	Percentage of people of poverty who are also identified as a member of a minority ethnic population (Percentage of Ethnicity)
African American	207 (1.98%)	3.0%	27.1%
Asian/Pacific Islander	116 (1.11%)	2.4%	18.9%
Caucasian	8,966 (85.91%)	88.4%	6%
Hispanic	79 (0.75%)	3.0%	20.1%
Multiracial	15 (0.14%)	1.1%	19.7
Native American - Alaskan Native	70 (0.67%)	0.9%	28.6%
Other Ethnicities	Not reported	1.1%	21.4%

In review of the above data, it clearly shows that there is a lack of persons licensed as social workers who are also members of minority populations.

Number and Type of License by Ethnic Group

Table 1.3

Table 1.3 demonstrates the number of licensees per ethnic population.

Type of License	Total Number in State	African - American	Asian/Pacific Islanders	Caucasian	Hispanic	Multiracial	Native American /Alaskan Native	Did Not Report Ethnicity
LSW	5,108	54	46	4,524	22	6	32	424
LGSW	1,161	58	30	917	23	3	18	112
LISW	732	34	5	594	4	0	5	90
LICSW	3,435	61	35	2,931	30	6	15	357
Total	10,438	207	116	8,966	79	15	70	983

In the review of the data in the complete report, in Chapter Four: Findings, Tables 4.5, 4.6, 4.7, and 4.8, the following ethnic group data as it relates to geographical information is revealed:

- * LSWs identified as members of an ethnic minority population:
 - o 120 or 75.00% are in the 11 County Metro area and 40 or 25.00% are in Greater and Rural Minnesota
- * LGSWs identified as members of an ethnic minority population
 - o 119 or 90.15% are in the 11 County Metro area and 13 or 9.85% are in Greater and Rural Minnesota
- * LISWs identified as members of an ethnic minority population
 - o 43 or 89.58% are in the 11 County Metro area and 5 or 10.42% are in Greater and Rural Minnesota
- * LICSWs identified as members of an ethnic minority population
 - o 124 or 84.35% are in the 11 County Metro area and 23 or 15.65% are in Greater and Rural Minnesota

These numbers illustrate the intense need to increase the number of licensees from minority ethnic populations in Greater and Rural Minnesota. It cannot be overlooked that there is also a need to increase the number of licensees from minority ethnic populations in the 11 County Metro area. This responsibility is multifaceted and stakeholder groups may consider the development of a strategic plan of action.

Minnesota Child Safety and Permanency Shortage

Underserved communities served by persons licensed as social workers within the State of Minnesota cover many fields of practice. For years the U.S. Department of Human Services, Minnesota and County Departments of Human Services, and county commissioners have worked together to reduce the caseload size for Child Safety and Permanency case workers. This reduction in case loads has occurred in all of the 87 counties. However, 14 counties in Greater and Rural Minnesota still have higher caseload sizes than the recommendation. Of these 14, the largest ratios are in 4 counties, with ratios above 45 clients to 1 licensee, or non-licensed county worker. Table 1.4 lists these counties.

**Minnesota Counties that Exceed the Child Welfare League’s
 Recommended Caseload Size of
 11 to 15 Children per Worker For 2006**

Table 1.4

Name of County	Caseload Size per Worker
Becker	33.3
Cass	33.8
Chisago	46.2
Clearwater	65.7
Fillmore	31.3
Hubbard	50.5
Le Sueur	30.3
Otter Tail	30.8
Pipestone	50.0
Redwood	36.0
Scott	32.3
Swift	33.5
Winona	37.8
Faribault/Martin	31.5

Licensed School Social Work Shortage

Data was examined for 505 school districts in Minnesota. Of this total, 259 districts had no on-site licensed school social worker within the districts (51.29%). According to the Minnesota Department of Education (2007), there were a total of 828,241 students registered in the 505 school districts in 2007. Of this total 154,676 students did not have access to an on-site licensed school social worker (18.67% of the total number of registered students). The 246 school districts (43.67%) that do not have an on-site licensed school social worker have 18.67% of all the students in Minnesota. Appendix 2 of the report shows the ratios in all school districts for student access to on-site licensed school social workers.

The eleven Metro Counties (Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington, and Wright) comprised 60.49% (500,969) of registered students in 2007 (Minnesota Department of Education, 2007). Yet, the number of Metro Counties with on-site licensed school social workers equals 66.86% (676) of the total 1,011 licensed school social workers in Minnesota.

The shortage of on-site licensed school social workers within the state's school districts is a difficulty that mandates involvement by the state's local school boards, Minnesota Department of Education, residents of the school districts, and the executive and legislative branches of state government. This involvement may also include the Minnesota Department of Human Services, Minnesota Department of Health, and third party reimbursement agencies.

The shortage is larger in the public schools in Greater and Rural Minnesota. Yet, in the 11 Metro counties the need appears to be more significant in the private and charter schools. The ratio comparison utilizes 500 students to 1 licensee. Funding for licensed school social workers is often linked with special education students. The recommended ratio is 50 students to 1 licensee for special education students. If this ratio is used, only 12 schools meet this requirement. Data shows that 246 school districts did not have an on-site licensed school social worker in 2007.

The Minnesota School Social Workers Association (MSSWA) is in agreement with the basic findings regarding shortages, however, is opposed to the use of ratios in determining hiring or assignment of licensed school social workers. The Student Support Services Task Force recommended to the Minnesota Department of Education that 1) workload, not ratios, should determine hiring (Communication from MSSWA, 2008), and 2) these high ratios do not allow for best practices services for students.

Other Fields of Practice

The shortage of licensees working with people with physical or cognitive impairments, with mental illness, aged 65 and older, living in poverty, and homeless are also areas of concern. However, it is not possible to provide a recommended ratio regarding these populations. However, the Department of Human Services (2007) stated that the overall ratio should be 30 clients to 1 licensee, or 15 families to 1 licensee (Personal Contact, Heyl, 2007).

People with Physical or Cognitive Impairments and Shortage of Licensees

The Minnesota Department of Human Services has long recognized that people with physical or cognitive impairments have been underserved. Minnesota caseload sizes are at a ratio greater than the national average and the U.S. Department of Health and Human Services recommendations.

The additional monies required to reduce the caseload size to 40 clients to 1 licensee or worker for people with physical or cognitive impairments as of 2005 would be:

Increase in State Allocations:	\$ 8,166,131.00
Average Increase in County Allocation:	\$ 923,970.00
Increase in Federal Allocations:	<u>\$ 9,090,101.00</u>
Total Increase	\$18,180,202.00

Total Number of Individuals:	31,093
Total Increase as of 2005:	\$18,180,200.00
Total Cost per Individual:	\$ 584.70

It is presumed that there would be little debate that Minnesotans with physical or cognitive impairments deserve the highest quality of services from persons licensed as social workers. Yet, suggested financial support would require significant policy and budgetary initiatives on federal, state, local, and organizational fronts to meet needed levels of service. It should be noted that 60 % of the states have implemented programs that meet the recommended caseload size.

People with Mental Illness and Shortage of Licensees

It is estimated that the state has 98,000 adults and 75,000 children who suffer from mental illness (1 out of every 29 residents). The recommended ratio of client to worker, for adults with mental illness, is 30 clients to 1 licensee; and the recommended ratio for children with mental illness, is 15 clients to 1 licensee.

- There are 69 counties with a ratio greater than 1,000 residents to 1 licensee, with 61 of these counties in Greater and Rural Minnesota.
- There are 21 counties with a ratio greater than 1,000 residents to 1 licensee, when the number of non-licensed county workers and number of persons licensed as social workers are totaled. Only 2 of the 21 counties are in the 11 County Metro area.

One conclusion is that there are people with mental health concerns who are not receiving services from licensees. Another conclusion may be that “caseload sizes are too large to provide best practice techniques”.

Population Aged 65 and Older and Shortage of Licensees

This report examined the ratio of the population aged 65 and older to number of licensees. There are 52 counties in Greater and Rural Minnesota that have a ratio of 100 or more people aged 65 or older to 1 licensee. There is no recommended ratio for people aged 65 and older per licensee. Yet, one could apply the same ratio used for other adult categories which is 30 clients to 1 licensee. Of these 52 counties, 26 have a ratio greater than 150 to 1, and 7 counties have a ratio greater than 250 to 1. One may assume that not everyone aged 65 and older requires the services of persons licensed as social workers. However, because the licensees in these ratios are employed in many different fields of practice, the ratios of 100, 150, or 250 people aged 65 and older are in reality much greater. This statement is also true of the licensees practicing in the 11

Metro counties where the largest ratios are in Wright County (65 to 1), and in Washington County (75 to 1). Services may be lacking for Minnesota's aging population, which according to the U.S. Census Bureau, numbered 594,266 in 2000 and is estimated to be 677,270 in 2010 (U.S. Census Bureau, 2000).

People of Poverty and Shortage of Licensees

People of poverty have specialized needs that cannot be ignored. Minnesota has a growing number of families who experience generational poverty (Minnesota Department of Demographics, 2007). According to the U.S. Department of Health and Human Services, the threshold of poverty for a family of three is \$17,600 per year.

It is impossible to establish a ratio between the people of poverty to number of licensees. The U.S. Census Bureau (2000) demonstrated that there were 380,476 Minnesota residents living in poverty in 2000. Using this total and the Minnesota Department of Human Services recommended caseload size of 30 adult clients to 1 worker, the state would need a total of 12,684 licensees who work with Minnesota residents who are living in poverty.

Again, not everyone who is living in poverty requires services from a licensee and some are currently served by county workers who are not licensed. If services were provided at the recommended caseload size, it may be that the number of people in poverty would decrease in the following categories:

- * Children requiring special education
- * Children assessed by Child Safety and Permanency workers
- * Children and adults receiving mental health services
- * Children in foster care
- * Children and adults with physical and cognitive impairments
- * Adolescents in the juvenile court or corrections system
- * Ethnic minority individuals represented in the corrections system

Given this threshold and the number of people in poverty in 2000, it is not surprising that Minnesota's families and individuals of poverty are over represented within the social and human services systems.

People Who Are Homeless and Shortage of Licensees

According to the Wilder Research Department (2007), in October 2006 "There were 2,726 children who were homeless with their parents, and 1,951 who were affected by a parent's homelessness" (p.27). The longer a child is exposed to a disruptive environment may create a greater risk for the child to have:

- * difficulty at school
- * mental health issues
- * physical health concerns
- * substance abuse or dependency
- * exposure to human trafficking
- * unemployment as an adult
- * legal problems

It is impossible to empirically state the number of licensees or non-licensed county workers who work with children in Minnesota who are homeless or affected by homelessness. But, one presumes that if the same ratio recommended by the Child Welfare League (11 to 15 children per worker) is applied in Minnesota, the public and private human and social service agencies do not have the financial resources to dedicate 312 licensees for this population group.

There were 4,781 homeless adults in Minnesota. By applying the Minnesota Department of Human Services recommended caseload size of 30 homeless individuals to 1 worker, the state would require 159 workers to work with the adults who are homeless. It is important to note that one cannot just add the 312 licensees for the children, and 159 licensees for the adults, because of possible duplication of services. For example, one worker may work with an entire family. Providing quality services for the homeless population is a challenge.

Cost of Social Work Education and Annual Salary

As stated earlier, these issues regarding shortages of licensees should not be viewed as the Board's singular responsibility. The cost of living, education, and annual salary (a shared responsibility) are major considerations for people entering into higher education or remaining in social work practice. The annual salary of the licensee with a bachelor's degree in social work would be reduced to about \$17,484 after subtracting the cost of housing and education. This gross annual amount does not include taxes, food, transportation, health care, insurance, clothing, or other necessities of life; and a second means of income is often required.

The individual who enters into a master of social work program is often not compensated accordingly through the social and human services system in Minnesota. An example of this is the lack of differentiation by the County Minnesota Merit between a bachelor's and master's salary. According to the U.S. Department of Health and Human Services, the threshold of poverty for a family of three is \$17,600 per year. Although many individuals enter into the practice of social work due to the desire to improve the quality of life for others, social work salaries which are low in comparison to other professions often result in high turn over rates or low number of initial enrollment into the profession.

This financial consideration is not the responsibility of the Minnesota Board of Social Work but rather an overlapping responsibility of the federal, state and local governments, as well as a function of public and private market issues.

Shortage of Graduates and Discontinuation of Licenses

The Minnesota Social Work academic programs estimate there will be 2,626 bachelors of social work (BSW) graduates in the next five years, 2008 to 2012, and 1,720 masters of social work (MSW) graduates from 2008 to 2012.

Social work licenses are discontinued for a variety of reasons including expiration, voluntary termination, and emeritus. The following totals are the number of licensees who have discontinued their licenses between 2002 and 2006: 1,504 LSWs, 244 LGSWs, 206 LISWs, and

417 LICSWs. The number of discontinued licenses is 2,308, while the number of estimated graduates is 4,546.

One might conclude that there is no shortage of licensees. Yet, there is no way to calculate the number of graduates who do not remain in the state, practice social work, or decide to become licensed. Given the previously mentioned shortages, one can presume that the estimated number of graduates and the number of individuals who discontinue their licenses is not meeting the needs of the state.

Estimated Minnesota Population Growth and Licensees

The Minnesota Department of Demographics (2007) estimates the state's population will increase by 10% in 2015, with the greatest growth occurring in the Metro counties, South Central, and Southeastern Minnesota. The previously identified shortages demonstrate that the greatest lack of licensees is in Greater and Rural Minnesota. Again, it will take a concerted effort by stakeholder groups to determine a strategic plan to address these needs.

Shortages: Requires Multifaceted Systematic Plan

The dilemma of shortages of persons licensed as social workers within the state of Minnesota is a complex multifaceted issue and cannot be solved solely by the Minnesota Board of Social Work. This dilemma is not a recent development, as this issue has been present for decades. This social and human services setback requires multifaceted systematic plans that involve the clients, Legislature, Governor, consumer advocate organizations, social work education programs, social/human service agencies, and the Minnesota Board of Social Work.

Is the Shortage of Persons Licensed as Social Workers a Dilemma for Minnesota?

Health professionals, such as physicians, nurses, psychologists, and physical therapists have been regulated by state boards for decades. The primary purpose of regulatory boards is the protection of the public from practices that may be considered harmful, unethical, incompetent, or outside the scope of the practitioner's practice. Consumers who work with social work licensees are often requesting services that involve the same issues dealt with by other licensed health professionals. Examples include:

- * A child or vulnerable adult facing abuse or neglect
- * A person aged 65 or older who does not understand how to use Medicare for their benefits (medication)
- * A person with mental illness who requires the skills to cope with hallucinations
- * An adolescent who has sought attention or companionship through gang involvement
- * A homeless person who needs services to meet basic needs
- * A student who is struggling with depression
- * An environmental disaster
- * A person with cognitive impairments who is attempting to live safely in a community

These examples just begin to touch on the many ways licensees affect clients' lives on a daily basis. Clients who either seek or are forced to work with human and social service agencies are among the most vulnerable and possess some of the most multilayered and complex issues. Minnesota is a progressive state that believes in the "best services for its citizens," which includes the provision of human and social services by licensees who have proven minimum competency and are willing to practice within the profession's licensing standards of practice.

At times, policy makers in Minnesota indicate that counties and the Minnesota Department of Human Services have grievance procedures in place. These grievance procedures deal with the implementation of county or state policies, procedures, and to a limited degree, minimum competencies.

Why Does Minnesota Need Workers and Licensees with Social Work Degrees?

At times different disciplines, the general public, or other professionals make comments such as: "anyone can practice social work" or "I am a social worker", but the person does not have a degree in social work. The Council on Social Work Education (CSWE) has established standards which each social work program across the country must meet to be accredited or reaccredited. The curriculum for social workers includes specified knowledge, skills, and values. Dr. William A. Anderson (2004) of the Social Work Department at Minnesota State University, Mankato, did a comparison of the CSWE accredited, undergraduate social work degree with a degree in psychology or sociology. Table 1.5 demonstrates this comparison. The social work degree provides the education that matches the required knowledge, skills, and values of social and human service agencies.

