

# 2023 Increase Teachers of Color Act

E12 Bill HF320 (Rep. Hassan) / SF 619 (Sen. Kunesch) Higher Ed Bill HF381 (Rep. Kozlowski) / SF267 (Sen. Fateh)



**Closing opportunity gaps to recruit, prepare, employ and retain increased percentages of BIPOC teachers who more closely reflect students in MN schools and make a difference in all students' lives**

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*District strategic plans must: "...ensure learning and work environments validate, affirm, embrace, and integrate cultural and community strengths for all students, families, and employees"*  
*(lines 3.22-23)*

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**BIPOC Students in MN = 37% BIPOC Teachers = 6%**

## HIGHLIGHTS of What is Proposed:

- ❖ The most comprehensive set of legislation in the country to address the multiple, interconnected factors contributing to the severe and continuous shortage of BIPOC teachers in schools
- ❖ Establish an official state goal to increase the percent of BIPOC teachers at least 2 percentage points per year (this would mean a net gain of approximately 1,260 BIPOC teachers per year)
- ❖ Increase state investments to \$100 million per year for a dozen various grant or scholarship programs to address financial barriers to recruiting, preparing and retaining BIPOC teachers. The proposed increases are just 0.66% of the state's historic \$17.6 billion surplus and include:
  - Scholarship support to more than 2,150 prospective BIPOC teachers per year toward completing licensure programs, and loan repayment support for more than 2,000 BIPOC teachers/year
  - Grants to school districts for Grow Your Own teacher preparation as well teacher mentorship programs
  - Grants to school districts for efforts in closing education opportunity gaps and addressing institutional racism
- ❖ New and amended policies that will change systems which have led to deep, persistent inequities in MN schools, and will help ensure a positive return on increased state investments, including those that would:
  - Provide curriculum that is rigorous, accurate, antiracist, and culturally sustaining, including all learners having access to ethnic studies curriculum using culturally responsive teaching
  - Eliminate the barrier of expensive and discriminatory teacher licensure exams that don't prove ability to teach effectively for teacher candidates in MN who've met hundreds of rigorous standards
  - Require that principals are evaluated on being culturally responsive leaders
  - Prohibit discrimination against teachers for teaching about people from protected classes
  - Prohibit American Indian school mascots, and affirm the right for American Indian students to wear Tribal Regalia at graduation ceremonies



**The Coalition to Increase Teachers of Color and American Indian Teachers in MN**

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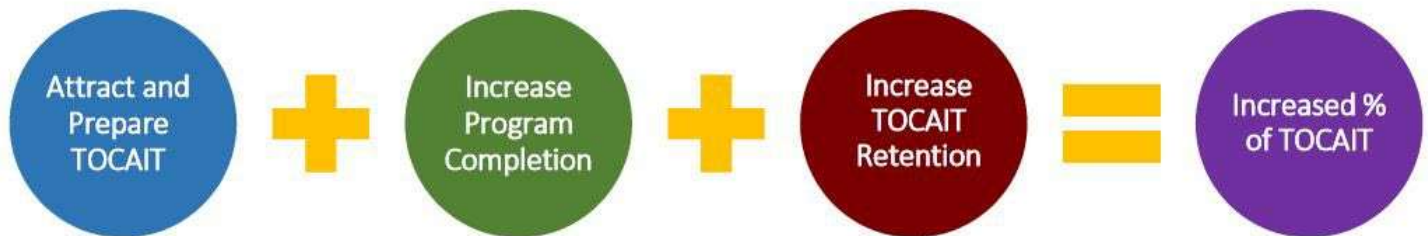
E12 Bill: HF320 (Rep. Hassan) / SF619 (Sen. Kunesch) Higher Ed Bill: HF381 (Rep. Kozlowski) / SF 267 (Sen. Fateh)

*Closing opportunity gaps to recruit, prepare, employ and retain increased percentages of BIPOC teachers who more closely reflect students in Minnesota's schools*

## OVERVIEW:

- **SYSTEMIC CHANGE:** ITCA proposes **policies and investments that will change systems** which have led to deep inequities in schools. ITCA **strengthens existing programs** and **creates new efforts** needed to increase the percentage of teachers of color and American Indian teachers (TOCAIT) in the state.
- **AFFORDABLE INVESTMENTS:** Proposed appropriations represent a **tiny percentage of the total E12 and Higher Ed budgets** and increases are only 0.66% of the state's historic \$17.6B surplus, but they are expected to have a **significant return on investment** in education, workforce development and the economy.
- **BROAD SUPPORT:** The **previous six ITCA's** from 2017-2022 have each **garnered bipartisan authorship** and have been **endorsed by a total of more than 55 education and community organizations**. House omnibus bills in 2021 and 2022 included almost all ITCA proposals.
- **HISTORIC & UNIQUE IN U.S:** Passing this bill will be historic not only in Minnesota but also in the U.S. because ITCA is considered the **most comprehensive set of legislation in the country** to address the multiple, interconnected factors contributing to the shortage nationally of BIPOC teachers in schools.

