

**TESTIMONY ON SB 2033
SENATE EDUCATION COMMITTEE
January 17, 2023**

**By: Joe Kolosky, Director
Office of School Approval & Opportunity
701-328-2755**

North Dakota Department of Public Instruction

Chairman Elkin and Members of the Committee:

For the record, my name is Joe Kolosky, and I am the director of the Office of School Approval & Opportunity for the North Dakota Department of Public Instruction (NDDPI). I want to provide some background information regarding teacher critical needs and shortages. Yearly, per federal reporting requirements, the NDDPI designates teacher critical needs and shortages based on several identifying factors. First, district self-reporting personnel reports (MIS03); inquiries from administrators; and communication with partner agencies and associations.

The NDDPI collects data on every position, content level, and grade level in the state. With this data, we create reports that help formulate our decision critical need and shortages decision (see *TSA_2022-2023.v2* and *Regional_Shortages*). Once we receive and review all data we create our designations and report to the Department of Education (see ND Teacher Critical Need Shortage Areas 2022-2023). Please note that the Educational Standards and Practices Board (ESPB) designates all teaching positions a critical need.

Dr. Ellie Shockley has also submitted testimony regarding this subject; she does most of the heavy lifting when creating the reports we use to create our critical needs and shortage areas. Her insights will clarify some nuances regarding rural retention rates.

I would like to bring up one area in the bill that may cause confusion and may warrant a conversation. In Section 1, subsection 6., subdivisions a. through c., the bill explains that teachers can only receive loan forgiveness if they accept a position in a critical need area. The committee might want to have a discussion to expand this to “critical need or shortage area.”

Lastly, the NDDPI would recommend one amendment to the bill based on our last experience with this program. When the language of the bill cites “school district,” we would like to add “or special education unit.” For example, “If the individual accepts one of up to five positions of critical need identified by the superintendent of public instruction in a nonrural school district or special education unit...” The reason for this is that many special education units hire special education teachers for school districts. Many special education teachers could not participate in this program because of how the bill was worded previously.

Chairman Elkin and members of the committee, this concludes my prepared remarks, and I will stand for any questions.

North Dakota Teacher Shortage Areas 2021-2022

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Color-Coded Scheme:
Shortage ≥ 10 FTEs
Shortage ≥ 20 FTEs
Shortage ≥ 5% w/in category

Main data table with columns: Position / Responsibility, FTEs by Status, Shortages, Total FTEs, Shortage Percentage Over Time, and Grades Served.

Summary table with columns: Regular, Irregular, Unfilled, (Irregular + Unfilled), Total FTEs, Shortage Percentage Over Time, and Grades Served.

Summary table with columns: PK, K, Gr. 1-4, Gr. 5-6, Gr. 7-8, Gr. 9-12, Overall Trend.