Comparison of Bachelors in Social Work to Two "Related" Degrees

Table 1.5

William A. Anderson, MSW, PhD, LISW			
Content areas in accredited social work programs	Presence of required content in Social Work, Psychology & Sociology Degrees:		
	Social Work (a professional program)	Psychology (a liberal arts degree)	Sociology (a liberal arts degree)
1) Knowledge of history & values of social welfare	Extensive coverage forming a foundation for rest of curriculum	Not included	May be mentioned in a "Social Problems" course
2) Knowledge of human development from a social systems perspective	Required coursework in development across the lifecycle, integrated with systems approach	Some coverage in "Developmental Psych" but without study of the social environment	Not included
3) Knowledge of human diversity, racism, & sexism	Required coursework plus inclusion in all skills courses	Not required, possibly an elective in "individual differences"	Brief mention in Introductory course, possibly an elective
4) Knowledge of professional social work values & ethics	Focus on national and state ethical codes and links to practice	Not included (Ethics for Psychologists would be a graduate level topic)	Possible mention of research ethics; no coverage of professional ethics
5) Social welfare policy analysis skill	Required coursework on welfare policy issues	Not included	Possible mention of policy issues
6) Program evaluation & practice research skills & experience	Required coursework on research, with applied skills in evaluation	Lab research and single-subject design; no program evaluation	General research skills but no focus on applied evaluation
7) Intervention skills for working with individuals, families, groups, and communities	Required Methods courses for working with all sizes of client systems with a focus on skills and knowledge building	Generally not covered at the undergraduate level (reserved for graduate training in clinical psychology)	Possible mention of community activism but no social work skills training
8) Supervised field experiences in social work agencies	Required minimum of 440 hours of supervised fieldwork (most do more)	Field experiences are generally not required especially in social agencies	Field experiences are generally not required especially in social agencies

Researcher's Recommendations

The Minnesota Board of Social Work by statute has limited control over the underserved communities served by persons licensed as social workers. Yet, the Board is required to provide information and education as to the depth of the problem.

Therefore, the following are a few of the researcher's recommendations to the Board:

- Board may decide to establish a plan to meet with state stakeholders to provide education on the Board's primary goal to protect the public. (Such as: cultural communities and cultural advocates, advocates, policy-makers, and consumers) The Greater and Rural Minnesota and Metro areas should be presented with equal group representation.
 - This plan should include yearly educational workshops provided by both Board staff and Board members.
- Board might consider the distribution of this report to other interested stakeholders such as:
 - Social work educators, social work associations, and consumer groups.
- Board might work with stakeholders to develop a plan to eliminate the state and county social work licensure exceptions to insure that vulnerable populations are provided services by licensed professionals who have demonstrated minimum competencies.
- Board may consider repeating this study in about 10 years for comparison with this baseline data.
- Board may consider educating the general public regarding the roles and responsibilities of social workers. (Social workers are not just CPS workers. Early intervention.)

The state government and human social services organizations also have responsibilities in the development of plans to address this issue. The state government and human social service organizations should consider working with the federal government for:

- The full or partial forgiveness of educational student loans for persons licensed as social workers.
- Third party reimbursement of qualified licensing practice supervision.
- Minnesota Department of Human Services, County Human Services Agencies, and other stakeholders to examine alternative means of providing services to areas of Greater and Rural Minnesota with decreasing population growth and including the reimbursement of these alternative means of service delivery.
- Minnesota Council of Social Work Educators is encouraged to develop a state wide strategic plan to address the shortage of ethnic minority populations entering into social work educational programs.
- Minnesota Council of Social Work Educators is supported by the Board in the development of a dialogue with stakeholders to address the need to increase the number of graduates who are eligible to sit for the license examination.

Conclusion

In conclusion, Minnesota is facing a need to increase the number of persons licensed as social workers. This responsibility falls on many governmental and non-governmental groups. If the increasing ratios of clients to workers or caseload sizes are not addressed in the near future, the human and social service outcomes will not include the provision of “best practice” for clients. The client service delivery system may be reduced to triaging crisis to crisis.

This report has demonstrated that there is a high need for persons licensed as social workers within Minnesota. The greatest need is in Greater and Rural Minnesota. All of the identified fields of practice are facing a shortage of licensees and this need will continue to grow. There is also a necessity for licensees in the 11 Metro counties specifically in the fields of aging, poverty, homelessness, corrections, and working with individuals and communities of ethnic minorities.

Board Recommendations

The Minnesota Board of Social Work has approved recommendations based on this report, as requested by the Legislature, which are included in the Board’s summary to the Legislature.

References

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Appendix 1

2007 Legislation

Summary Provisional Licenses

• Replaces the current “alternate method” of licensure. Beginning August 1, 2007, a “provisional license” will be available to an applicant:

- ▶ For whom English is a second language,
- ▶ Who was born in a foreign country,
- ▶ Who has taken and failed the national examination at least one time, and
- ▶ Who meets all other requirements for licensure.
 - In lieu of passing the national examination, an applicant must demonstrate competence through practicing under supervision for 2,000 hours (one year if full-time).

The applicant is then eligible for permanent licensure if the applicant’s supervisor attests to the applicant’s ability to engage in the practice of social work safely and competently.

Temporary Licenses

- Beginning August 1, 2007, allows an applicant to practice social work while a decision is made on whether the applicant’s social work program is accredited.
- A bachelor’s or master’s level graduate would be eligible to receive a 12- month temporary license that could be extended at the discretion of the Board.
- If the program does not become accredited, the license would be immediately revoked.

Clinical Standards and Other Licensing Requirements

Licensed Independent Clinical Social Workers

- Beginning August 1, 2011, requires that clinical social workers complete 360 clock hours in specific clinical knowledge areas. This requirement is in addition to existing requirements that a clinical social worker must complete a graduate degree in social work and must pass the ASWB clinical, national examination. (They must also meet supervised practice requirements.)
- The requirement may be met through a graduate degree program, post-graduate coursework, or up to 90 CE hours.

Licensure by Endorsement (Reciprocity)

- Allows licensure of a clinical social worker from another state without having to meet the new clinical knowledge requirements if the social worker has been engaged in authorized clinical social work for 4,000 hours (2 years full-time).

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Appendix 2

District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student To 1 Social Worker
0001	MINNEAPOLIS PUBLIC SCHOOL DIST.	Hennepin	36,342	117	311
0001	AITKIN PUBLIC SCHOOL DISTRICT	Aitkins	1,320		No Lic. SW'er
0002	HILL CITY PUBLIC SCHOOL DISTRICT	Aitkins	312		No Lic. SW'er
0004	MCGREGOR PUBLIC SCHOOL DISTRICT	Aitkins	426		No Lic. SW'er
0006	SOUTH ST. PAUL PUBLIC SCHOOL DIST.	Dakota	3,192		No Lic. SW'er
0011	ANOKA-HENNEPIN PUBLIC SCHOOL DIST.	Anoka	40,657	27	1506
0012	CENTENNIAL PUBLIC SCHOOL DISTRICT	Anoka	6,944	4	1736
0013	COLUMBIA HEIGHTS PUBLIC SCHOOL DIST	Anoka	2,885		No Lic. SW'er
0014	FRIDLEY PUBLIC SCHOOL DISTRICT	Anoka	2,651	1	2651
0015	ST. FRANCIS PUBLIC SCHOOL DISTRICT	Anoka	5,915	10	592
0016	SPRING LAKE PARK PUBLIC SCHOOLS	Anoka	4,568		No Lic. SW'er
0022	DETROIT LAKES PUBLIC SCHOOL DIST.	Becker	2,689	1	2689
0023	FRAZEE-VERGAS PUBLIC SCHOOL DIST.		1,026		No Lic. SW'er
0025	PINE POINT PUBLIC SCHOOL DISTRICT	Becker	70		No Lic. SW'er
0031	BEMIDJI PUBLIC SCHOOL DISTRICT	Beltrami	4,769	5	954
0032	BLACKDUCK PUBLIC SCHOOL DISTRICT	Beltrami	716		No Lic. SW'er
0036	KELLIHER PUBLIC SCHOOL DISTRICT	Beltrami	281		No Lic. SW'er
0038	RED LAKE PUBLIC SCHOOL DISTRICT	Beltrami	1,284		No Lic. SW'er
0047	SAUK RAPIDS PUBLIC SCHOOL DISTRICT	Benton	3,772	2	1886
0051	FOLEY PUBLIC SCHOOL DISTRICT	Benton	1,814	1	1814
0062	ORTONVILLE PUBLIC SCHOOL DISTRICT	Big Stone	526		No Lic. SW'er
0075	ST. CLAIR PUBLIC SCHOOL DISTRICT	Blue Earth	635	1	635
0077	MANKATO PUBLIC SCHOOL DISTRICT	Blue Earth	6,984	1	6984
0081	COMFREY PUBLIC SCHOOL DISTRICT	Brown	150		No Lic. SW'er
0084	SLEEPY EYE PUBLIC SCHOOL DISTRICT	Brown	666	2	333
0085	SPRINGFIELD PUBLIC SCHOOL DISTRICT	Brown	607		No Lic. SW'er
0088	NEW ULM PUBLIC SCHOOL DISTRICT	Brown	2,072	1	2072

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
0091	BARNUM PUBLIC SCHOOL DISTRICT	Carlton	702		No Lic. SW'er
0093	CARLTON PUBLIC SCHOOL DISTRICT	Carlton	598		No Lic. SW'er
0094	CLOQUET PUBLIC SCHOOL DISTRICT	Carlton	2,266	3	755
0095	CROMWELL-WRIGHT PUBLIC SCHOOLS	Carlton	303		No Lic. SW'er
0097	MOOSE LAKE PUBLIC SCHOOL DISTRICT	Carlton	752		No Lic. SW'er
0099	ESKO PUBLIC SCHOOL DISTRICT	Carlton	1,110		No Lic. SW'er
0100	WRENSHALL PUBLIC SCHOOL DISTRICT	Carlton	349		No Lic. SW'er
0108	NORWOOD PUBLIC SCHOOL DISTRICT	Carver	1,028	1	1028
0110	WACONIA PUBLIC SCHOOL DISTRICT	Carver	2,832		No Lic. SW'er
0111	WATERTOWN-MAYER PUBLIC SCHOOL DIST.	Carver	1,540	1	1540
0112	DISTRICT 112	Carver	8,603	6	1434
0113	WALKER-HACKENSACK-AKELEY SCHL. DIST	Cass	925		No Lic. SW'er
0115	CASS LAKE-BENA PUBLIC SCHOOLS	Cass	1,033	4	258
0116	PILLAGER PUBLIC SCHOOL DISTRICT	Cass	763		No Lic. SW'er
0118	NORTHLAND COMMUNITY SCHOOLS	Cass	499	2	250
0129	MONTEVIDEO PUBLIC SCHOOL DISTRICT	Chippewa	1,419	6	237
0138	NORTH BRANCH PUBLIC SCHOOLS	Chisago	3,892	1	3892
0139	RUSH CITY PUBLIC SCHOOL DISTRICT	Chisago	953		No Lic. SW'er
0146	BARNESVILLE PUBLIC SCHOOL DIST.	Clay	793	2	397
0150	HAWLEY PUBLIC SCHOOL DISTRICT	Clay	893		No Lic. SW'er
0152	MOORHEAD PUBLIC SCHOOL DISTRICT	Clay	5,337	4	1334
0160	MINNESOTA STATE ACADEMIES	Rice	186	1	186
0162	BAGLEY PUBLIC SCHOOL DISTRICT	Clearwater	1,035		No Lic. SW'er
0166	COOK COUNTY PUBLIC SCHOOLS	Cook	583		No Lic. SW'er
0173	MOUNTAIN LAKE PUBLIC SCHOOLS	Cottonwood	459	1	459
0177	WINDOM PUBLIC SCHOOL DISTRICT	Cottonwood	950	1	950
0181	BRAINERD PUBLIC SCHOOL DISTRICT	Crow Wing	7,025		No Lic. SW'er
0182	CROSBY-IRONTON PUBLIC SCHOOL DIST.	Crow Wing	1,269	1	1269
0186	PEQUOT LAKES PUBLIC SCHOOLS	Crow Wing	1,542	1	1542
0191	BURNSVILLE PUBLIC SCHOOL DISTRICT	Dakota	10,399	5	2080

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
0192	FARMINGTON PUBLIC SCHOOL DISTRICT	Dakota	6,007	2	3004
0194	LAKEVILLE PUBLIC SCHOOL DISTRICT	Dakota	11,037		No Lic. SW'er
0195	RANDOLPH PUBLIC SCHOOL DISTRICT	Dakota	513		No Lic. SW'er
0196	ROSEMOUNT-APPLE VALLEY-EAGAN	Dakota,	27,617	18	1534
0197	WEST ST. PAUL-MENDOTA HTS.-EAGAN	Dakota	4,480		No Lic. SW'er
0199	INVER GROVE HEIGHTS SCHOOLS	Dakota	3,753	1	3753
0200	HASTINGS PUBLIC SCHOOL DISTRICT	Dakota	5,022	3	1674
0203	HAYFIELD PUBLIC SCHOOL DISTRICT	Dodge	879	1	879
0204	KASSON-MANTORVILLE SCHOOL DIST.	Dodge	2,003		No Lic. SW'er
0206	ALEXANDRIA PUBLIC SCHOOL DISTRICT	Douglas	3,938	8	492
0207	BRANDON PUBLIC SCHOOL DISTRICT	Douglas	298	1	298
0208	EVANSVILLE PUBLIC SCHOOL DISTRICT	Douglas	181	1	181
0213	OSAKIS PUBLIC SCHOOL DISTRICT	Todd	717		No Lic. SW'er
0227	CHATFIELD PUBLIC SCHOOLS	Olmsted	900	1	900
0229	LANESBORO PUBLIC SCHOOL DISTRICT	Fillmore	367		No Lic. SW'er
0238	MABEL-CANTON PUBLIC SCHOOL DIST.	Fillmore	358	1	358
0239	RUSHFORD-PETERSON PUBLIC SCHLS.	Fillmore	659	1	659
0241	ALBERT LEA PUBLIC SCHOOL DISTRICT	Freeborn	3,509	6	585
0242	ALDEN-CONGER PUBLIC SCHOOL DISTRICT	Freeborn	390	1	390
0252	CANNON FALLS PUBLIC SCHOOL DISTRICT	Goodhue	1,304	3	435
0253	GOODHUE PUBLIC SCHOOL DISTRICT	Goodhue	632	1	632
0255	PINE ISLAND PUBLIC SCHOOL DIST.	Olmsted	1,218		No Lic. SW'er
0256	RED WING PUBLIC SCHOOL DISTRICT	Goodhue	2,834	4	709
0261	ASHBY PUBLIC SCHOOL DISTRICT	Douglas	269		No Lic. SW'er
0264	HERMAN-NORCROSS SCHOOL DISTRICT	Grant	109		No Lic. SW'er
0270	HOPKINS PUBLIC SCHOOL DISTRICT	Hennepin	7,897	14	564
0271	BLOOMINGTON PUBLIC SCHOOL DISTRICT	Hennepin	10,346	19	545
0272	EDEN PRAIRIE PUBLIC SCHOOL DISTRICT	Hennepin	9,729	10	973
0273	EDINA PUBLIC SCHOOL DISTRICT	Hennepin	7,495	9	833
0276	MINNETONKA PUBLIC SCHOOL DISTRICT	Hennepin	7,715	10	772

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
0277	WESTONKA PUBLIC SCHOOL DISTRICT	Hennepin	2,223	3	741
0278	ORONO PUBLIC SCHOOL DISTRICT	Hennepin	2,595	2	1298
0279	OSSEO PUBLIC SCHOOL DISTRICT	Hennepin	21,699	21	1033
0280	RICHFIELD PUBLIC SCHOOL DISTRICT	Hennepin	4,135	7	591
0281	ROBBINSDALE PUBLIC SCHOOL DISTRICT	Hennepin	13,044	15	870
0282	ST. ANTHONY-NEW BRIGHTON SCHOOLS	Hennepin	1,721		No Lic. SW'er
0283	ST. LOUIS PARK PUBLIC SCHOOL DIST.	Hennepin	4,188	13	322
0284	WAYZATA PUBLIC SCHOOL DISTRICT	Hennepin	9,862	16	616
0286	BROOKLYN CENTER SCHOOL DISTRICT	Hennepin	1,695	5	339
0287	INTERMEDIATE SCHOOL DISTRICT 287	Hennepin	1,709	22	78
0294	HOUSTON PUBLIC SCHOOL DISTRICT	Huston	1,162		No Lic. SW'er
0297	SPRING GROVE SCHOOL DISTRICT	Huston	339	1	339
0299	CALEDONIA PUBLIC SCHOOL DISTRICT	Huston	804		No Lic. SW'er
0300	LACRESCENT-HOKAH SCHOOL DISTRICT	Huston	1,437	1	1437
0306	LAPORTE PUBLIC SCHOOL DISTRICT	Hubbard	276		No Lic. SW'er
0308	NEVIS PUBLIC SCHOOL DISTRICT	Hubbard	533		No Lic. SW'er
0309	PARK RAPIDS PUBLIC SCHOOL DISTRICT	Hubbard	1,598		No Lic. SW'er
0314	BRAHAM PUBLIC SCHOOL DISTRICT	Isanti	955	1	955
0316	GREENWAY PUBLIC SCHOOL DISTRICT	Itasca	1,234		No Lic. SW'er
0317	DEER RIVER PUBLIC SCHOOL DISTRICT	Itasca	953		No Lic. SW'er
0318	GRAND RAPIDS PUBLIC SCHOOL DISTRICT	Itasca	3,859		No Lic. SW'er
0319	NASHWAUK-KEEWATIN SCHOOL DISTRICT	Itasca	621		No Lic. SW'er
0330	HERON LAKE-OKABENA SCHOOL DISTRICT	Jackson	320	1	320
0332	MORA PUBLIC SCHOOL DISTRICT	Kanabec	1,885	2	943
0333	OGILVIE PUBLIC SCHOOL DISTRICT	Kanabec	627		No Lic. SW'er
0345	NEW LONDON-SPICER SCHOOL DISTRICT	Kandiyohi	1,595	2	798
0347	WILLMAR PUBLIC SCHOOL DISTRICT	Kandiyohi	4,177	6	696
0356	LANCASTER PUBLIC SCHOOL DISTRICT	Kittson	193		No Lic. SW'er
0361	INTERNATIONAL FALLS SCHOOL DISTRICT	Koochching	1,314	1	1314
0362	LITTLEFORK-BIG FALLS SCHOOL DIST.	Koochching	349		No Lic. SW'er

