

Shortage Areas: Race or Ethnicity

Updated: June 2025 with data from 2024-2025 academic year, for applications received July 1, 2025 through June 30, 2026

Purpose

A teacher can only renew a Tier 1 license three times. To renew a Tier 1 license more than three times, a teacher must qualify for good cause or under a specific exemption. One of those exemptions is when the teacher identifies as a race or ethnicity where the percentage of teachers of that race or ethnicity in the economic development region where they teach is less than the percent of students of the same race or ethnicity in that economic development region.

Below identifies which race or ethnicity categories fit that definition by economic development region.

Special Education Licensure Fields

During the 2024 legislation session a change for Special Education Tier 1 licenses was made with the purpose of meeting Federal Government requirements for Special Education licenses. [Laws of Minnesota, Chapter 109, Article 3, Section 5](#) states that Minnesota Statute 122A.181 has been amended to “a teacher with a Tier 1 license in a special education field may assume the functions as a teacher for a period of time not to exceed three years.”

Elementary Education

Elementary Education is eligible for three or more renewals due to good cause ONLY for language immersion programs. Districts may be required to provide additional documentation.

Economic Development Region 1: Northwest

Kittson County, Marshall County, Norman County, Pennington County, Polk County, Red Lake County, and Roseau County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	Yes
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	Yes
Two or More Races	Yes
White	No

Economic Development Region 2: Headwaters

Beltrami County, Clearwater County, Hubbard County, Lake of the Woods County, and Mahnommen County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	No
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	No
Two or More Races	Yes
White	No

Economic Development Region 3: Arrowhead

Aitkin County, Carlton County, Cook County, Itasca County, Koochiching County, Lake County, St. Louis County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	Yes
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	Yes
Two or More Races	Yes
White	No

Economic Development Region 4: West Central

Becker County, Clay County, Douglas County, Grant County, Otter Tail County, Pope County, Stevens County, Traverse County, Wilkin County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	No
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	No
Two or More Races	Yes
White	No

Economic Development Region 5: North Central

Cass County, Crow Wing County, Morrison County, Todd County, Wadena County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	Yes
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	Yes
Two or More Races	Yes
White	No

Economic Development Region 6E: Southwest Central

Kandiyohi County, McLeod County, Meeker County, Renville County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	Yes
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	No
Two or More Races	Yes
White	No

Economic Development Region 6W: Upper Minnesota Valley

Big Stone County, Chippewa County, Lac qui Parle County, Swift County, Yellow Medicine County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	Yes
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	Yes
Two or More Races	Yes
White	No

Economic Development Region 7E: East Central

Chisago County, Isanti County, Kanabec County, Mille Lacs County, Pine County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	Yes
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	Yes
Two or More Races	Yes
White	No

Economic Development Region 7W: Central

Benton County, Sherburne County, Stearns County, and Wright County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	Yes
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	Yes
Two or More Races	Yes
White	No

Economic Development Region 8: Southwest

Cottonwood County, Jackson County, Lincoln County, Lyon County, Murray County, Nobles County, Pipestone County, Redwood County, and Rock County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	Yes
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	Yes
Two or More Races	Yes
White	No

Economic Development Region 9: South Central

Blue Earth County, Brown County, Faribault County, Le Sueur County, Martin County, Nicollet County, Sibley County, Waseca County, and Watonwan County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	Yes
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	Yes
Two or More Races	Yes
White	No

Economic Development Region 10: Southeast

Dodge County, Fillmore County, Freeborn County, Goodhue County, Houston County, Mower County, Olmsted County, Rice County, Steele County, Wabasha County, and Winona County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	Yes
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	Yes
Two or More Races	Yes
White	No

Economic Development Region 11: 7-County Twin Cites

Anoka County, Carver County, Dakota County, Hennepin County, Ramsey County, Scott County, and Washington County

Race/ Ethnicity Categories	Qualifies as a Shortage
Asian	Yes
Black or African American	Yes
Hispanic/ Latinx	Yes
American Indian or Alaska Native	Yes
Native Hawaiian or Pacific Islander	Yes
Two or More Races	Yes
White	No