North Dakota Regional Teacher Shortages 2022-2023

County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %
Adams	4.0	30.9	12.9%
PK-8th Grade Teachers	0.7	15.6	4.5%
9th-12th Grade Teachers	2.3	8.9	25.8%
Special Education Licensed Staff	0	1.0	0.0%
Licensed Non-Instructional Staff	1.0	5.4	18.6%
Barnes	6.5	171.6	3.8%
PK-8th Grade Teachers	1.4	78.1	1.8%
9th-12th Grade Teachers	1.1	38.0	2.9%
Special Education Licensed Staff	3.0	28.3	10.6%
Licensed Non-Instructional Staff	1.0	27.3	3.7%
Benson	18.3	176.9	10.3%
PK-8th Grade Teachers	5.2	87.7	5.9%
9th-12th Grade Teachers	7.1	44.1	16.1%
Special Education Licensed Staff	1.0	16.4	6.1%
Licensed Non-Instructional Staff	5.0	28.7	17.4%
Billings	0	15.7	0.0%
PK-8th Grade Teachers	0	11.5	0.0%
9th-12th Grade Teachers	n/a	n/a	n/a
Special Education Licensed Staff	0	1.2	0.0%
Licensed Non-Instructional Staff	0	3.0	0.0%
Bottineau	5.0	107.0	4.7%
PK-8th Grade Teachers	1.8	53.8	3.3%
9th-12th Grade Teachers	1.3	24.3	5.2%
Special Education Licensed Staff	1.0	16.2	6.2%
Licensed Non-Instructional Staff	1.0	12.7	7.9%
Bowman	2.0	71.0	2.8%
PK-8th Grade Teachers	0	38.4	0.0%
9th-12th Grade Teachers	1.0	16.9	5.9%
Special Education Licensed Staff	1.0	4.2	23.8%
Licensed Non-Instructional Staff	0	11.5	0.0%
Burke	3.8	53.8	7.1%
PK-8th Grade Teachers	1.9	29.2	6.4%
9th-12th Grade Teachers	1.8	15.1	12.2%
Special Education Licensed Staff	0	1.0	0.0%
Licensed Non-Instructional Staff	0.1	8.6	1.2%
Burleigh	50.2	1,382.4	3.6%
PK-8th Grade Teachers	11.7	720.8	1.6%
9th-12th Grade Teachers	10.1	295.4	3.4%
Special Education Licensed Staff	13.1	197.6	6.6%
Licensed Non-Instructional Staff	15.3	168.6	9.1%
Cass	106.7	2,880.7	3.7%
PK-8th Grade Teachers	21.8	1,439.2	1.5%
9th-12th Grade Teachers	16.7	595.9	2.8%
Special Education Licensed Staff	56.2	440.0	12.8%
Licensed Non-Instructional Staff	12.0	405.6	3.0%

County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %
Cavalier	4.0	65.0	6.2%
PK-8th Grade Teachers	1.4	36.7	3.7%
9th-12th Grade Teachers	0.6	14.4	4.4%
Special Education Licensed Staff	0	4.0	0.0%
Licensed Non-Instructional Staff	2.0	10.0	20.0%
Dickey	1.5	65.0	2.3%
PK-8th Grade Teachers	0.3	38.9	0.9%
9th-12th Grade Teachers	0.7	16.1	4.1%
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	0.5	10.0	5.0%
Divide	1.0	41.3	2.4%
PK-8th Grade Teachers	1.0	23.0	4.3%
9th-12th Grade Teachers	0	9.4	0.0%
Special Education Licensed Staff	0	4.0	0.0%
Licensed Non-Instructional Staff	0	4.9	0.0%
Dunn	3.0	67.7	4.4%
PK-8th Grade Teachers	2.0	38.9	5.1%
9th-12th Grade Teachers	0	14.1	0.0%
Special Education Licensed Staff	0	5.0	0.0%
Licensed Non-Instructional Staff	1.0	9.7	10.3%
Eddy	2.5	42.7	5.9%
PK-8th Grade Teachers	0.2	18.3	0.8%
9th-12th Grade Teachers	0.4	7.1	4.9%
Special Education Licensed Staff	0	11.8	0.0%
Licensed Non-Instructional Staff	2.0	5.5	36.4%
Emmons	4.5	67.7	6.6%
PK-8th Grade Teachers	3.0	36.1	8.4%
9th-12th Grade Teachers	0.5	16.6	2.8%
Special Education Licensed Staff	0	4.4	0.0%
Licensed Non-Instructional Staff	1.0	10.6	9.5%
Foster	3.0	44.0	6.8%
PK-8th Grade Teachers	1.0	23.5	4.3%
9th-12th Grade Teachers	0	12.3	0.0%
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	2.0	8.2	24.4%
Golden Valley	3.0	43.5	6.9%
PK-8th Grade Teachers	0.6	18.6	3.1%
9th-12th Grade Teachers	0.4	14.4	3.0%
Special Education Licensed Staff	1.0	3.5	29.0%
Licensed Non-Instructional Staff	1.0	7.1	14.2%
Grand Forks	12.4	943.1	1.3%
PK-8th Grade Teachers	2.9	497.1	0.6%
9th-12th Grade Teachers	1.4	173.7	0.8%
Special Education Licensed Staff	3.0	131.3	2.3%
Licensed Non-Instructional Staff	5.0	141.0	3.5%