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
0363	SOUTH KOOCHICHING SCHOOL DISTRICT	Koochching	357		No Lic. SW'er
0371	BELLINGHAM PUBLIC SCHOOL DISTRICT	Lac Qui Parle	57		No Lic. SW'er
0378	DAWSON-BOYD PUBLIC SCHOOL DISTRICT	Lac Qui Parle	509	1	509
0391	CLEVELAND PUBLIC SCHOOL DISTRICT	Le Sueur	401		No Lic. SW'er
0392	LECENTER PUBLIC SCHOOL DISTRICT	Le Sueur	647	1	647
0390	Lake of the Woods		550	1	550
0394	MONTGOMERY-LONSDALE SCHOOL DISTRICT	Le Sueur	1,047	2	524
0397	LAKE AGASSIZ SPECIAL ED. COOP.	Becker	6		No Lic. SW'er
0402	HENDRICKS PUBLIC SCHOOL DISTRICT	Le Sueur	162		No Lic. SW'er
0403	IVANHOE PUBLIC SCHOOL DISTRICT	Lincoln	170		No Lic. SW'er
0404	LAKE BENTON PUBLIC SCHOOL DISTRICT	Lincoln	171		No Lic. SW'er
0411	BALATON PUBLIC SCHOOL DISTRICT	Lyon	88		No Lic. SW'er
0413	MARSHALL PUBLIC SCHOOL DISTRICT	Lyon	2,182	3	727
0414	MINNEOTA PUBLIC SCHOOL DISTRICT	Lyon	454	1	454
0415	LYND PUBLIC SCHOOL DISTRICT	Lyon	116		No Lic. SW'er
0417	TRACY PUBLIC SCHOOL DISTRICT	Lyon	710		No Lic. SW'er
0423	HUTCHINSON PUBLIC SCHOOL DISTRICT	Mahnomen	2,962	1	2962
0424	LESTER PRAIRIE PUBLIC SCHOOL DIST.	McLeod	479	2	240
0432	MAHNOMEN PUBLIC SCHOOL DISTRICT	Mahnomen	642		No Lic. SW'er
0435	WAUBUN PUBLIC SCHOOL DISTRICT	Mahnomen	616		No Lic. SW'er
0441	MARSHALL COUNTY CENTRAL SCHOOLS	Martin	353	2	177
0447	GRYGLA PUBLIC SCHOOL DISTRICT	Martin	200	1	200
0458	TRUMAN PUBLIC SCHOOL DISTRICT	McLeod	353	1	353
0463	EDEN VALLEY-WATKINS SCHOOL DISTRICT	Meeker	847		No Lic. SW'er
0465	LITCHFIELD PUBLIC SCHOOL DISTRICT	Meeker	1,778	2	889
0466	DASSEL-COKATO PUBLIC SCHOOL DIST.	Meeker	2,305	5	461
0473	ISLE PUBLIC SCHOOL DISTRICT	Mille Lacs	592		No Lic. SW'er

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
0477	PRINCETON PUBLIC SCHOOL DISTRICT	Mille Lacs	3,468	1	3468
0480	ONAMIA PUBLIC SCHOOL DISTRICT	Mille Lacs	773	1	773
0482	LITTLE FALLS PUBLIC SCHOOL DISTRICT	Morrison	2,537	5	507
0484	PIERZ PUBLIC SCHOOL DISTRICT	Morrison	1,031	2	516
0485	ROYALTON PUBLIC SCHOOL DISTRICT	Morrison	677	1	677
0486	SWANVILLE PUBLIC SCHOOL DISTRICT	Morrison	379	1	379
0487	UPSALA PUBLIC SCHOOL DISTRICT	Morrison	411	1	411
0492	AUSTIN PUBLIC SCHOOL DISTRICT	Mower	4,213	5	843
0495	GRAND MEADOW PUBLIC SCHOOL DISTRICT	Mower	358	1	358
0497	LYLE PUBLIC SCHOOL DISTRICT	Mower	238	1	238
0499	LEROY PUBLIC SCHOOL DISTRICT	Mower	317	1	317
0500	SOUTHLAND PUBLIC SCHOOL DISTRICT	Mower	662	1	662
0505	FULDA PUBLIC SCHOOL DISTRICT	Murray	430		No Lic. SW'er
0507	NICOLLET PUBLIC SCHOOL DISTRICT	Nicollet	300	1	300
0508	ST. PETER PUBLIC SCHOOL DISTRICT	Nicollet	1,829	5	366
0511	ADRIAN PUBLIC SCHOOL DISTRICT	Nobles	660	1	660
0513	BREWSTER PUBLIC SCHOOL DISTRICT	Nobles	143		No Lic. SW'er
0514	ELLSWORTH PUBLIC SCHOOL DISTRICT	Meeker	193		No Lic. SW'er
0516	ROUND LAKE PUBLIC SCHOOL DISTRICT	Nobles	142		No Lic. SW'er
0518	WORTHINGTON PUBLIC SCHOOL DISTRICT	Nobles	2,126		No Lic. SW'er
0531	BYRON PUBLIC SCHOOL DISTRICT	Olmsted	1,624	1	1624
0533	DOVER-EYOTA PUBLIC SCHOOL DISTRICT	Olmsted	1,111	1	1111
0534	STEWARTVILLE PUBLIC SCHOOL DISTRICT	Olmsted	1,786	1	1786
0535	ROCHESTER PUBLIC SCHOOL DISTRICT	Olmsted	16,023	16	1001
0542	BATTLE LAKE PUBLIC SCHOOL DISTRICT	Otter Trail	535		No Lic. SW'er
0544	FERGUS FALLS PUBLIC SCHOOL DISTRICT	Otter Trail	2,584		No Lic. SW'er
0545	HENNING PUBLIC SCHOOL DISTRICT	Otter Trail	369	1	369
0547	PARKERS PRAIRIE PUBLIC SCHOOL DIST.	Otter Trail	573		No Lic. SW'er
0548	PELICAN RAPIDS PUBLIC SCHOOL DIST.	Otter Trail	1,058		No Lic. SW'er
0549	PERHAM PUBLIC SCHOOL DISTRICT	Otter Trail	1,522	1	1522

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
0550	UNDERWOOD PUBLIC SCHOOL DISTRICT	Otter Trail	507	1	507
0553	NEW YORK MILLS PUBLIC SCHOOL DIST.	Otter Trail	743		No Lic. SW'er
0561	GOODRIDGE PUBLIC SCHOOL DISTRICT	Pennington	191		No Lic. SW'er
0564	THIEF RIVER FALLS SCHOOL DISTRICT	Pennington	1,995	1	1995
0577	WILLOW RIVER PUBLIC SCHOOL DISTRICT	Pine	447		No Lic. SW'er
0578	PINE CITY PUBLIC SCHOOL DISTRICT	Pine	1,634	1	1634
0581	EDGERTON PUBLIC SCHOOL DISTRICT	Pipestone	292		No Lic. SW'er
0592	CLIMAX PUBLIC SCHOOL DISTRICT	Polk	134	1	134
0593	CROOKSTON PUBLIC SCHOOL DISTRICT	Polk	1,376		No Lic. SW'er
0595	EAST GRAND FORKS PUBLIC SCHOOL DIST	Polk	1,750	2	875
0599	FERTILE-BELTRAMI SCHOOL DISTRICT	Polk	481	1	481
0600	FISHER PUBLIC SCHOOL DISTRICT	Polk	299		No Lic. SW'er
0601	FOSSTON PUBLIC SCHOOL DISTRICT	Polk	661	1	661
0611	CYRUS PUBLIC SCHOOL DISTRICT	Pope	87		No Lic. SW'er
0621	MOUNDS VIEW PUBLIC SCHOOL DISTRICT	Ramsey	10,222	12	852
0622	NORTH ST PAUL-MAPLEWOOD SCHOOL DIST	Ramsey	11,010	12	918
0623	ROSEVILLE PUBLIC SCHOOL DISTRICT	Ramsey	6,364	5	1273
0624	WHITE BEAR LAKE SCHOOL DISTRICT	Ramsey	8,519	8	1065
0625	ST. PAUL PUBLIC SCHOOL DISTRICT	Ramsey	40,032	123	325
0627	OKLEE PUBLIC SCHOOL DISTRICT	Red Lake	164		No Lic. SW'er
0628	PLUMMER PUBLIC SCHOOL DISTRICT	Red Lake	183	1	183
0630	RED LAKE FALLS PUBLIC SCHOOL DIST.	Red Lake	368	2	184
0635	MILROY PUBLIC SCHOOL DISTRICT	Red Lake	38		No Lic. SW'er
0640	WABASSO PUBLIC SCHOOL DISTRICT	Redwood	395		No Lic. SW'er
0656	FARIBAULT PUBLIC SCHOOL DISTRICT	Rice	3,935	7	562
0659	NORTHFIELD PUBLIC SCHOOL DISTRICT	Rice	3,905	5	781
0671	HILLS-BEAVER CREEK SCHOOL DISTRICT	Pine	313		No Lic. SW'er
0676	BADGER PUBLIC SCHOOL DISTRICT	Roseau	233	1	233
0682	ROSEAU PUBLIC SCHOOL DISTRICT	Roseau	1,351		No Lic. SW'er
0690	WARROAD PUBLIC SCHOOL DISTRICT	Roseau	1,248	1	1248

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
0695	CHISHOLM PUBLIC SCHOOL DISTRICT	Saint Louis	727		No Lic. SW'er
0696	ELY PUBLIC SCHOOL DISTRICT	Saint Louis	611		No Lic. SW'er
0698	FLOODWOOD PUBLIC SCHOOL DISTRICT	Saint Louis	383		No Lic. SW'er
0700	HERMANTOWN PUBLIC SCHOOL DISTRICT	Saint Louis	2,006	1	2006
0701	HIBBING PUBLIC SCHOOL DISTRICT	Saint Louis	2,481		No Lic. SW'er
0704	PROCTOR PUBLIC SCHOOL DISTRICT	Saint Louis	1,727	1	1727
0706	VIRGINIA PUBLIC SCHOOL DISTRICT	Saint Louis	1,571		No Lic. SW'er
0707	NETT LAKE PUBLIC SCHOOL DISTRICT	Saint Louis	70		No Lic. SW'er
0709	DULUTH PUBLIC SCHOOL DISTRICT	Saint Louis	10,210	18	567
0712	MOUNTAIN IRON-BUHL SCHOOL DISTRICT	Saint Louis	646		No Lic. SW'er
0716	BELLE PLAINE PUBLIC SCHOOL DISTRICT	Scott	1,510		No Lic. SW'er
0717	JORDAN PUBLIC SCHOOL DISTRICT	Scott	1,546	2	773
0719	PRIOR LAKE-SAVAGE AREA SCHOOLS	Scott	6,507	11	592
0720	SHAKOPEE PUBLIC SCHOOL DISTRICT	Scott	5,823	6	971
0721	NEW PRAGUE AREA SCHOOLS	Scott	3,401	6	567
0726	BECKER PUBLIC SCHOOL DISTRICT	Sherburne	2,662	3	887
0727	BIG LAKE PUBLIC SCHOOL DISTRICT	Sherburne	3,545	7	506
0728	ELK RIVER PUBLIC SCHOOL DISTRICT	Sherburne	11,800	17	694
0738	HOLDINGFORD PUBLIC SCHOOL DISTRICT	Stearns	1,005		No Lic. SW'er
0739	KIMBALL PUBLIC SCHOOL DISTRICT	Stearns	756		No Lic. SW'er
0740	MELROSE PUBLIC SCHOOL DISTRICT	Stearns	1,373	2	687
0741	PAYNESVILLE PUBLIC SCHOOL DISTRICT	Stearns	1,074	1	1074
0742	ST. CLOUD PUBLIC SCHOOL DISTRICT	Stearns	9,383	16	586
0743	SAUK CENTRE PUBLIC SCHOOL DISTRICT	Stearns	1,045	1	1045
0745	ALBANY PUBLIC SCHOOL DISTRICT	Stearns	1,714	1	1714
0748	SARTELL-ST. STEPHEN SCHOOL DISTRICT	Stearns	3,119	2	1560
0750	ROCORI PUBLIC SCHOOL DISTRICT	Stearns	2,271		No Lic. SW'er
0756	BLOOMING PRAIRIE PUBLIC SCHOOL DIST	Steele	755	1	755
0761	OWATONNA PUBLIC SCHOOL DISTRICT	Steele	4,975	7	711
0763	MEDFORD PUBLIC SCHOOL DISTRICT	Steele	754		No Lic. SW'er

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
0768	HANCOCK PUBLIC SCHOOL DISTRICT	Carver	250		No Lic. SW'er
0769	MORRIS PUBLIC SCHOOL DISTRICT	Stevens	923		No Lic. SW'er
0771	CHOKIO-ALBERTA PUBLIC SCHOOL DIST.	Stevens	173		No Lic. SW'er
0775	KERKHOVEN-MURDOCK-SUNBURG	Swift	567	1	567
0777	BENSON PUBLIC SCHOOL DISTRICT	Swift	1,005	2	503
0786	BERTHA-HEWITT PUBLIC SCHOOL DIST.	Todd	484	1	484
0787	BROWERVILLE PUBLIC SCHOOL DISTRICT	Todd	501	1	501
0801	BROWNS VALLEY PUBLIC SCHOOL DIST.	Traverse	136		No Lic. SW'er
0803	WHEATON AREA PUBLIC SCHOOL DISTRICT	Traverse	439		No Lic. SW'er
0811	WABASHA-KELLOGG PUBLIC SCHOOL DIST.	Wabasha	631	1	631
0813	LAKE CITY PUBLIC SCHOOL DISTRICT	Wabasha	1,330	1	1330
0818	VERNDALE PUBLIC SCHOOL DISTRICT	Wadena	443	2	222
0820	SEBEKA PUBLIC SCHOOL DISTRICT	Wadena	529		No Lic. SW'er
0821	MENAHGA PUBLIC SCHOOL DISTRICT	Wadena	737	1	737
0829	WASECA PUBLIC SCHOOL DISTRICT	Waseca	1,897	2	949
0831	FOREST LAKE PUBLIC SCHOOL DISTRICT	Washington	7,292	4	1823
0832	MAHTOMEDI PUBLIC SCHOOL DISTRICT	Washington	3,032	1	3032
0833	SOUTH WASHINGTON COUNTY SCHOOL DIST	Washington	16,273	11	1479
0834	STILLWATER AREA PUBLIC SCHOOL DIST.	Washington	8,605		No Lic. SW'er
0836	BUTTERFIELD PUBLIC SCHOOL DISTRICT	Watsonwan	203		No Lic. SW'er
0837	MADELIA PUBLIC SCHOOL DISTRICT	Watsonwan	561		No Lic. SW'er
0840	ST. JAMES PUBLIC SCHOOL DISTRICT	Watsonwan	1,215	3	405
0846	BRECKENRIDGE PUBLIC SCHOOL DISTRICT	Wilkin	875	1	875
0850	ROTHSAY PUBLIC SCHOOL DISTRICT	Wilkin	217		No Lic. SW'er
0852	CAMPBELL-TINTAH PUBLIC SCHOOL DIST.	Wilkin	126		No Lic. SW'er
0857	LEWISTON-ALTURA PUBLIC SCHOOL DIST.	Winona	745	1	745
0858	ST. CHARLES PUBLIC SCHOOL DISTRICT	Winona	1,081	1	1081
0861	WINONA AREA PUBLIC SCHOOL DISTRICT	Winona	3,692	3	1231
0876	ANNANDALE PUBLIC SCHOOL DISTRICT	Wright	1,837	3	612

