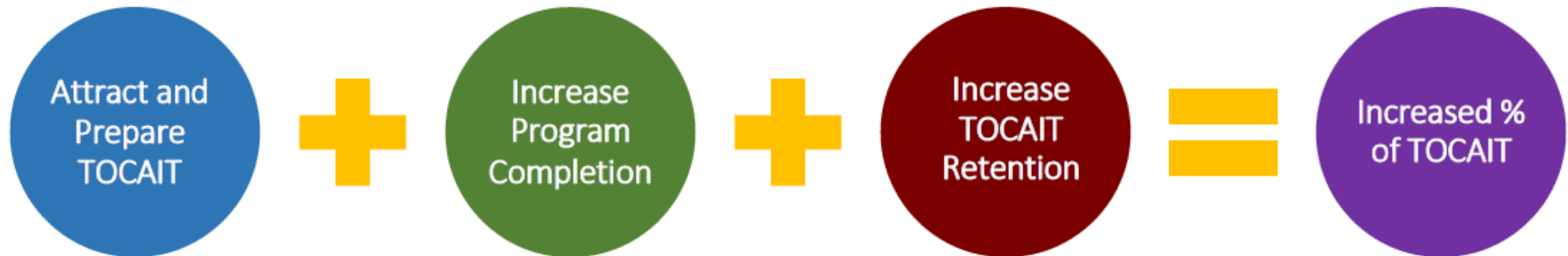


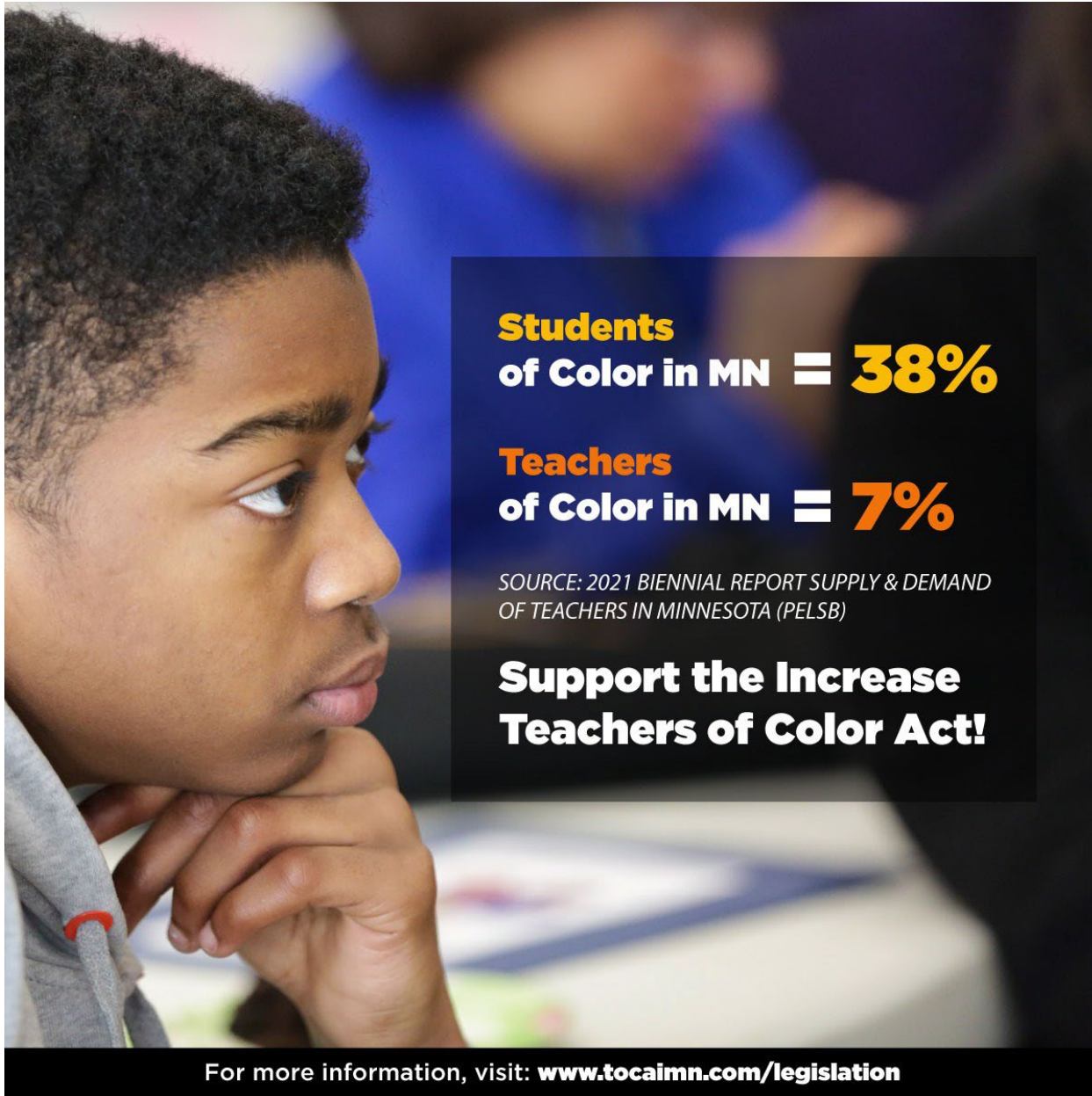
# Purposes of the 2022 Increase Teachers of Color Act (ITCA)