County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %
Grant	1.5	30.0	5.0%
PK-8th Grade Teachers	0	15.7	0.0%
9th-12th Grade Teachers	0	6.1	0.0%
Special Education Licensed Staff	1.0	2.0	50.0%
Licensed Non-Instructional Staff	0.5	6.1	8.1%
Griggs	5.0	47.3	10.6%
PK-8th Grade Teachers	3.2	23.8	13.5%
9th-12th Grade Teachers	1.8	13.6	13.2%
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	0	9.9	0.0%
Hettinger	1.0	54.0	1.9%
PK-8th Grade Teachers	1.0	25.7	3.9%
9th-12th Grade Teachers	0	12.7	0.0%
Special Education Licensed Staff	0	5.1	0.0%
Licensed Non-Instructional Staff	0	10.4	0.0%
Kidder	2.5	40.3	6.2%
PK-8th Grade Teachers	0.1	22.6	0.6%
9th-12th Grade Teachers	2.4	8.8	26.9%
Special Education Licensed Staff	0	3.8	0.0%
Licensed Non-Instructional Staff	0	5.1	0.0%
LaMoure	1.9	71.1	2.7%
PK-8th Grade Teachers	0.3	41.0	0.6%
9th-12th Grade Teachers	0.8	17.7	4.2%
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	0.9	12.4	7.2%
Logan	2.8	50.8	5.5%
PK-8th Grade Teachers	0	23.6	0.0%
9th-12th Grade Teachers	0	11.4	0.0%
Special Education Licensed Staff	0	6.9	0.0%
Licensed Non-Instructional Staff	2.8	9.0	31.1%
McHenry	5.8	100.1	5.8%
PK-8th Grade Teachers	2.4	53.2	4.5%
9th-12th Grade Teachers	1.5	26.6	5.7%
Special Education Licensed Staff	1.0	7.0	14.3%
Licensed Non-Instructional Staff	0.9	13.3	7.1%
McIntosh	4.5	56.0	8.0%
PK-8th Grade Teachers	2.2	29.2	7.6%
9th-12th Grade Teachers	2.3	14.8	15.5%
Special Education Licensed Staff	0	3.6	0.0%
Licensed Non-Instructional Staff	0	8.4	0.0%
McKenzie	42.1	248.5	16.9%
PK-8th Grade Teachers	14.6	138.8	10.5%
9th-12th Grade Teachers	19.5	59.3	32.9%
Special Education Licensed Staff	1.0	14.0	7.1%
Licensed Non-Instructional Staff	7.0	36.4	19.3%

County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %
McLean	19.8	210.8	9.4%
PK-8th Grade Teachers	4.8	107.1	4.5%
9th-12th Grade Teachers	4.1	49.8	8.2%
Special Education Licensed Staff	4.0	16.4	24.4%
Licensed Non-Instructional Staff	6.9	37.5	18.4%
Mercer	7.0	132.5	5.3%
PK-8th Grade Teachers	0	60.3	0.0%
9th-12th Grade Teachers	1.0	32.3	3.1%
Special Education Licensed Staff	4.0	17.0	23.5%
Licensed Non-Instructional Staff	2.0	22.9	8.7%
Morton	14.1	500.4	2.8%
PK-8th Grade Teachers	3.1	252.0	1.2%
9th-12th Grade Teachers	3.8	109.8	3.5%
Special Education Licensed Staff	3.0	67.5	4.4%
Licensed Non-Instructional Staff	4.2	71.1	5.8%
Mountrail	12.1	182.5	6.6%
PK-8th Grade Teachers	3.4	89.2	3.8%
9th-12th Grade Teachers	6.6	42.0	15.7%
Special Education Licensed Staff	0	23.0	0.0%
Licensed Non-Instructional Staff	2.2	28.3	7.6%
Nelson	6.5	57.0	11.4%
PK-8th Grade Teachers	2.4	30.4	8.0%
9th-12th Grade Teachers	3.1	14.5	21.2%
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	1.0	12.0	8.3%
Oliver	1.0	29.0	3.4%
PK-8th Grade Teachers	1.0	15.1	6.6%
9th-12th Grade Teachers	0	7.6	0.0%
Special Education Licensed Staff	0	0.5	0.0%
Licensed Non-Instructional Staff	0	5.8	0.0%
Pembina	5.0	139.4	3.6%
PK-8th Grade Teachers	1.5	69.8	2.1%
9th-12th Grade Teachers	1.5	34.3	4.5%
Special Education Licensed Staff	1.0	10.9	9.2%
Licensed Non-Instructional Staff	1.0	24.4	4.1%
Pierce	4.0	67.0	6.0%
PK-8th Grade Teachers	1.3	30.9	4.3%
9th-12th Grade Teachers	1.7	17.2	9.6%
Special Education Licensed Staff	0	7.0	0.0%
Licensed Non-Instructional Staff	1.0	11.9	8.4%
Ramsey	13.5	239.8	5.6%
PK-8th Grade Teachers	3.7	98.1	3.7%
9th-12th Grade Teachers	4.3	41.9	10.3%
Special Education Licensed Staff	2.0	62.8	3.2%
Licensed Non-Instructional Staff	3.5	37.1	9.4%