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
0877	BUFFALO PUBLIC SCHOOL DISTRICT	Wright	5,564	5	1113
0879	DELANO PUBLIC SCHOOL DISTRICT	Wright	2,170	2	1085
0881	MAPLE LAKE PUBLIC SCHOOL DISTRICT	Wright	968	1	968
0882	MONTICELLO PUBLIC SCHOOL DISTRICT	Wright	3,933	8	492
0883	ROCKFORD PUBLIC SCHOOL DISTRICT	Wright	1,605	1	1605
0885	ST. MICHAEL-ALBERTVILLE SCHOOL DIST	Wright	4,455	5	891
0891	CANBY PUBLIC SCHOOL DISTRICT	Yellow Medicine	572		No Lic. SW'er
0911	CAMBRIDGE-ISANTI PUBLIC SCHOOL DIST	Isanti	5,031	3	1677
0912	MILACA PUBLIC SCHOOL DISTRICT	Mille Lacs	1,912	2	956
0914	ULEN-HITTERDAL PUBLIC SCHOOL DIST	Clay	294		No Lic. SW'er
0915	SOUTHERN PLAINS EDUCATION COOP.	Martin	82		No Lic. SW'er
0916	N.E. METRO INTERMEDIATE DIST. 916	Dakota	683	11	62
0917	INTERMEDIATE SCHOOL DISTRICT 917	Dakota	550	2	275
0926	REGION 4-LAKES COUNTRY SERVICE COOP	Otter Trail	71		No Lic. SW'er
0930	CARVER-SCOTT EDUCATIONAL COOP.	Carver	394	2	197
0935	FERGUS FALLS AREA SP. ED. COOP.	Otter Trail	32		No Lic. SW'er
0937	CROW RIVER SPECIAL EDUCATION COOP.	Mahnomen	12	1	12
0938	MEEKER & WRIGHT SPECIAL EDUCATION	Meeker & Wright	109	2	55
0957	OAK LAND VOCATIONAL CENTER	Isanti	332	1	332
0966	WRIGHT TECHNICAL CENTER	Wright	150		No Lic. SW'er
0991	REGN 6 & 8-S.W/W.C. SRV COOPERATIVE	Lyon	72	4	18
0993	MN RIVER VALLEY SPECIAL ED. COOP.	Scott	258	10	26
1000	PERPICH CENTER FOR ARTS EDUCATION	Hennepin	273		No Lic. SW'er
1100	MINNESOTA DEPARTMENT OF CORRECTIONS	Hennepin	193		No Lic. SW'er
2071	LAKE CRYSTAL-WELLCOME MEMORIAL	Blue Earth	752	1	752
2125	TRITON SCHOOL DISTRICT	Dodge	1,091	1	1091
2134	UNITED SOUTH CENTRAL SCHOOL DIST.	Faribault	831	2	416

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
2135	MAPLE RIVER SCHOOL DISTRICT	Blue Earth	1,206	1	1206
2137	KINGSLAND PUBLIC SCHOOL DISTRICT	Fillmore	769	3	256
2142	ST. LOUIS COUNTY SCHOOL DISTRICT	Saint Louis	2,163		No Lic. SW'er
2143	WATERVILLE-ELYSIAN-MORRISTOWN	Le Sueur	940		No Lic. SW'er
2144	CHISAGO LAKES SCHOOL DISTRICT	Chisago	3,556	2	1778
2149	MINNEWASKA SCHOOL DISTRICT	Pope	1,214	2	607
2154	EVELETH-GILBERT SCHOOL DISTRICT	Saint Louis	1,327		No Lic. SW'er
2155	WADENA-DEER CREEK SCHOOL DISTRICT	Wadena	1,122	1	1122
2159	BUFFALO LAKE-HECTOR SCHOOL DISTRICT	Renville	553	1	553
2164	DILWORTH-GLYNDON-FELTON	Clay	1,302	1	1302
2165	HINCKLEY-FINLAYSON SCHOOL DISTRICT	Pine	1,065		No Lic. SW'er
2167	LAKEVIEW SCHOOL DISTRICT	Lyon	576	1	576
2168	N.R.H.E.G. SCHOOL DISTRICT	Waseca	966	1	966
2169	MURRAY COUNTY CENTRAL SCHOOL DIST.	Murray	740		No Lic. SW'er
2170	STAPLES-MOTLEY SCHOOL DISTRICT	Todd	1,352	3	451
2171	KITTSOON CENTRAL SCHOOL DISTRICT	Kittson	326		No Lic. SW'er
2172	KENYON-WANAMINGO SCHOOL DISTRICT	Goodhue	895	1	895
2174	PINE RIVER-BACKUS SCHOOL DISTRICT	Cass	993		No Lic. SW'er
2176	WARREN-ALVARADO-OSLO SCHOOL DIST.	Martin	478	2	239
2180	M.A.C.C.R.A.Y. SCHOOL DISTRICT	Chippewa	745	1	745
2184	LUVERNE PUBLIC SCHOOL DISTRICT	Rock	1,241	1	1241
2190	YELLOW MEDICINE EAST	Yellow Medicine	1,036	4	259
2198	FILLMORE CENTRAL	Fillmore	611	1	611
2215	NORMAN COUNTY EAST SCHOOL DISTRICT	Norman	354	1	354
2310	SIBLEY EAST SCHOOL DISTRICT	Sibley	1,224	1	1224
2311	CLEARBROOK-GONVICK SCHOOL DISTRICT	Clearwater	476		No Lic. SW'er
2342	WEST CENTRAL AREA	Grant	796	1	796
2358	TRI-COUNTY SCHOOL DISTRICT	Kittson	238		No Lic. SW'er
2364	BELGRADE-BROOTEN-ELROSA SCHOOL ST	Stearns	737	1	737

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
2365	G.F.W.	Sibley	822	2	411
2396	A.C.G.C.	Meeker	834	1	834
2397	LESUEUR-HENDERSON SCHOOL DISTRICT	Le Sueur	1,216	1	1216
2448	MARTIN COUNTY WEST SCHOOL DISTRICT	McLeod	823	2	412
2527	NORMAN COUNTY WEST SCHOOL DISTRICT	Norman	293	1	293
2534	BIRD ISLAND-OLIVIA-LAKE LILLIAN	Renville	900		No Lic. SW'er
2536	GRANADA HUNTLEY-EAST CHAIN #2536	McLeod	278	1	278
2580	EAST CENTRAL SCHOOL DISTRICT	Pine	844	1	844
2609	WIN-E-MAC SCHOOL DISTRICT	Polk	504	1	504
2683	GREENBUSH-MIDDLE RIVER SCHOOL DIST.	Roseau	474	1	474
2687	HOWARD LAKE-WAVERLY-WINSTED	Wright	1,001	1	1001
2689	PIPESTONE AREA SCHOOL DISTRICT	Pipestone	1,166		No Lic. SW'er
2711	MESABI EAST SCHOOL DISTRICT	Saint Louis	885		No Lic. SW'er
2752	FAIRMONT AREA SCHOOL DISTRICT	Martin	1,767	1	1767
2753	LONG PRAIRIE-GREY EAGLE SCHOOL DIST	Todd	1,242		No Lic. SW'er
2754	CEDAR MOUNTAIN SCHOOL DISTRICT	Rewood	420		No Lic. SW'er
2759	EAGLE VALLEY PUBLIC SCHOOL DISTRICT	Todd	324	1	324
2805	ZUMBROTA-MAZEPPA SCHOOL DISTRICT	Wabasha	1,129	1	1129
2835	JANESVILLE-WALDORF-PEMBERTON	Waseca	530		No Lic. SW'er
2853	LAC QUI PARLE VALLEY SCHOOL DIST.	Lac Qui Parle	973	2	487
2854	ADA-BORUP PUBLIC SCHOOL DISTRICT	Norman	534	1	534
2856	STEPHEN-ARGYLE CENTRAL SCHOOLS	Marshall	365		No Lic. SW'er
2859	GLENCOE-SILVER LAKE SCHOOL DISTRICT	McLeod	1,676		No Lic. SW'er
2860	BLUE EARTH AREA PUBLIC SCHOOL	Faribault	1,232	4	308
2884	RED ROCK CENTRAL SCHOOL DISTRICT	Cottonwood	475		No Lic. SW'er
2886	GLENVILLE-EMMONS SCHOOL DISTRICT	Freeborn	361	1	361
2887	MCLEOD WEST PUBLIC SCHOOL DISTRICT	McLeod	401		No Lic. SW'er
2888	CLINTON-GRACEVILLE-BEARDSLEY	Big Stone	403		No Lic. SW'er
2889	LAKE PARK AUDUBON SCHOOL DISTRICT	Becker	647	1	647

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District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
2890	RENVILLE COUNTY WEST SCHOOL DIST.	Renville	631	1	631
2895	JACKSON COUNTY CENTRAL SCHOOL DIST.	Jackson	1,154	2	577
2897	REDWOOD AREA SCHOOL DISTRICT	Redwood	1,277	2	639
2898	WESTBROOK-WALNUT GROVE SCHOOLS	Cottonwood	551		No Lic. SW'er
2899	PLAINVIEW-ELGIN-MILLVILLE	Wabasha	1,581	2	791
2902	RTR PUBLIC SCHOOLS	Carver	561		No Lic. SW'er
4000	CITY ACADEMY	Ramsey	117		No Lic. SW'er
4001	BLUFFVIEW MONTESSORI	Winona	202		No Lic. SW'er
4003	NEW HEIGHTS SCHOOL, INC.	Washington	117		No Lic. SW'er
4004	CEDAR RIVERSIDE COMMUNITY SCHOOL	Hennepin	106	1	106
4005	METRO DEAF SCHOOL	Ramsey	59	1	59
4006	SKILLS FOR TOMORROW CHARTER SCHOOL	Ramsey	81	2	41
4007	MINNESOTA NEW COUNTRY SCHOOL	Sibley	109		No Lic. SW'er
4008	PACT CHARTER SCHOOL	Anoka	560	1	560
4011	NEW VISIONS CHARTER SCHOOL	Hennepin	236	1	236
4012	EMILY CHARTER SCHOOL	Crow Wing	60		No Lic. SW'er
4015	COMMUNITY OF PEACE ACADEMY	Ramsey	596	2	298
4016	WORLD LEARNER CHARTER SCHOOL	Carver	152		No Lic. SW'er
4017	MINNESOTA TRANSITIONS CHARTER SCH	Carver	1,276		No Lic. SW'er
4018	ACHIEVE LANGUAGE ACADEMY	Ramsey	398		No Lic. SW'er
4020	DULUTH PUBLIC SCHOOLS ACADEMY	Saint Louis	797	3	266
4025	CYBER VILLAGE ACADEMY	Ramsey	124		No Lic. SW'er
4026	E.C.H.O. CHARTER SCHOOL	Yellow Medicine	173		No Lic. SW'er
4027	HIGHER GROUND ACADEMY	Ramsey	479		No Lic. SW'er
4028	ECT' NOMPA WOONSPE	Renville	32		No Lic. SW'er
4029	NEW SPIRIT SCHOOLS	Ramsey	352	1	352
4030	ODYSSEY CHARTER SCHOOL	Hennepin	190		No Lic. SW'er
4031	JENNINGS EXPERIENTIAL HIGH SCHOOL	Ramsey	67		No Lic. SW'er
4032	HARVEST PREP SCHOOL/SEED ACADEMY	Hennepin	319		No Lic. SW'er

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4035	CONCORDIA CREATIVE LEARNING ACADEMY	Ramsey	170		No Lic. SW'er
4036	FACE TO FACE ACADEMY	Ramsey	66		No Lic. SW'er
4038	SOJOURNER TRUTH ACADEMY	Hennepin	271		No Lic. SW'er
4039	HIGH SCHOOL FOR RECORDING ARTS	Ramsey	230	1	230
4042	TWIN CITIES ACADEMY	Ramsey	186		No Lic. SW'er
4043	MATH & SCIENCE ACADEMY	Washington	312		No Lic. SW'er
4044	HEART OF THE EARTH CHARTER	Hennepin	233	1	233
4045	LAKES AREA CHARTER SCHOOL	Douglas	67		No Lic. SW'er
4048	GREAT RIVER EDUCATION CENTER	Stearns	30		No Lic. SW'er
4049	NORTHWEST PASSAGE HIGH SCHOOL	Hennepin	144		No Lic. SW'er
4050	LAFAYETTE PUBLIC CHARTER SCHOOL	Nicollet	82		No Lic. SW'er
4052	FOUR DIRECTIONS CHARTER SCHOOLS	Hennepin	106	1	106
4053	NORTH LAKES ACADEMY	Washington	182		No Lic. SW'er
4054	LACRESCENT MONTESSORI ACADEMY	Houston	57		No Lic. SW'er
4055	NERSTRAND CHARTER SCHOOL	Riced	153		No Lic. SW'er
4056	ROCHESTER OFF-CAMPUS CHARTER HIGH	Olmsted	118		No Lic. SW'er
4057	EL COLEGIO CHARTER SCHOOL	Hennepin	90	1	90
4058	SCHOOLCRAFT LEARNING COMMUNITY CHTR	Beltrami	158		No Lic. SW'er
4059	CROSSLAKE COMMUNITY CHARTER SCHOOL	Crow Wing	113		No Lic. SW'er
4061	STUDIO ACADEMY CHARTER SCHOOL	Olmsted	129		No Lic. SW'er
4064	RIVERWAY LEARNING COMMUNITY CHTR	Winona	79		No Lic. SW'er
4066	RIVERBEND ACADEMY	Blue Earth	98	1	98
4067	AURORA CHARTER SCHOOL	Hennepin	233		No Lic. SW'er
4068	EXCELL ACADEMY CHARTER	Hennepin	287		No Lic. SW'er
4070	HOPE COMMUNITY ACADEMY	Ramsey	516	1	516
4072	YANKTON COUNTRY CHARTER SCHOOL	Lyon	32		No Lic. SW'er
4073	ACADEMIA CESAR CHAVEZ CHARTER SCH.	Ramsey	255		No Lic. SW'er

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4074	AGRICULTURAL FOOD SCIENCE ACADEMY	Ramsey	216		No Lic. SW'er
4075	AVALON SCHOOL	Ramsey	162		No Lic. SW'er
4077	TWIN CITIES INTERNATIONAL ELEM SCH.	Hennepin	522		No Lic. SW'er
4078	MN INTERNATIONAL MIDDLE CHARTER	Hennepin	291		No Lic. SW'er
4079	FRIENDSHIP ACDMY OF FINE ARTS CHTR.	Hennepin	101		No Lic. SW'er
4080	PILLAGER AREA CHARTER SCHOOL	Cass	42	1	42
4081	DISCOVERY PUBLIC SCHOOL FARIBAULT	Rice	47		No Lic. SW'er
4082	BLUESKY CHARTER SCHOOL	Ramsey	260	1	260
4083	RIDGEWAY COMMUNITY SCHOOL	Winona	80		No Lic. SW'er
4084	NORTH SHORE COMMUNITY SCHOOL	Saint Louis	260		No Lic. SW'er
4085	HARBOR CITY INTERNATIONAL CHARTER	Saint Louis	213		No Lic. SW'er
4086	WOODSON INSTITUTE FOR EXCELLENCE CH	Hennepin	251	1	251
4087	SAGE ACADEMY CHARTER SCHOOL	Hennepin	89		No Lic. SW'er
4088	URBAN ACADEMY CHARTER SCHOOL	Ramsey	210	1	210
4089	NEW CITY SCHOOL	Hennepin	123		No Lic. SW'er
4090	PRAIRIE CREEK COMMUNITY SCHOOL	Dakota	119		No Lic. SW'er
4091	ARTECH	Rice	125		No Lic. SW'er
4092	WATERSHED HIGH SCHOOL	Hennepin	110		No Lic. SW'er
4093	NEW CENTURY CHARTER SCHOOL	McLeod	153		No Lic. SW'er
4095	TRIO WOLF CREEK DISTANCE LEARNING	Chisago	101		No Lic. SW'er
4097	PARTNERSHIP ACADEMY, INC.	Hennepin	196	1	196
4098	NOVA CLASSICAL ACADEMY	Ramsey	308		No Lic. SW'er
4099	TAREK IBN ZIYAD ACADEMY	Dakota	301		No Lic. SW'er
4100	GREAT EXPECTATIONS	Cook	39		No Lic. SW'er
4101	MINNESOTA NORTH STAR ACADEMY	Ramsey	26		No Lic. SW'er
4102	MINNESOTA INTERNSHIP CENTER	Hennepin	451		No Lic. SW'er
4103	HMONG ACADEMY	Hennepin	380		No Lic. SW'er
4104	LIBERTY HIGH SCHOOL	Anoka	175		No Lic. SW'er
4105	GREAT RIVER SCHOOL	Stearns	173		No Lic. SW'er
4106	TREKNORTH HIGH SCHOOL	Beltrami	160		No Lic. SW'er