**E12: HF3017 (Hassan) / SF3804 (Abeler)**  
**Higher Ed: HF3917 (Keeler) / SF3714 (Rarick)**

This graphic shows the three major categories of proposals in ITCA needed for increasing the percentage of TOCAIT above 4%:



“TOCAIT”= Teachers of Color and American Indian Teachers



**Students  
of Color in MN = 38%**

**Teachers  
of Color in MN = 7%**

*SOURCE: 2021 BIENNIAL REPORT SUPPLY & DEMAND  
OF TEACHERS IN MINNESOTA (PELSB)*

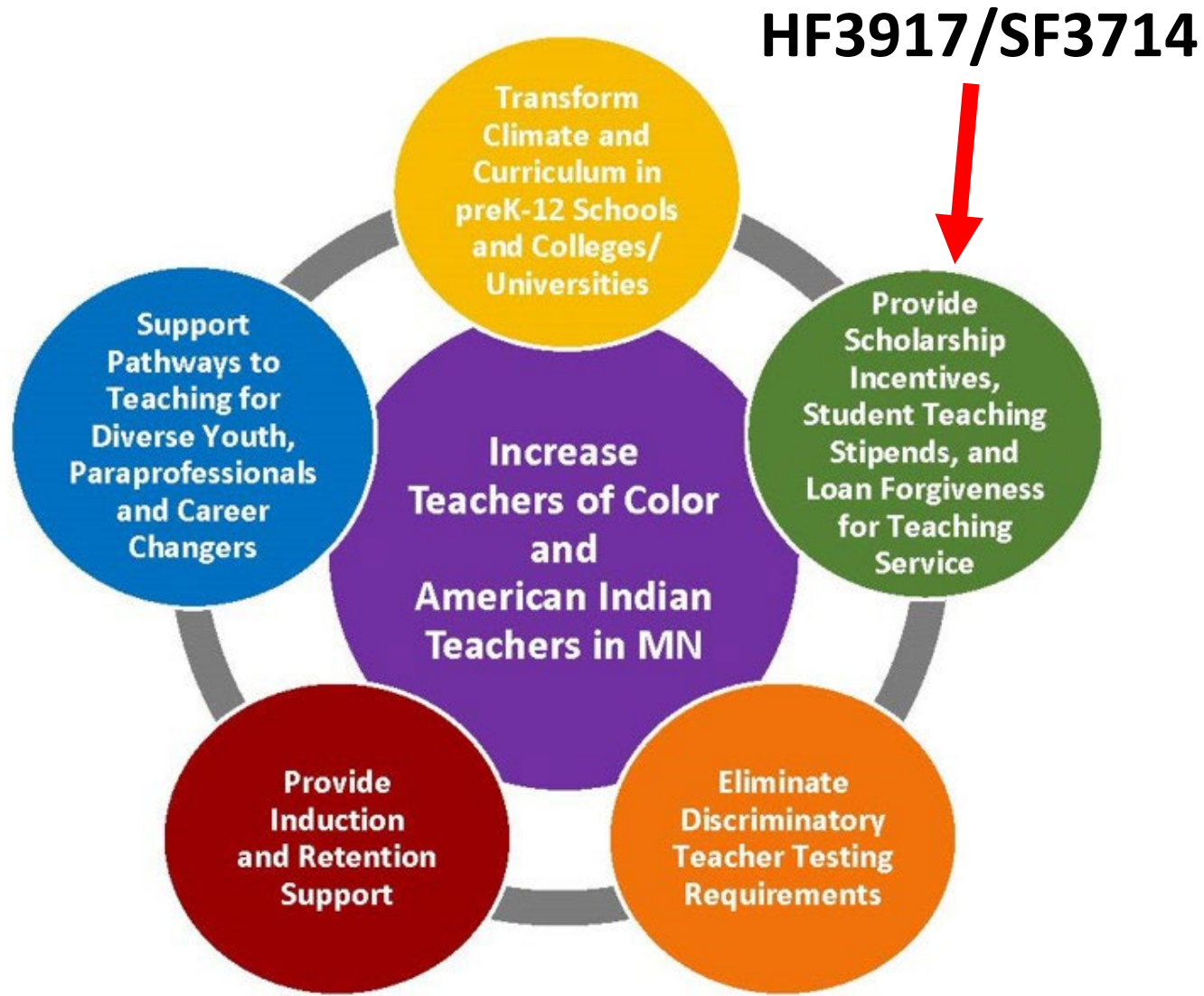
**Support the Increase  
Teachers of Color Act!**

For more information, visit: [www.tocaimn.com/legislation](http://www.tocaimn.com/legislation)

## FACTS:

- MN has some of the worst opportunity and achievement gaps in the country, and the severe shortage of BIPOC teachers is one main cause that hasn't sufficiently been addressed
- A 1% point increase of BIPOC teachers requires a net gain of approx. 630 new BIPOC teachers
- Yet, the current Higher Ed appropriation (\$1M in FY23) can only support a maximum of 129 student teachers if they receive full grants

**The Increase  
Teachers of Color Act  
addresses  
5 main strategies  
based on research  
and lived  
experiences of  
BIPOC teachers  
and youth:**



**To close opportunity and achievement gaps,  
much more needs to be done in MN to provide students with  
“equitable access to effective and diverse teachers...  
who reflect the diversity of students in schools”**

