

North Dakota Teacher Shortage Loan Forgiveness Program

ND DPI Interim Evaluation *Executive Summary*

The ND Teacher Shortage Loan Forgiveness Program (TSLFP) was created to improve teacher recruitment and retention, particularly for high-need, high-shortage content areas and rural communities. The program is not currently offering new loan forgiveness awards, but ND DPI is tracking the success of the 2018-2019 cohort of recipients of loan forgiveness. This program reduced loan indebtedness for eligible teachers through a series of payment that are contingent on going to work in the same school.

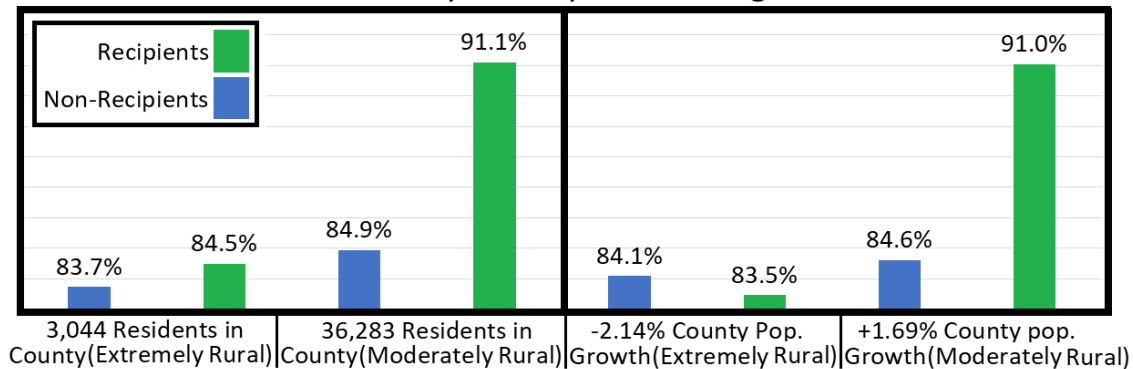
ND DPI Critical Needs & Shortage Areas		
2018-2019		2019-2020
Critical Need	Special Education (PK-12th) Science (9th-12th) English Language Arts (9th-12th) Fine & Performing Arts (9th-12th) English Language Learners (PK-12th)	Special Education (PK-12th) English Language Arts (9th-12th) Science (9th-12th) Fine & Performing Arts (9th-12th) School Counselor (PK-12th)
Shortage Area	Elementary Education (PK-8th) CTE Business & Office Tech (9th-12th) Mathematics (9th-12th) School Counselors (PK-12th) CTE Family & Consumer Sci (9th-12th) World Languages (9th-12th) Social Studies (9th-12th) CTE Agricultural Education (9th-12th) Library/Media Specialists (PK-12th)	Library/Media Specialists (PK-12th) CTE Business & Office Tech (9th-12th) CTE Family & Consumer Sci (9th-12th) Elementary Education (1st-8th) Kindergarten World Languages (9th-12th)

District superintendents who participated in the selection of loan forgiveness recipients were surveyed. Respondents had mixed feelings about the implementation of the program, partly due to the different teacher selection methods they used. Respondents also indicated that they mostly used the program to retain teachers, but nearly a third used the program to recruit teachers to some degree.

Additionally, an analysis of state administrative data assessed whether teachers with loan forgiveness were retained for one year at higher rates than comparable peers. This ongoing longitudinal analysis is being conducted in collaboration with North Dakota University System Institutional Research (NDUS-IR) staff. Preliminary results reveal success of the program in some communities. In moderately rural counties, loan forgiveness recipients were retained 91% of the time. Meanwhile, their peers were retained only 85% of the time. In extremely rural counties, retention hovered around 84% for recipients and non-recipients alike. This reveals that extremely rural communities may need a specialized intervention to thoroughly assist with teacher retention.

ND DPI is continuing to examine the implementation and outcomes associated with the TSLFP and will provide periodic updates to the ND Legislative Assembly.

Teacher Retention by Rurality & Loan Forgiveness Status



You can find the full 2020 Interim Evaluation at the following address:

<https://www.nd.gov/dpi/educators/tuition-assistance/state-teacher-shortage-loan-forgiveness-program>