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4107	VOYAGEURS EXPEDITIONARY	Beltrami	71		No Lic. SW'er
4108	GENERAL JOHN VESSEY JR LEADERSHIP	Dakota	101		No Lic. SW'er
4109	SOBRIETY HIGH	Hennepin	152		No Lic. SW'er
4110	MAIN STREET SCHOOL PERFORMING ARTS	Hennepin	210		No Lic. SW'er
4111	AUGSBURG ACADEMY FOR HEALTH CAREERS	Ramsey	70		No Lic. SW'er
4112	ST PAUL CONSERVATORY PERFORMING ART	Ramsey	298		No Lic. SW'er
4113	FRASER ACADEMY	Hennepin	75		No Lic. SW'er
4114	ASCENSION ACADEMY CHARTER SCHOOL	Renville	95		No Lic. SW'er
4115	MINNEAPOLIS ACADEMY CHARTER SCHOOL	Hennepin	106		No Lic. SW'er
4116	LAKES INTERNATIONAL LANGUAGE ADMY	Washington	369		No Lic. SW'er
4118	KALEIDOSCOPE CHARTER SCHOOL	Sherburne	236		No Lic. SW'er
4119	RIVER HEIGHTS CHARTER SCHOOL	Dakota	59		No Lic. SW'er
4120	ST. CROIX PREPARATORY ACADEMY	Washington	341		No Lic. SW'er
4121	UBAH MEDICAL ACADEMY CHARTER SCHOOL	Hennepin	217		No Lic. SW'er
4122	EAGLE RIDGE ACADEMY CHARTER SCHOOL	Hennepin	203		No Lic. SW'er
4123	DAKOTA AREA COMMUNITY CHARTER SCH	Dakota	52		No Lic. SW'er
4124	BEACON ACADEMY	Hennepin	252		No Lic. SW'er
4125	WORTHINGTON AREA LANGUAGE ACADEMY	Olmsted	103		No Lic. SW'er
4126	PRAIRIE SEEDS ACADEMY	Hennepin	260		No Lic. SW'er
4127	TEAM ACADEMY	Waseca	119		No Lic. SW'er
4131	LIGHTHOUSE ACADEMY OF NATIONS	Hennepin	119		No Lic. SW'er
4132	TWIN CITIES ACADEMY HIGH SCHOOL	Ramsey	65		No Lic. SW'er
4133	BEACON PREPARATORY SCHOOL	Hennepin	34		No Lic. SW'er
4135	ADAM ABDULLE ACADEMY	Olmsted	95		No Lic. SW'er
4136	SOUL ACADEMY CHARTER SCHOOL	Hennepin	66		No Lic. SW'er
4137	SWAN RIVER MONTESSORI CHARTER SCH	Wright	108		No Lic. SW'er

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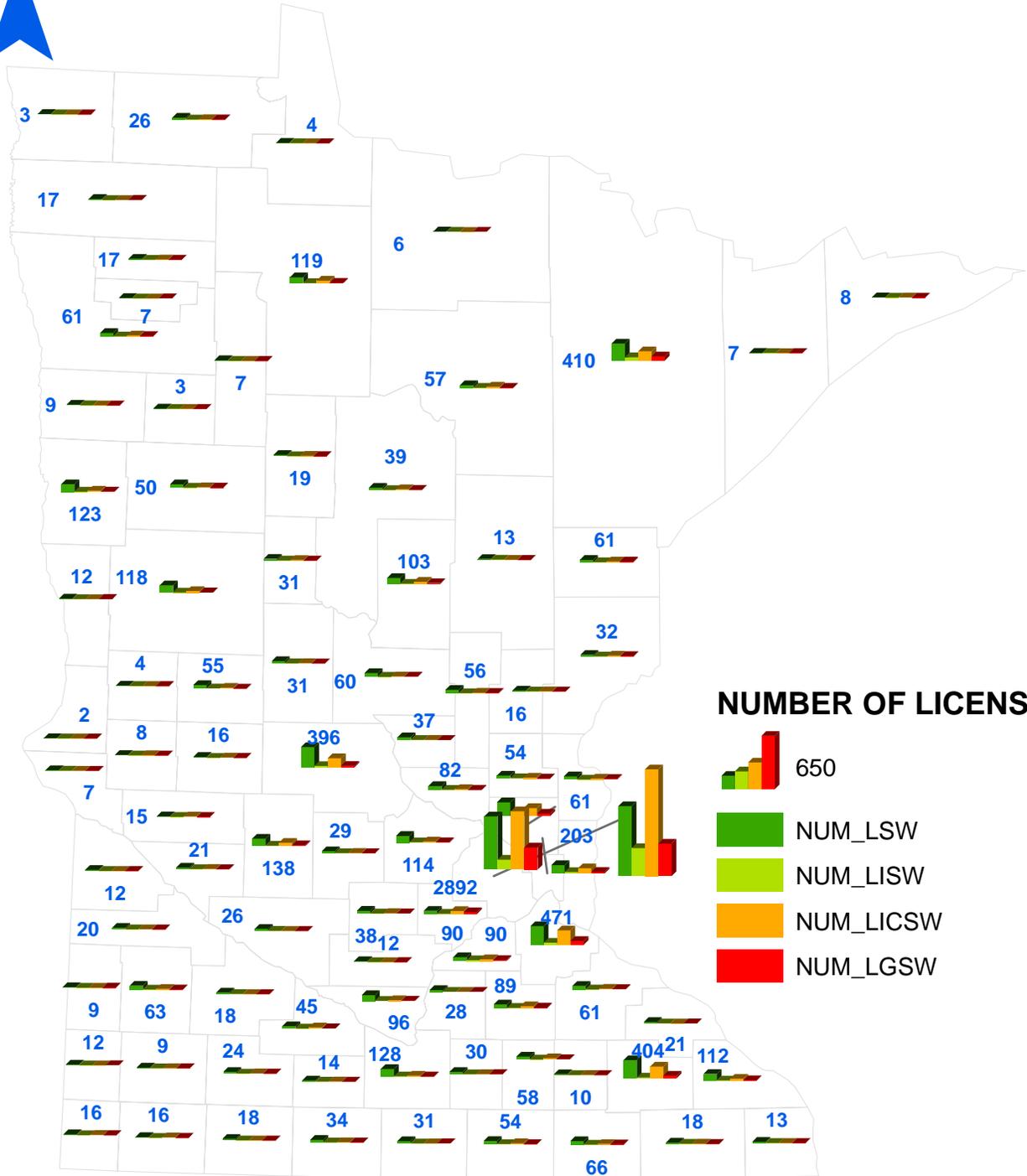
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4138	MILROY AREA CHARTER SCHOOL	Redwood	45		No Lic. SW'er
4139	LOVEWORKS ACADEMY FOR ARTS	Hennepin	279		No Lic. SW'er
4140	YINGHUA ACADEMY	Hennepin	79		No Lic. SW'er
4141	PAIDEIA ACADEMY CHARTER SCHOOL	Dakota	292		No Lic. SW'er
4142	STRIDE ACADEMY CHARTER SCHOOL	Stearns	233		No Lic. SW'er
4143	NEW MILLENNIUM ACADEMY CHARTER SCH	Hennepin	301		No Lic. SW'er
4144	GREEN ISLE COMMUNITY SCHOOL	Sibley	68		No Lic. SW'er
4145	BIRCH GROVE COMMUNITY SCHOOL	Hennepin	47		No Lic. SW'er
4146	NORTHERN LIGHTS COMMUNITY SCHOOL	Itasca	109		No Lic. SW'er
4148	ACADEMY OF BIOSCIENCES	Hennepin	160		No Lic. SW'er
4149	CYGNUS ACADEMY	Anoka	78		No Lic. SW'er
4150	MINNESOTA ONLINE HIGH SCHOOL	Hennepin	114		No Lic. SW'er
4151	EDVISIONS OFF CAMPUS SCHOOL	Le Sueur	60		No Lic. SW'er
4152	TWIN CITIES GERMAN IMMERSION CHRTR	Sibley	81		No Lic. SW'er
4153	DUGSI ACADEMY	Ramsey	177		No Lic. SW'er
4154	RECOVERY SCHOOL OF SOUTHERN MN	Steele	18		No Lic. SW'er
4155	NAYTAHWAUSH COMMUNITY SCHOOL	Mahnomen	94		No Lic. SW'er
4157	NEW SALEM ACADEMY	Norman	74		No Lic. SW'er
4158	DAKOTA ACADEMY	Dakota	99		No Lic. SW'er
4159	SEVEN HILLS CLASSICAL ACADEMY	Ramsey	245		No Lic. SW'er
4160	SPECTRUM HIGH SCHOOL	Hennepin	66		No Lic. SW'er
4161	NEW DISCOVERIES MONTESSORI ACADEMY	McLeod	79		No Lic. SW'er
4162	SOUTHSIDE FAMILY CHARTER SCHOOL	Hennepin	90		No Lic. SW'er
4163	LEARNING FOR LEADERSHIP CHARTER	Ramsey	158		No Lic. SW'er
6004	FRESHWATER ED. DISTRICT	Crow Wing	151		No Lic. SW'er
6012	ZUMBRO EDUCATION DISTRICT	Olmsted	67		No Lic. SW'er
6013	HIAWATHA VALLEY ED. DISTRICT	Olmsted	111		No Lic. SW'er
6014	RUNESTONE AREA ED. DISTRICT	Douglas	126	2	63
6018	MN RIVER VALLEY EDUCATION DISTRICT	Chippewa	100		No Lic. SW'er

MN Board of Social Work
2007 Legislative Mandate
December 15, 2008

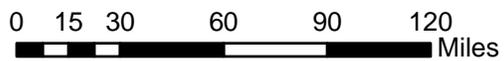
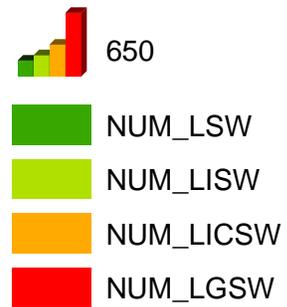
Appendix 2

District Number	District Name	County Name	Total Number of Students	Total Number of SW'ers	Ratio of Student to SW'ers
6026	WEST CENTRAL EDUCATION DISTRICT	Stearns	32	1	32
6027	MN VALLEY EDUCATION DISTRICT	Nicollet	57	1	57
6042	ROOT RIVER EDUCATION DISTRICT	Fillmore	8		No Lic. SW'er
6049	RIVER BEND EDUCATION DISTRICT	Brown	105		No Lic. SW'er
6051	GOODHUE COUNTY EDUCATION DIST.	Goodhue	60	2	30
6065	METROPOLITAN LEARNING ALLIANCE	Hennepin	66		No Lic. SW'er
6067	EAST METRO INTEGRATION DISTRICT	Ramsey	932	3	311
6069	WEST METRO EDUCATION PROGRAM	Hennepin	992	2	496
6072	VALLEY CROSSING COMMUNITY SCHOOL	Washington	754	1	754
6074	CENTRAL MINNESOTA JT. POWERS DIST.	Stearns	64		No Lic. SW'er
6076	NORTHLAND LEARNING CENTER	Saint Louis	117		No Lic. SW'er
6383	BENTON-STEARNES ED. DISTRICT	Stearns	29	1	29
6979	MID STATE EDUCATION DISTRICT	Morrison	31	2	16