(MN Statutes 122A.40, 122A.41, 124D.861, 127A.05, 120B.11 as amended in 2016)

- **We’re making slow PROGRESS but it’s not nearly enough to keep up with student diversity:**
  - **489 BIPOC teacher candidates student taught in 2021-22**, up from 244 BIPOC teacher candidates who completed programs in 2019-20 (**7.5% of all in MN**)
  - **1,340 total BIPOC candidates were enrolled in 2019-20 (13.2% of all candidates in MN)**
- **IF students today had equitable access to BIPOC teachers**, there would be approximately **22,000 BIPOC teachers** in Minnesota. There are fewer than 3,000.
- **Reminder:** Increasing 1% point in MN requires a net gain of approx. **630 new BIPOC teachers**



## Positive Outcomes from the Increase Teachers of Color Act... Things Expected to Increase and Decrease

- ↑ Student attendance
- ↑ Student engagement
- ↑ Literacy
- ↑ Parent engagement
- ↑ Achievement
- ↑ Role models for all students
- ↑ Feelings of belonging in school
- ↑ Cross-cultural understanding
- ↑ Unity between groups
- ↑ Preparation for life/work in a diverse society
- ↑ Graduation rates
- ↑ **College admission**
- ↑ **Higher education attainment**
- ↑ **Opportunity**
- ↑ **Jobs & Workforce Development**
- ↑ **BIPOC Teacher candidate recruitment**
- ↑ **BIPOC Teacher candidate preparation**
- ↑ **BIPOC Teacher retention**
- ↑ **% of BIPOC teachers in MN**