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



## WHY THE 2023 ITCA IS NEEDED:

- It will address both the **severe, chronic shortage of teachers who reflect our state's increasingly diverse students** (37% BIPOC) **AND the overall teacher shortage**.
- 2016 law with bipartisan support stated that **all students shall be provided with "improved and equitable access to effective and diverse teachers"** who reflect the diversity of students in schools.
- **All students benefit** with significantly higher percentages of BIPOC teachers.
- **MN must do something different to close our nation-worst opportunity and achievement gaps**. Research has shown that BIPOC teachers reduce gaps.
- Its strategic policies and investments **will finally do what is needed to "move the needle"** and increase the percentage of TOCAIT above 5%. (a net gain of approx. 630 teachers is needed to increase TOCAIT 1%)
- **All sectors of the economy and society will benefit** from increased percentages of TOCAIT.
- **The time is now** to make up for lack of needed previous investments with our state's historic surplus.



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## Policy Sections in 2023 Increase Teachers of Color Act

Amendments to existing statutes:

- **World's Best Workforce definitions and requirements** (120B.11, subdivision 1)
- State model policy for **MDE to provide positive school climate resources** (121A.031)
- **Tier 3 & Tier 4 license eligibility for out-of-state applicants** (122A.183, subdivision 1; 122A.184, subdivision 1)
- **Licensure Exams** (122A.185, subdivision 1)
- **Probationary Periods for Teachers and District TOCAIT Reporting** (sections 122A.40 & 122A.41)
- **Collaborative Urban and Greater MN Educators of Color (CUGMEC) Program grants** (122A.635)
- **Teacher Mentorship and Retention statute** (122A.70)
- **Require culturally responsive principal evaluation** (123B.147, subdivision 3)
- **Achievement & Integration Program** (124D.861, subdivision 2)
- **Teacher Shortage Loan Repayment program** (136A.1791)

Statutes to be created (*but were previously proposed in 2021 ITCA*):

- **Establishing a state goal for annual increases to the percentage of BIPOC teachers with a required report**
- **Closing Educational Opportunity Gaps grants program**  
*(Note: revised from what was proposed as Equitable School Enhancement Grants in 2021 ITCA)*
- **Prohibit discrimination against teachers for teaching about people from protected classes**
- **Prohibit American Indian school mascots**
- **Affirm the right to wear Tribal Regalia at Graduation Ceremonies**
- **Aspiring Educators of Color Scholarship program**

PROPOSED E12 INVESTMENTS	Appropriated for FY22-23	FY24 Request	FY25 Request	Base Request FY26-Beyond
Grow Your Own grants	\$13M	\$35M	\$35M	\$35M
Collaborative Urban & Greater MN Educators of Color (CUGMEC) grants	\$2M	\$6M	\$6M	\$6M
Teacher Mentorship and Retention	\$6M	\$3.5M	\$3.5M	\$3.5M
Concurrent Enrollment--Intro to Teaching grants	\$1M	\$500K	\$500K	\$500K
American Indian teacher preparation grants	\$920K	\$750K	\$750K	\$750K
Come Teach in Minnesota grants	\$400K	----	\$200K	----
Teacher Recruitment Marketing Campaign	\$500K	\$500K	\$500K	\$500K
Closing Educational Opportunity Gaps grants (NEW)	0	\$10M	\$10M	\$10M
Underrepresented Student Teacher Grants	0	\$1M	\$1M	\$1M
Aspiring MN Educators of Color Scholarships	0	\$3M	\$3M	\$3M
Teacher Shortage Loan Repayment Program	0	\$10M <small>(\$2M for TOCAIT)</small>	\$10M <small>(\$2M for TOCAIT)</small>	\$5M <small>(\$2.5M for TOCAIT)</small>
Coalition to Increase TOCAIT in MN	0	\$200K	\$200K	----
PELSB TOCAIT Reporting	0	\$60K	\$60K	\$60K

PROPOSED HIGHER ED INVESTMENTS	Appropriated for FY22-23	Estimated # TOCAIT Supported	FY24 Request	Estimated # TOCAIT Supported	FY25 Request	Estimated # TOCAIT Supported	Base Request FY26-Beyond
Underrepresented Student Teacher Grants	\$2.25M	291 @ \$7.5K each	\$2.5M	323 @ \$7.5K each	\$2.5M	323 @ \$7.5K each	\$3M
Aspiring MN Educators of Color Scholarships	\$3M	291 @ \$10K each	\$18.5M	1,830 @ \$10K each	\$18.5M	1,830 @ \$10K each	\$10M
Teacher Shortage Loan Repayment Program	\$400K	10 @ \$1K each/yr	\$8.25M <small>(\$8M for TOCAIT)</small>	2,000 @ \$4K each/yr	\$8.25M <small>(\$8M for TOCAIT)</small>	2,000 @ \$4K each/yr	\$8.25M