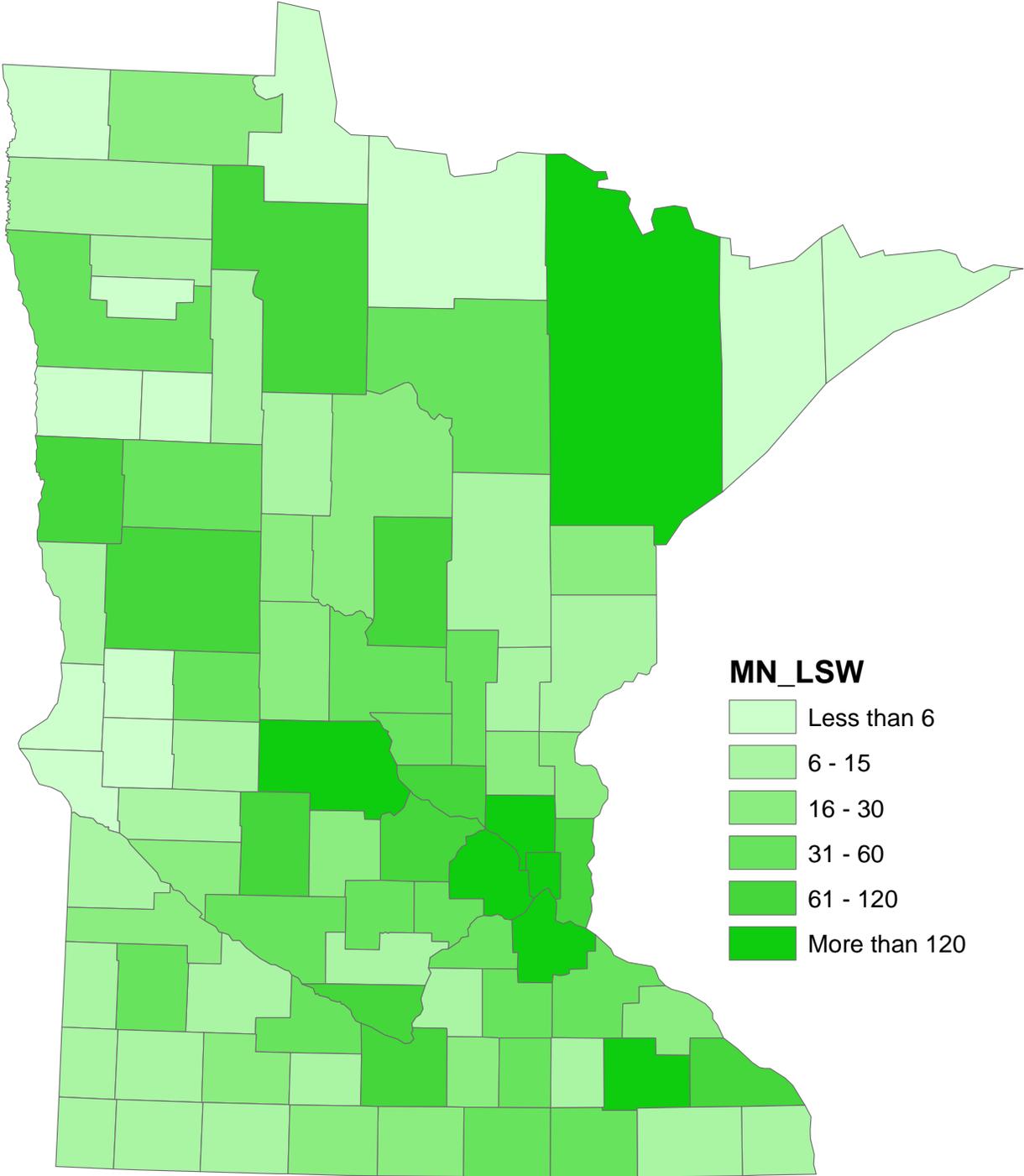
MN-TOTAL NUMBER OF LICENSES



NUMBER OF LICENSE



Number of LSWs by County



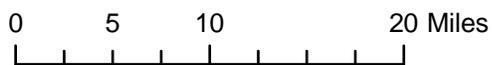
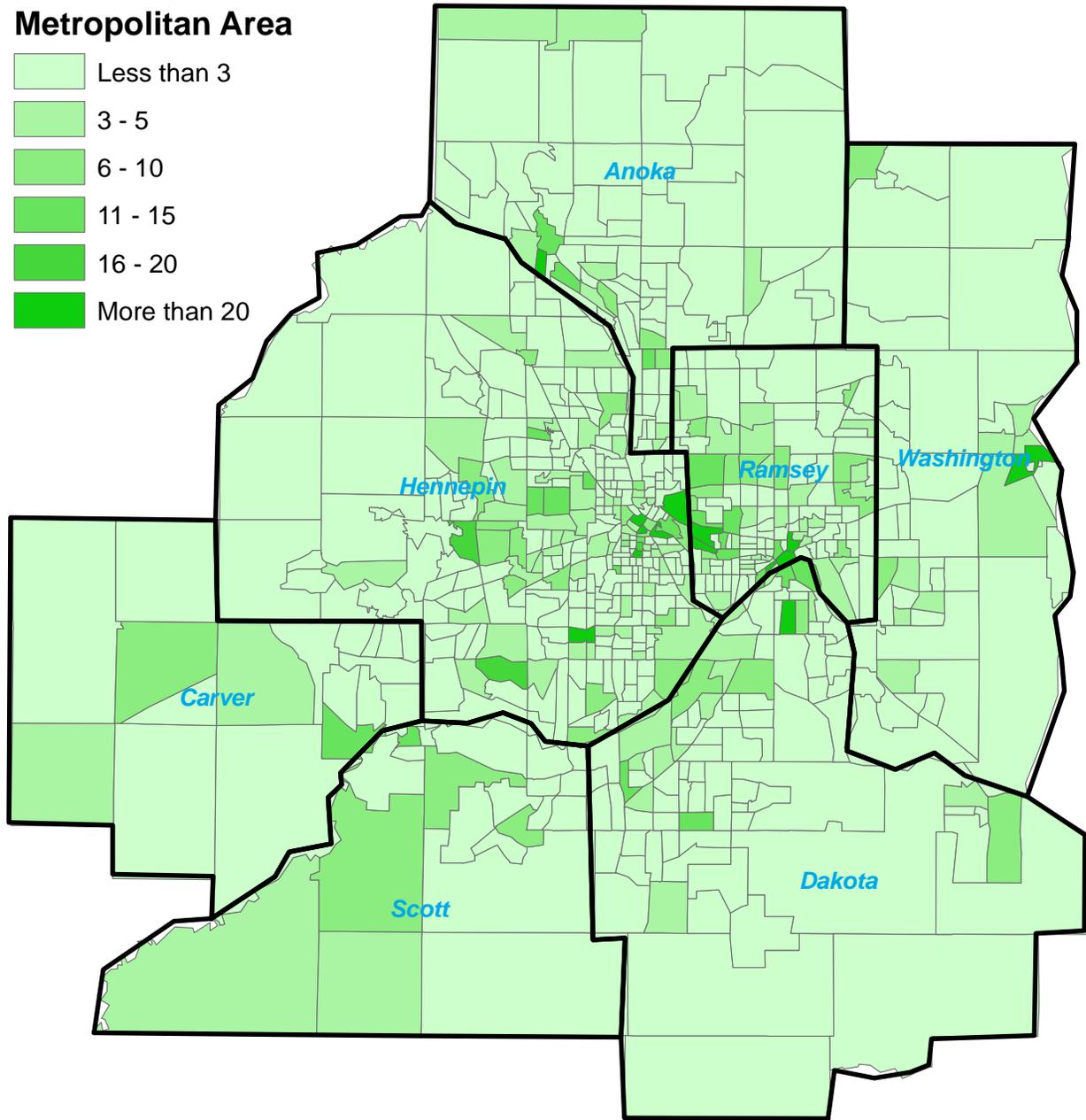
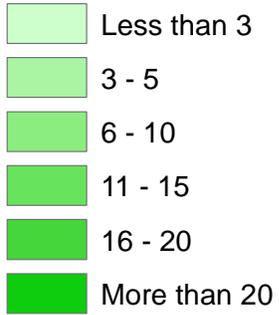
MN_LSW

- Less than 6
- 6 - 15
- 16 - 30
- 31 - 60
- 61 - 120
- More than 120

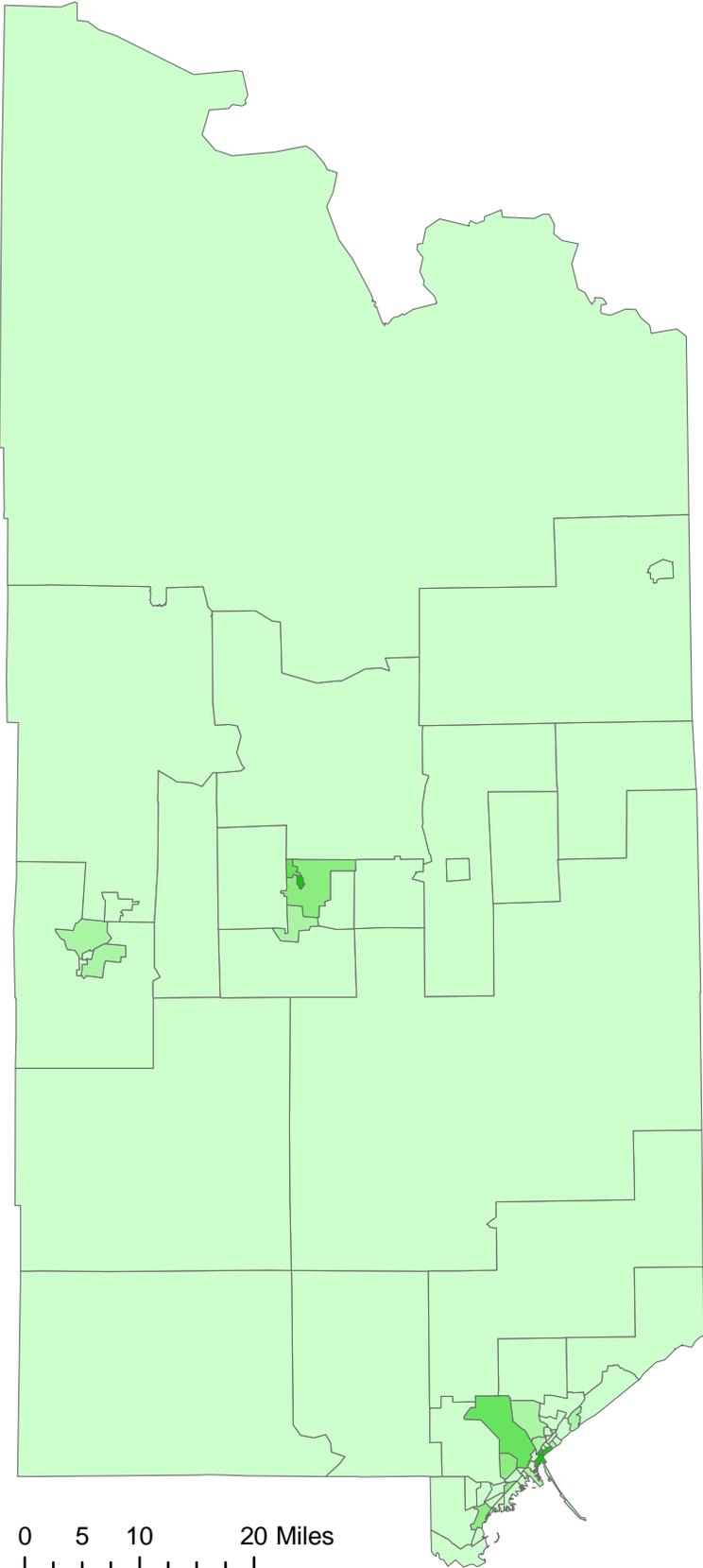
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Number of LSWs by County: Metro area

Metropolitan Area

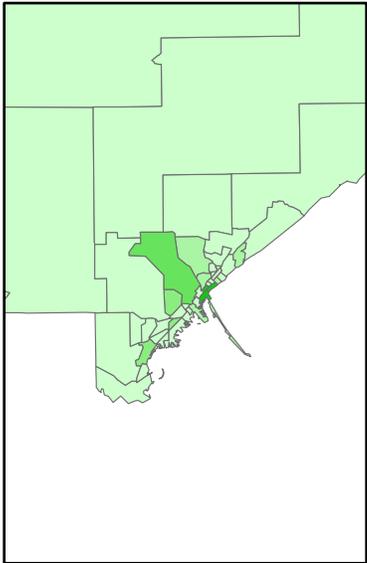


Number of LSWs in St. Louis County



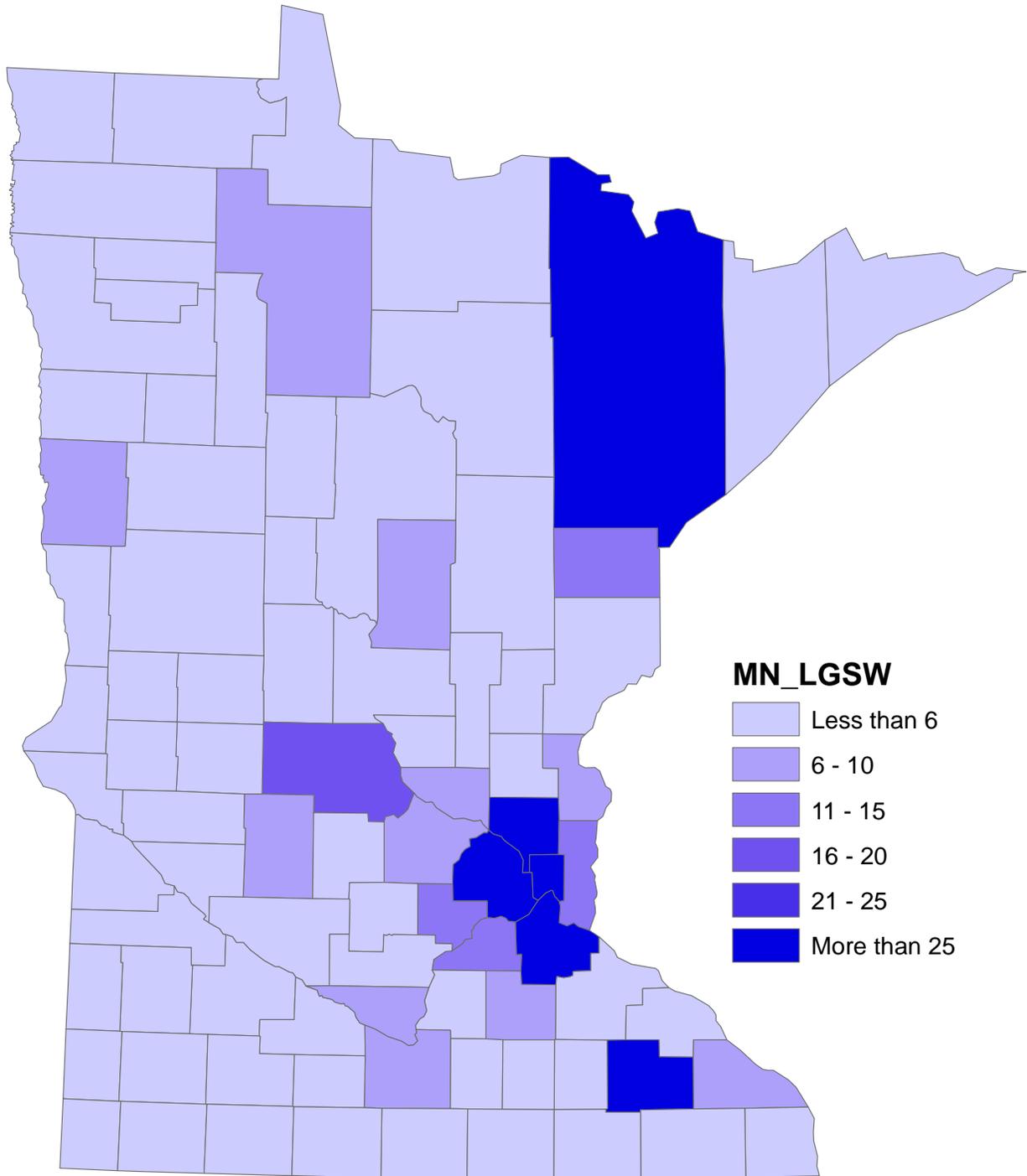
St. Louis County

- Less than 3
- 3 - 4
- 5 - 6
- 7 - 8
- 9 - 10
- More than 10



0 5 10 20 Miles

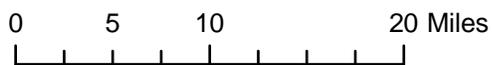
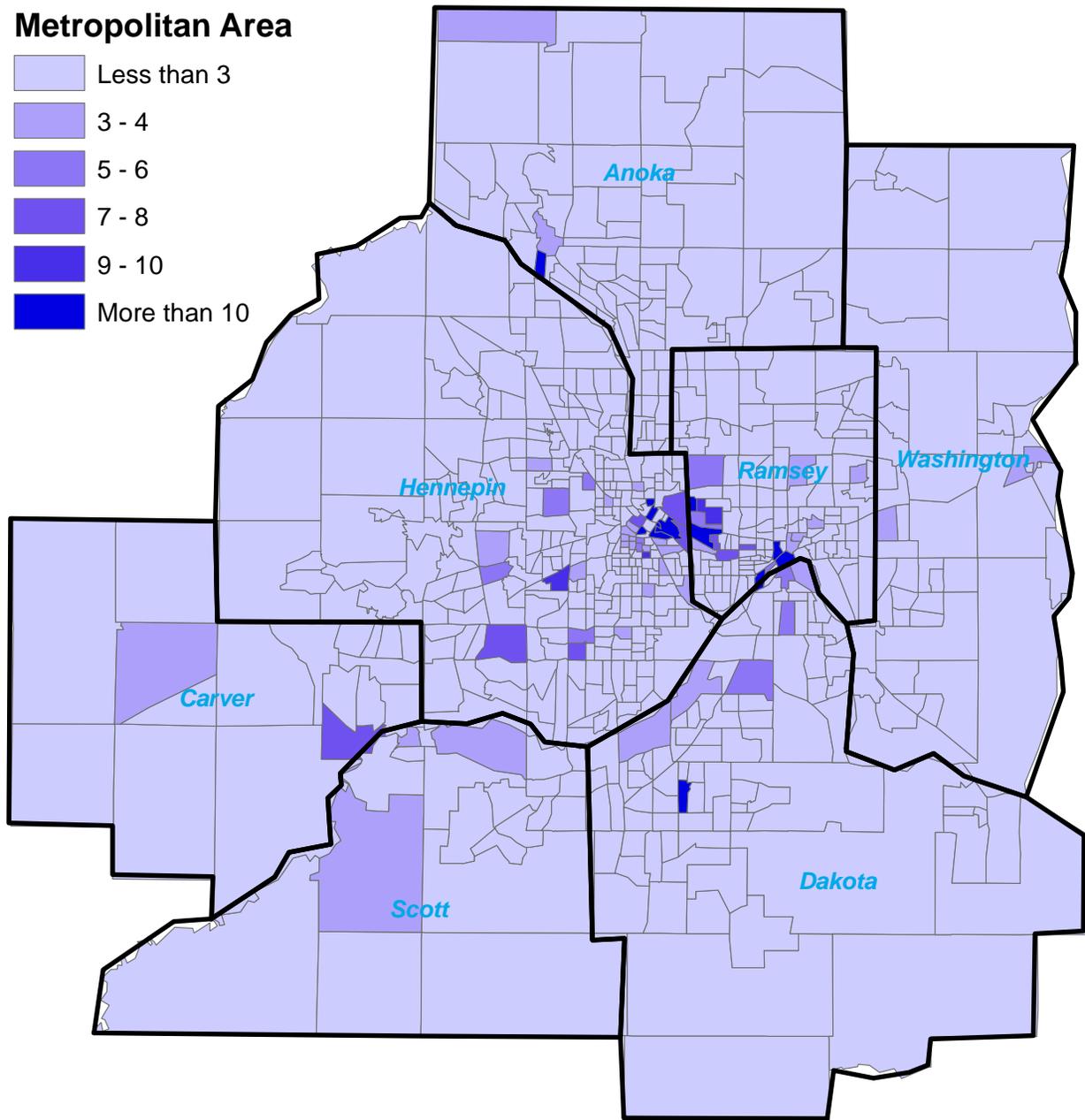
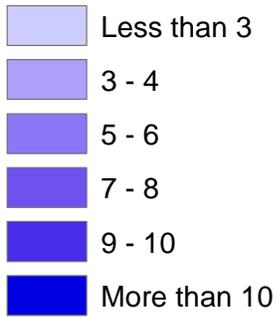
Number of LGSWs by County