County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %
Ransom	1.0	98.1	1.0%
PK-8th Grade Teachers	0.5	50.9	0.9%
9th-12th Grade Teachers	0.5	20.8	2.6%
Special Education Licensed Staff	0	13.0	0.0%
Licensed Non-Instructional Staff	0	13.4	0.0%
Renville	1.0	56.0	1.8%
PK-8th Grade Teachers	0	28.6	0.0%
9th-12th Grade Teachers	1.0	15.4	6.5%
Special Education Licensed Staff	0	4.9	0.0%
Licensed Non-Instructional Staff	0	7.1	0.0%
Richland	14.6	278.1	5.2%
PK-8th Grade Teachers	6.3	139.9	4.5%
9th-12th Grade Teachers	2.4	67.3	3.6%
Special Education Licensed Staff	2.0	30.5	6.6%
Licensed Non-Instructional Staff	3.8	40.4	9.4%
Rolette	34.5	382.2	9.0%
PK-8th Grade Teachers	15.4	193.8	7.9%
9th-12th Grade Teachers	12.7	78.3	16.2%
Special Education Licensed Staff	3.0	49.9	6.0%
Licensed Non-Instructional Staff	3.5	60.2	5.8%
Sargent	9.0	78.0	11.5%
PK-8th Grade Teachers	1.2	35.1	3.3%
9th-12th Grade Teachers	5.9	18.9	30.9%
Special Education Licensed Staff	1.0	9.0	11.1%
Licensed Non-Instructional Staff	1.0	14.9	6.7%
Sheridan	0.1	16.6	0.9%
PK-8th Grade Teachers	0.1	9.1	0.8%
9th-12th Grade Teachers	0.1	4.8	1.5%
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	0	2.7	0.0%
Sioux	19.3	110.6	17.4%
PK-8th Grade Teachers	4.0	52.9	7.6%
9th-12th Grade Teachers	6.5	23.5	27.6%
Special Education Licensed Staff	1.0	13.5	7.4%
Licensed Non-Instructional Staff	7.8	20.6	37.6%
Slope	0	5.0	0.0%
PK-8th Grade Teachers	0	3.0	0.0%
9th-12th Grade Teachers	n/a	n/a	n/a
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	0	2.0	0.0%
Stark	26.0	505.3	5.1%
PK-8th Grade Teachers	8.1	264.2	3.1%
9th-12th Grade Teachers	8.9	103.2	8.6%
Special Education Licensed Staff	5.0	66.8	7.5%
Licensed Non-Instructional Staff	4.0	71.1	5.6%