- ↓ **Opportunity gaps**
- ↓ **Achievement gaps**
- ↓ Discipline problems
- ↓ Suspensions
- ↓ Dropouts
- ↓ Racial discrimination in schools
- ↓ Crime
- ↓ Prison rates
- ↓ Unemployment
- ↓ Homelessness
- ↓ Health care problems and costs
- ↓ **College debt**
- ↓ **Overall teacher shortage**
- ↓ **Severe shortage of teachers from students' diverse backgrounds**

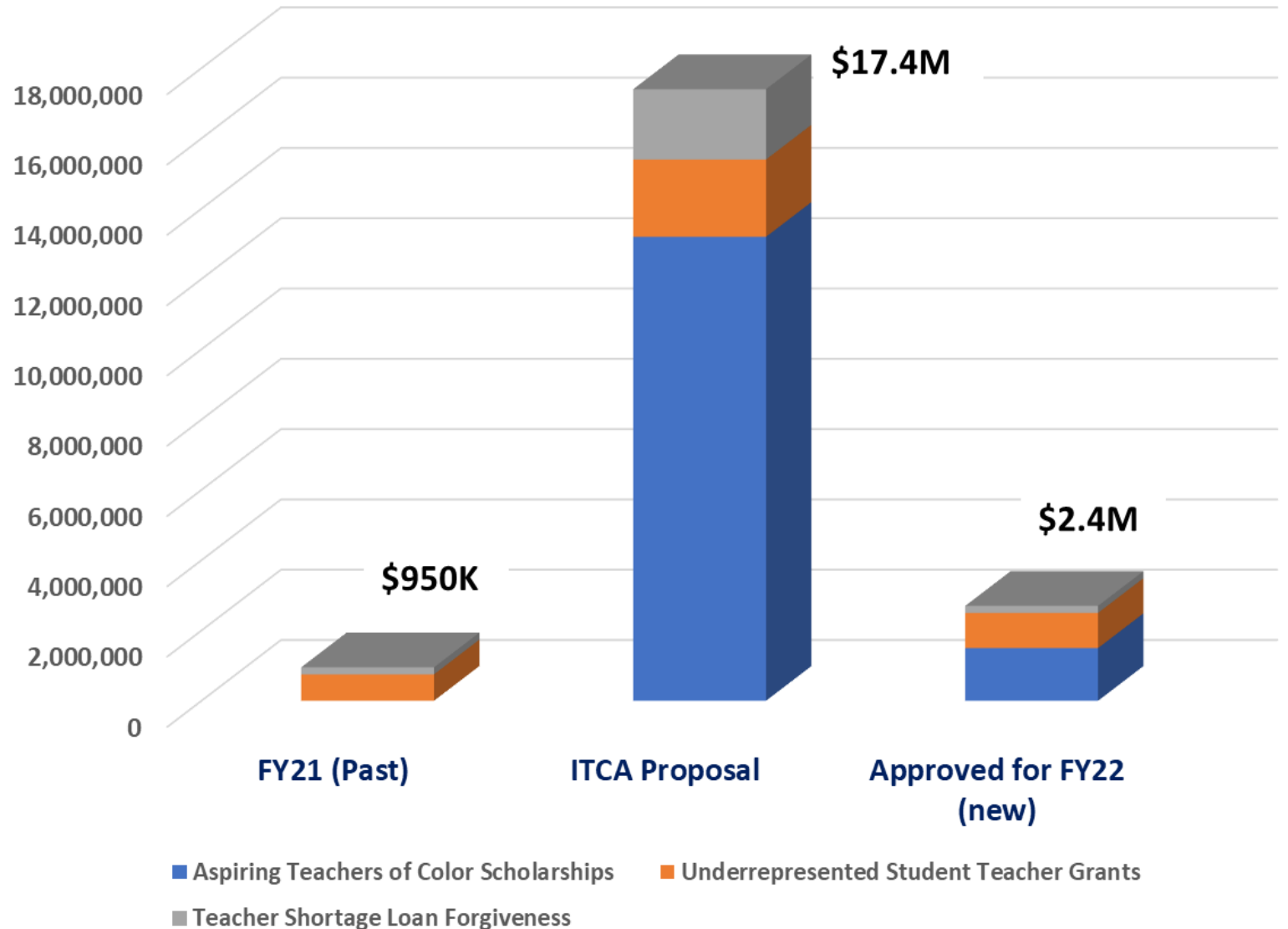
For more information, see:

**Teacher Diversity and Student Success** by  
Gershenson, Hansen & Lindsay, 2021



Higher Ed investments for FY22 & 23 from the 2021 Legislative Session were more than double previous investments but just **15%** of what was proposed in the Increase Teachers of Color Act needed to “move the needle” and increase the % of teachers of color and American Indian teachers

### Comparing Past, Proposed and Approved State Higher Ed Fiscal Investments to Increase Teachers of Color



## FY22 Underrepresented Student Teacher Grants Awards

# of Elig Apps Fall 2021	# of Elig Apps Spring 2022	Total # of Applications FY 2022	# of Awards Fall 2021	# of Awards Spring 2022	Total # of Awards FY 2022	Amount of Awards Fall 2021	Amount of Awards Spring 2022	Total Amt Awards
82	94	<b>176</b>	46	93	<b>139</b>	\$331,793	\$609,442	<b>\$941,235</b>

Source: Office of Higher Education

### NEED EXCEEDS SUPPLY:

**While 176 Applicants sought \$379K more than total available appropriations, they were only 36% of all BIPOC student teachers who could have been supported with \$3.6 million:**

Total Eligible Applicants According to OHE	Total Amount IF all eligible applicants were granted the maximum award
Fall 2021 = 82	\$615,000.00
Spring 2022 = 94	\$705,000.00
<b>176 Total =</b>	<b>\$1,320,000.00</b>

NOTE: There were **489 BIPOC student teachers in 2021-22** according to a Coalition survey of all 31 institutions in MACTE. If they all had applied and were eligible for a maximum grant of \$7,500, the total amount of appropriation needed to support them with student teaching grants would be: **\$3,667,500**

## Additional Higher Ed Investments Needed as Proposed: \$10 million

	2021 ITCA Proposed/FY	Appropriated for FY23	Proposed Extra for FY23
<b>Underrepresented Student Teacher Grants</b>	\$2.6M	\$1M	\$1.5M
<b>Aspiring MN Educators of Color Scholarships</b>	\$10M	\$1.5M	\$8.5M

\*Note: Per 2021 Special Session law, appropriations for Aspiring Educators' Pilot Scholarship Program **may be used until June 30, 2025**

### Some Calculations:

- **Extra \$1.5M in grants supports an additional 200 BIPOC student teachers**
- **Extra \$8.5M in scholarships supports an additional 825 BIPOC teacher candidates**
- 489 completers in 2021-22 x \$7,500 = **\$3,667,500** (if they all had applied for grants and were eligible)
- There are a total of 869 admitted BIPOC teacher candidates in 2022 x \$10,000 = \$8,690,000 total per year (if they were all granted and not including growth due to increased recruitment resulting from scholarships being available)
- There were 1,340 enrolled in 2019-20 x \$10,000 = **\$13,400,000** (if they were all awarded scholarships)





**We can do this.**  
**We should do this.**  
**We need to do this.**

The \$10M in extra investments proposed in the Higher Ed Increase Teachers of Color Act HF3917/SF3714 are just 1/10<sup>th</sup> of one cent of every dollar of projected state surplus (\$9.25 billion)!