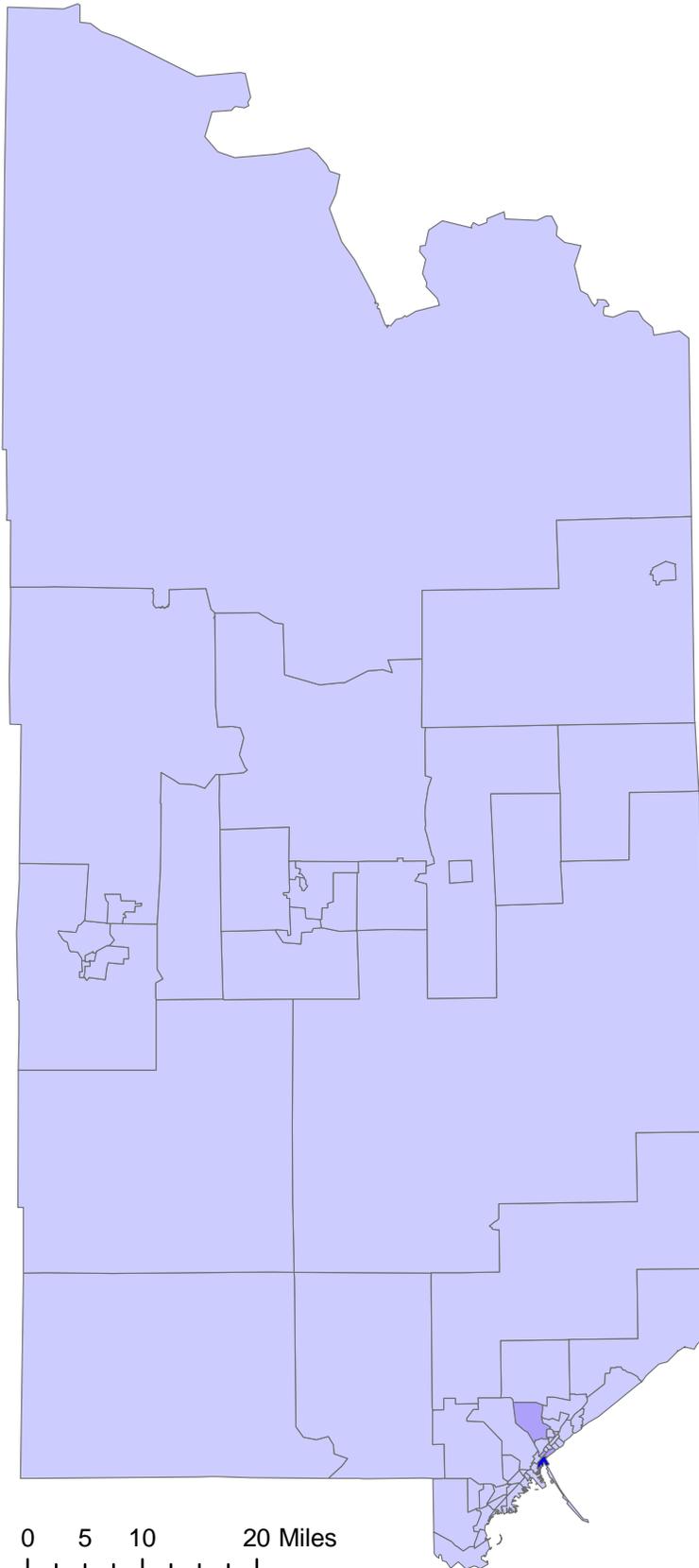
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Number of LGSWs by County: Metro area

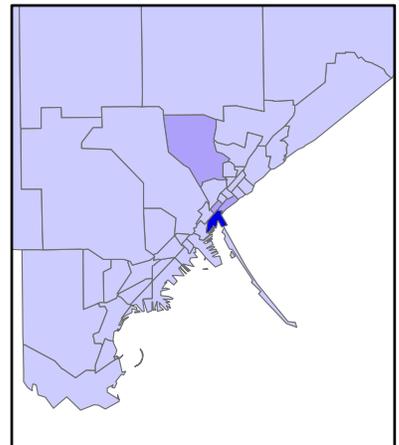
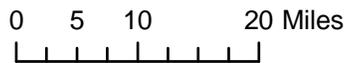
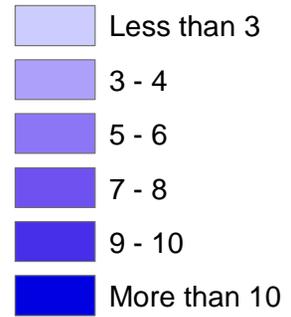
Metropolitan Area



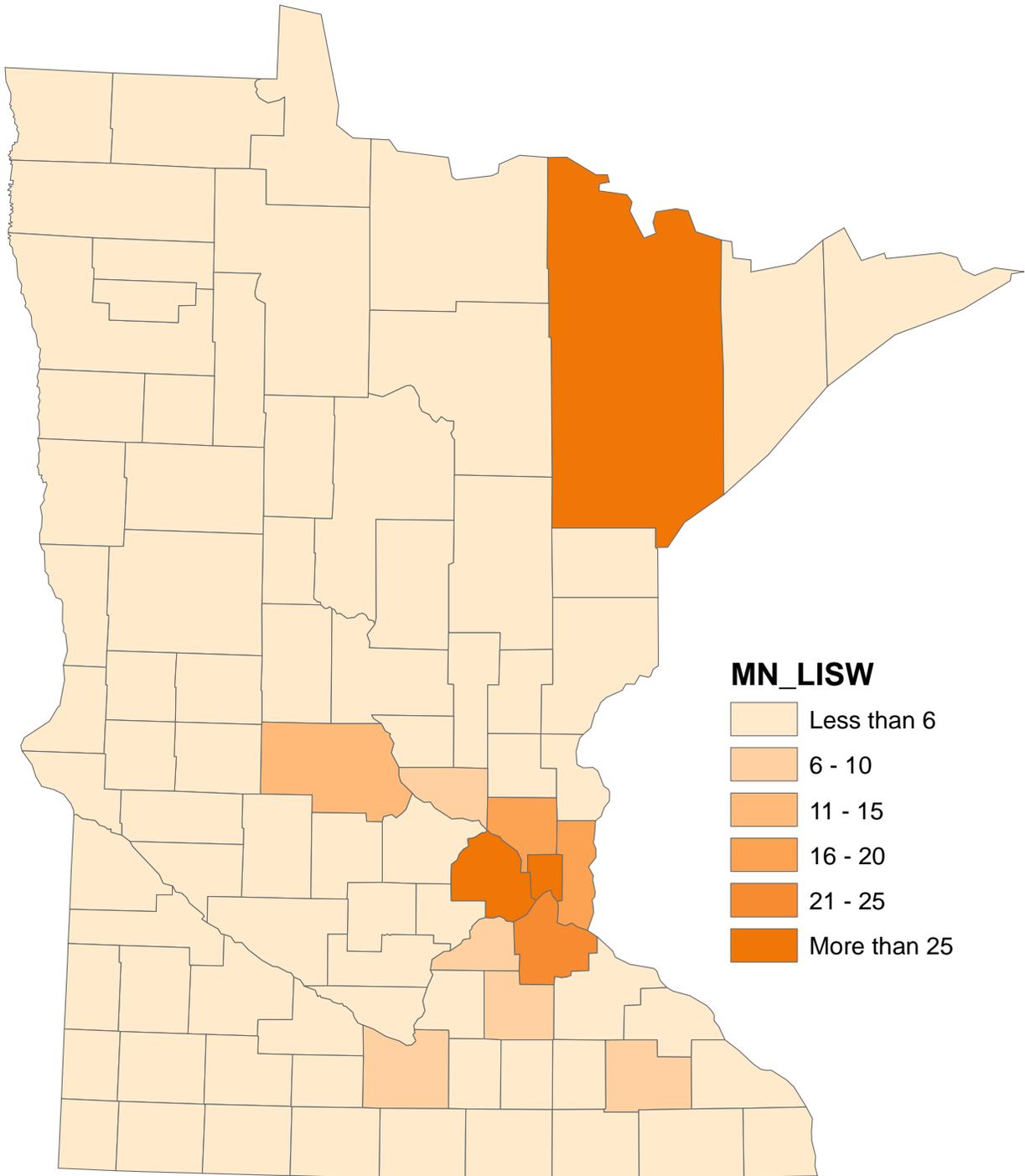
Number of LGSWs in St. Louis County



St. Louis County



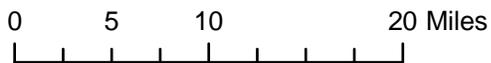
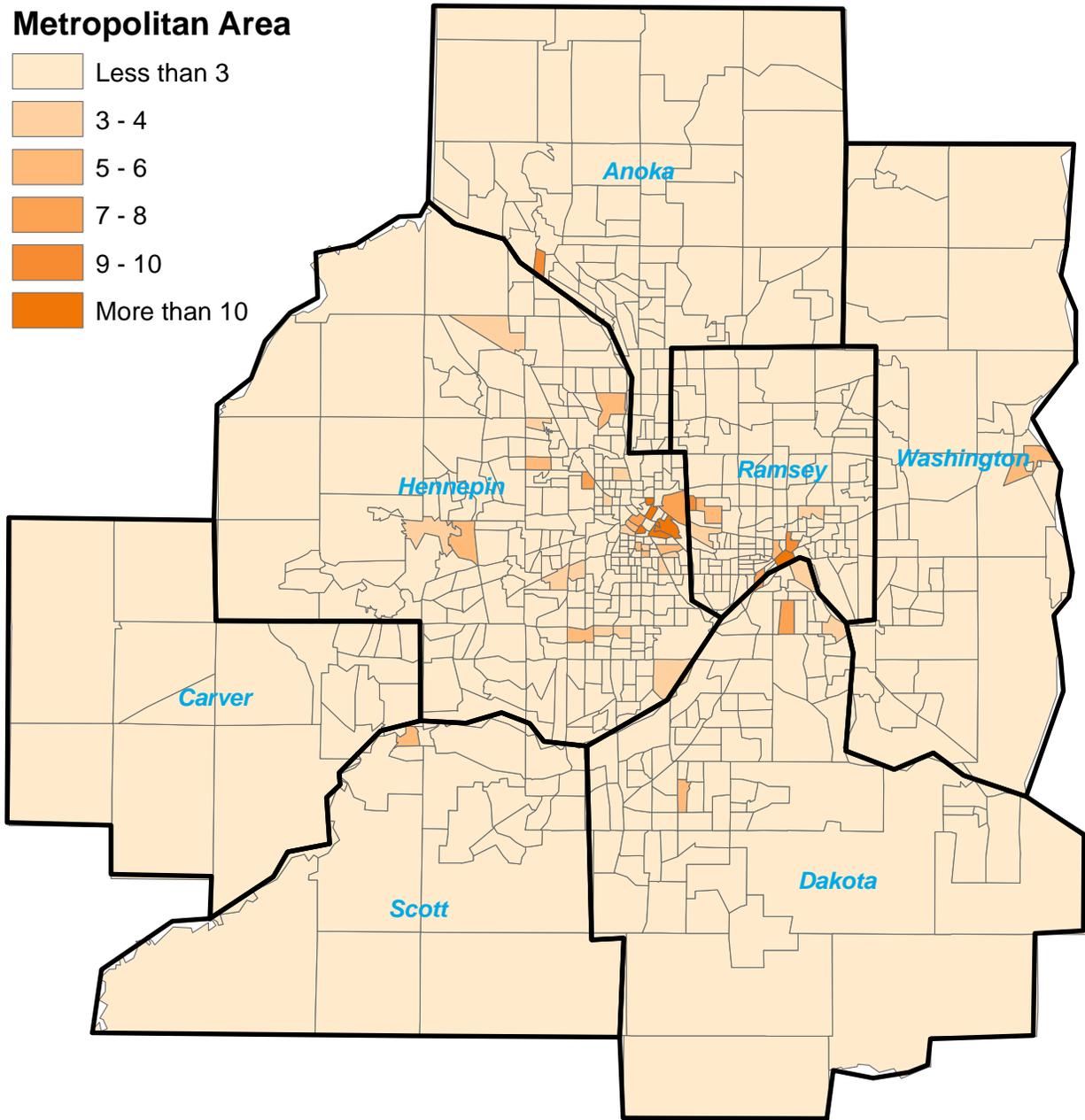
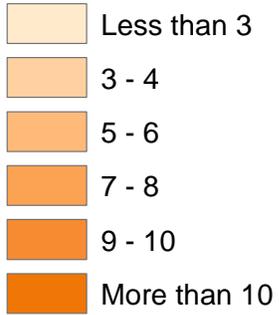
Number of LISWs by County



0 30 60 120 Miles

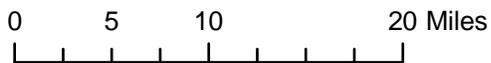
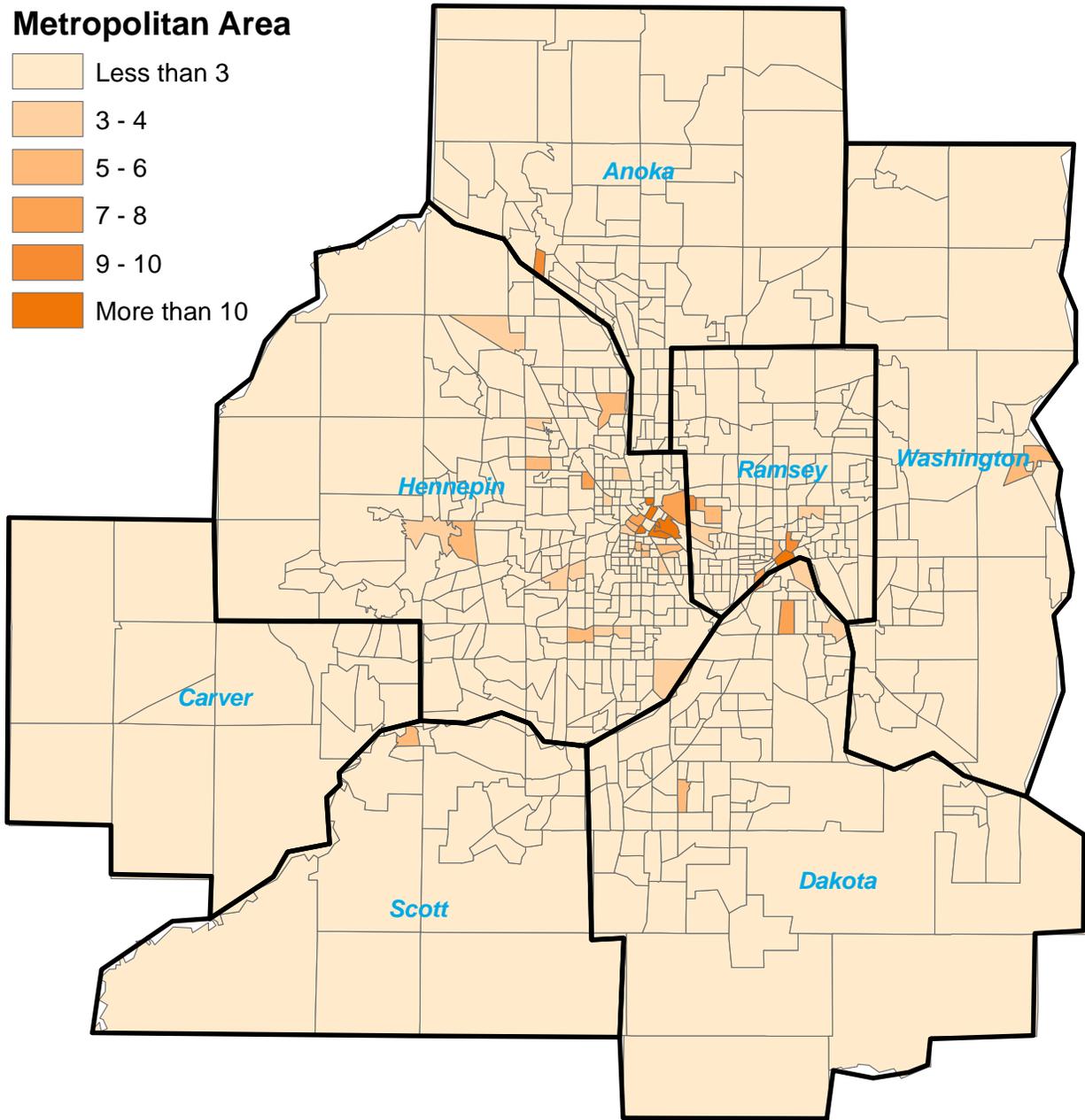
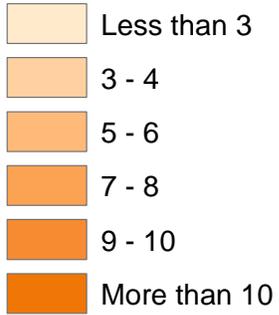
Number of LISWs by County: Metro area