County/Licensed Personnel Category	Shortage FTEs	Total FTEs	Shortage %
Steele	0.5	18.0	2.8%
PK-8th Grade Teachers	0.4	11.4	3.8%
9th-12th Grade Teachers	0.1	4.6	1.5%
Special Education Licensed Staff	n/a	n/a	n/a
Licensed Non-Instructional Staff	0	2.0	0.0%
Stutsman	15.3	328.0	4.6%
PK-8th Grade Teachers	4.3	158.8	2.7%
9th-12th Grade Teachers	2.7	61.6	4.3%
Special Education Licensed Staff	3.5	53.0	6.6%
Licensed Non-Instructional Staff	4.8	54.7	8.7%
Towner	1.0	33.0	3.0%
PK-8th Grade Teachers	0	20.4	0.0%
9th-12th Grade Teachers	1.0	7.5	13.3%
Special Education Licensed Staff	0	1.0	0.0%
Licensed Non-Instructional Staff	0	4.1	0.0%
Trail	2.0	155.4	1.3%
PK-8th Grade Teachers	1.0	69.4	1.4%
9th-12th Grade Teachers	0	33.1	0.0%
Special Education Licensed Staff	0	30.8	0.0%
Licensed Non-Instructional Staff	1.0	22.2	4.5%
Walsh	19.5	218.7	8.9%
PK-8th Grade Teachers	4.8	92.5	5.2%
9th-12th Grade Teachers	2.7	38.8	6.8%
Special Education Licensed Staff	11.0	55.0	20.0%
Licensed Non-Instructional Staff	1.0	32.4	3.1%
Ward	34.0	1,082.0	3.1%
PK-8th Grade Teachers	8.8	547.3	1.6%
9th-12th Grade Teachers	11.8	240.9	4.9%
Special Education Licensed Staff	7.4	152.8	4.8%
Licensed Non-Instructional Staff	6.1	141.0	4.3%
Wells	6.7	63.9	10.5%
PK-8th Grade Teachers	2.8	33.6	8.3%
9th-12th Grade Teachers	2.7	15.3	17.8%
Special Education Licensed Staff	0.5	6.8	7.4%
Licensed Non-Instructional Staff	0.7	8.3	8.5%
Williams	47.7	597.5	8.0%
PK-8th Grade Teachers	19.5	316.3	6.2%
9th-12th Grade Teachers	12.5	112.2	11.2%
Special Education Licensed Staff	10.0	80.9	12.4%
Licensed Non-Instructional Staff	5.7	88.0	6.5%

ND Teacher Critical Need and Shortage Areas 2022-2023

A team of NDDPI staff and NDUS staff reviewed and discussed several data points regarding teacher shortages in the state of North Dakota. Critical need and Teacher Shortage Areas were determined by comparing data including Administrator Surveys, STARS data including: Irregular FTE's, Unfilled Positions, a combination of Irregular FTE's, and Unfilled Positions and Shortage Percentages. By cross-referencing the data points, it was determined the top five Critical Need positions and Shortage positions below.

*Many irregulars are on plan of study

Critical Need

		Regular	Irregular	Unfilled	(Irregular + Unfilled)	(Regular + Irregular + Unfilled)	(Irregular + Unfilled) %
1.	Special Education K-12	1,544.4	66.4	74.3	140.7	1685.1	8.3%
2.	CTE 9-12	363.5	14.6	20.3	34.9	398.4	8.8%
3.	Fine & Perf. Arts	191.7	11.6	7.0	18.6	210.3	8.8%
4.	Counselor	364.1	29.9	19.6	49.5	413.6	12.0%
5.	Science 9-12	326.0	16.8	8.0	24.8	350.8	7.1%

Shortage

		Regular	Irregular	Unfilled	(Irregular + Unfilled)	(Regular + Irregular + Unfilled)	(Irregular + Unfilled) %
1.	Library Media Spec.	173.6	11.6	4.0	15.6	189.2	8.2%
2.	Teacher: 1-6	4,088.8	77.0	24.5	101.5	4,044.5	2.4%
3.	Teacher: 7-8	1,291.1	52.7	1.5	54.2	1,345.3	4.0%
4.	Math 9-12	359.0	13.4	7.0	20.4	379.4	5.4%
5.	English Language Arts	369.5	11.9	12.0	23.9	393.3	6.1%