Metropolitan Area

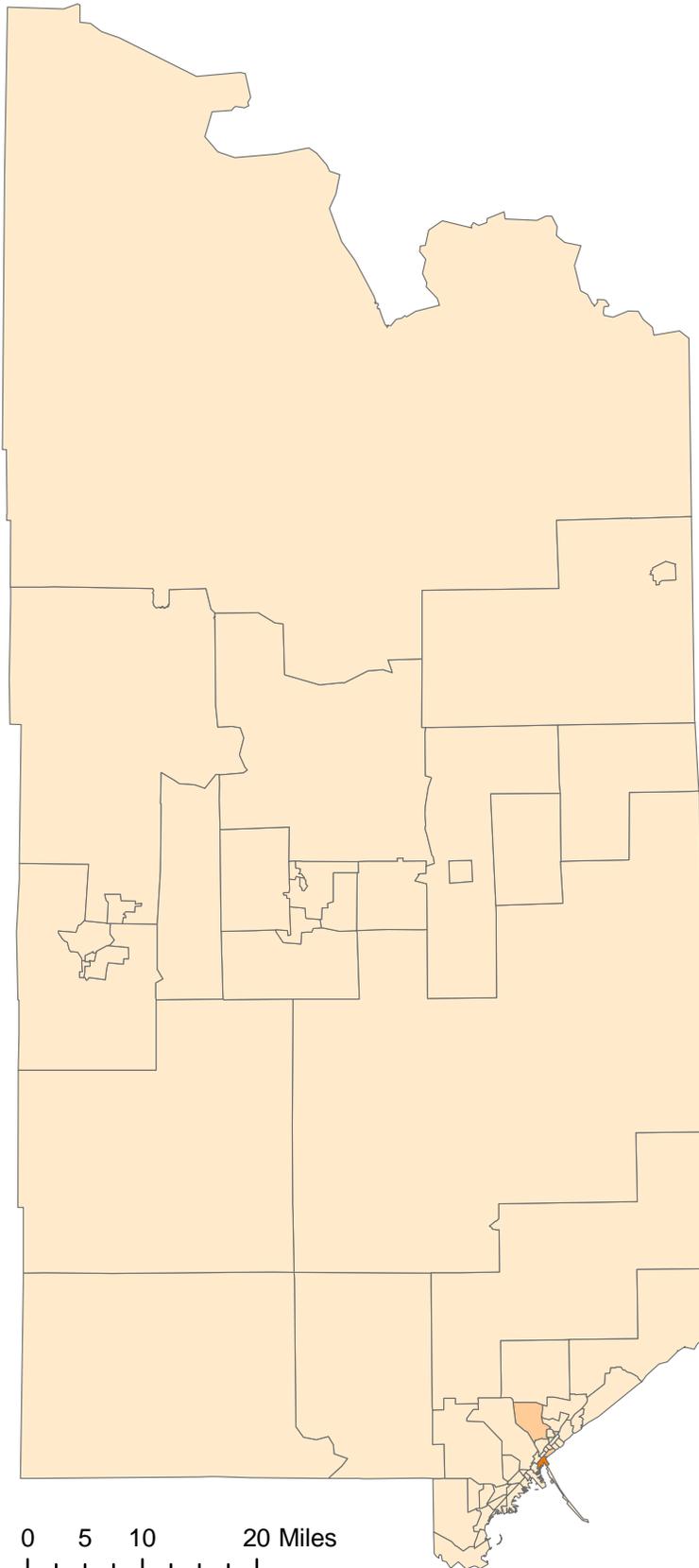


Number of LISWs by County: Metro area

Metropolitan Area



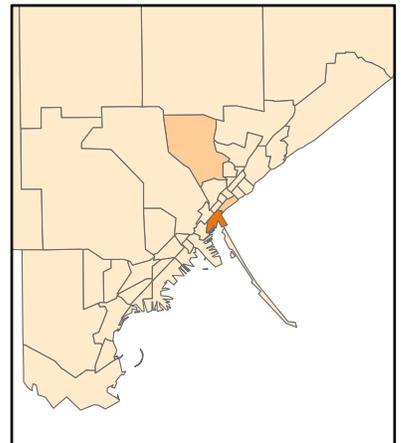
Number of LISWs in St. Louis County



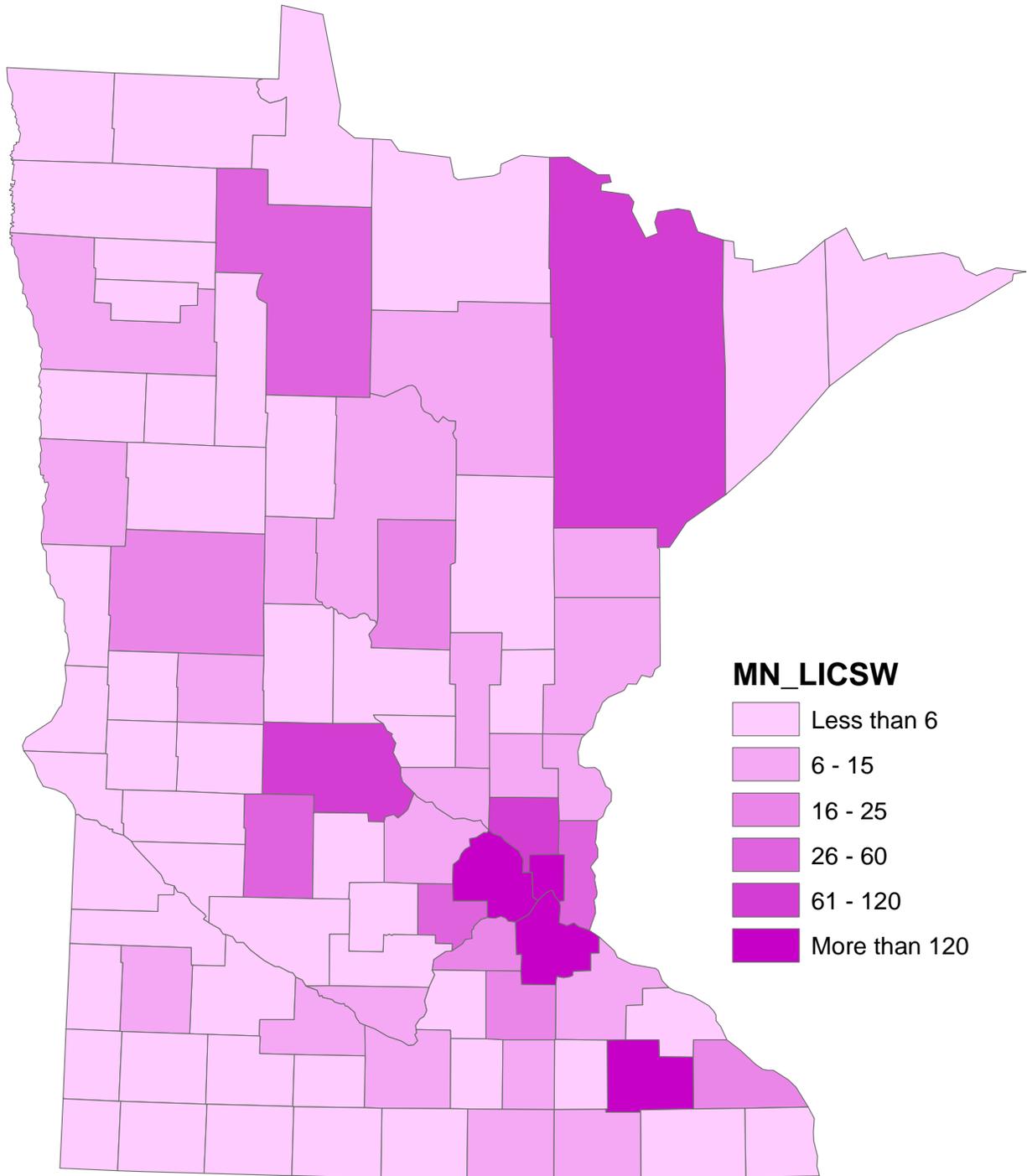
St. Louis County

- Less than 3
- 3 - 4
- 5 - 6
- 7 - 8
- More than 8

0 5 10 20 Miles



Number of LICSWs by County



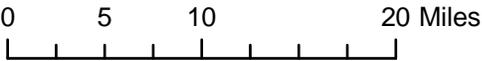
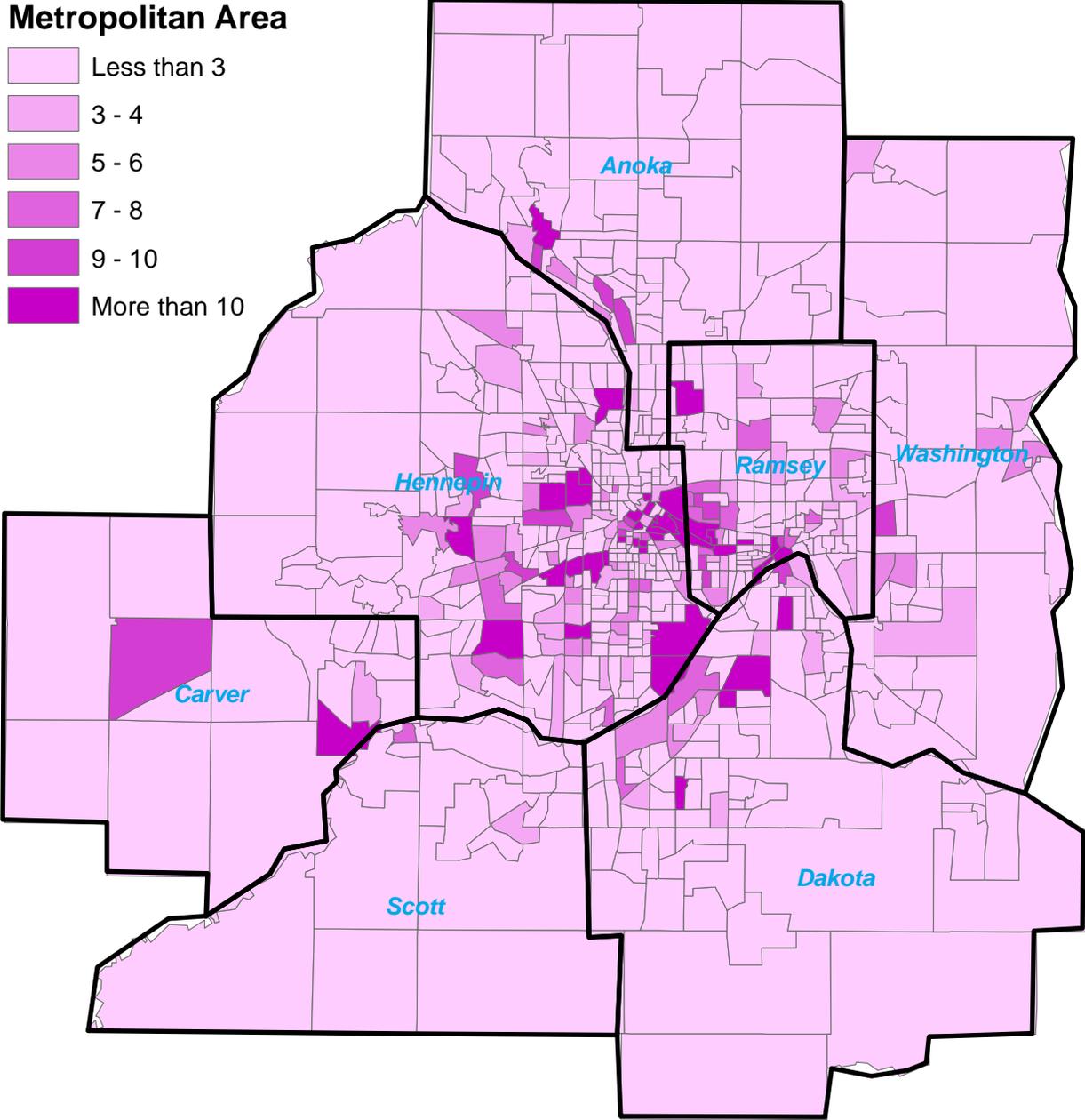
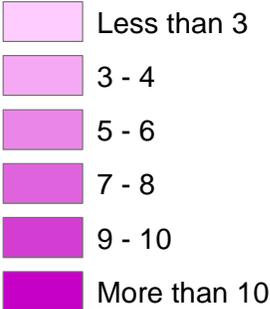
MN_LICSW

- Less than 6
- 6 - 15
- 16 - 25
- 26 - 60
- 61 - 120
- More than 120

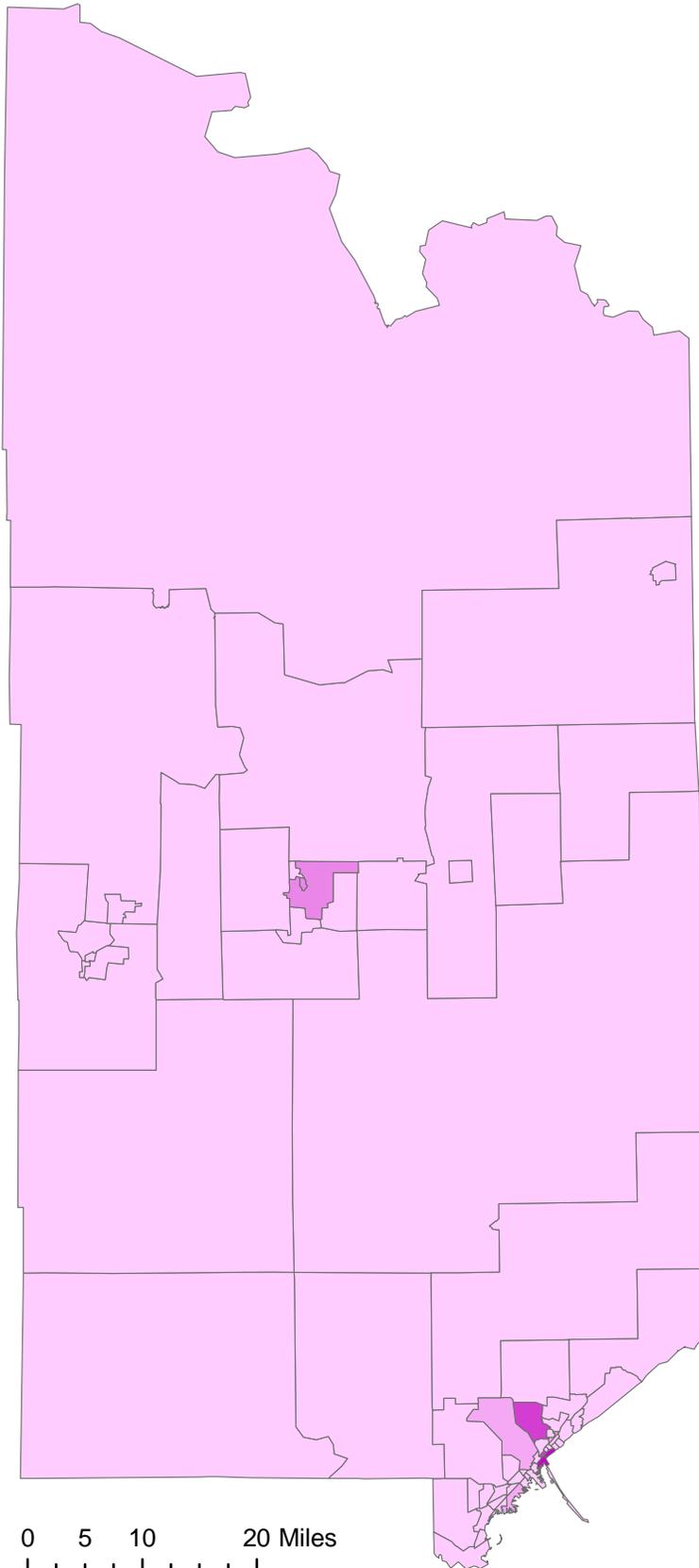
0 30 60 120 Miles

Number of LICSWs by County: Metro area

Metropolitan Area



Number of LICSWs in St. Louis County



St. Louis County

