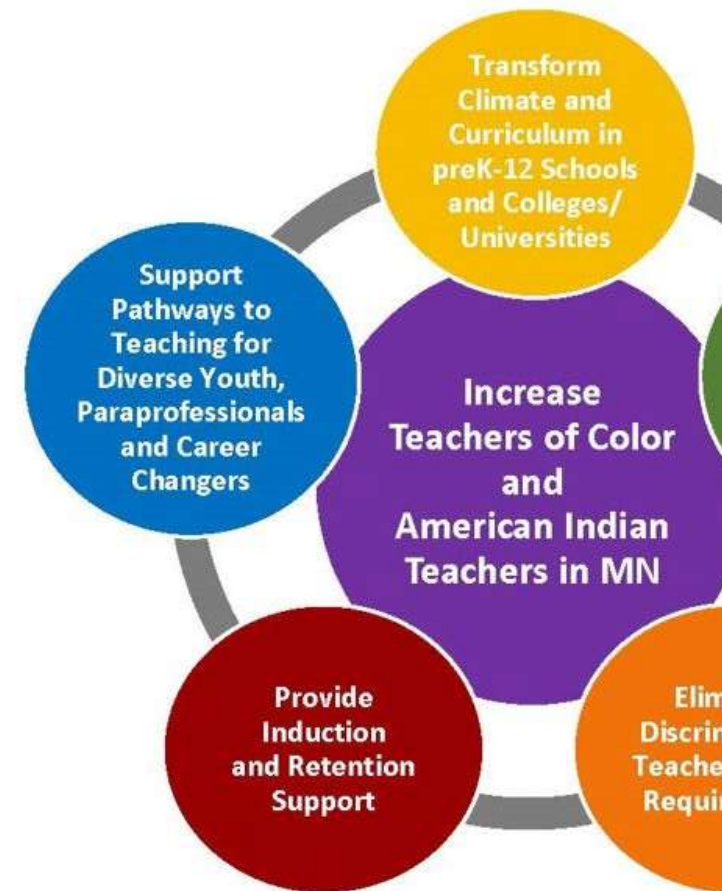


Overview of 2023 Increase Teachers of Color Act (ITCA)

- This is the 7th version of ITCA which was first introduced in 2017
- Crafted by the Coalition with extensive stakeholder and state agency input over years
- Focuses on policy proposals from 2021 ITCA that had bipartisan support and 55 endorsing organizations but didn't pass
- Keeps focus on closing opportunity gaps that inhibit BIPOC from entering and staying in the teaching profession
- Includes requests to further increase E12 and Higher Ed investments in TOCAIT



Main Purposes of 2023 ITCA SF267 (Fateh) and SF619 (Kunesh)

This graphic shows the three major categories of proposals in ITCA needed for increasing the percentage of TOCAIT a



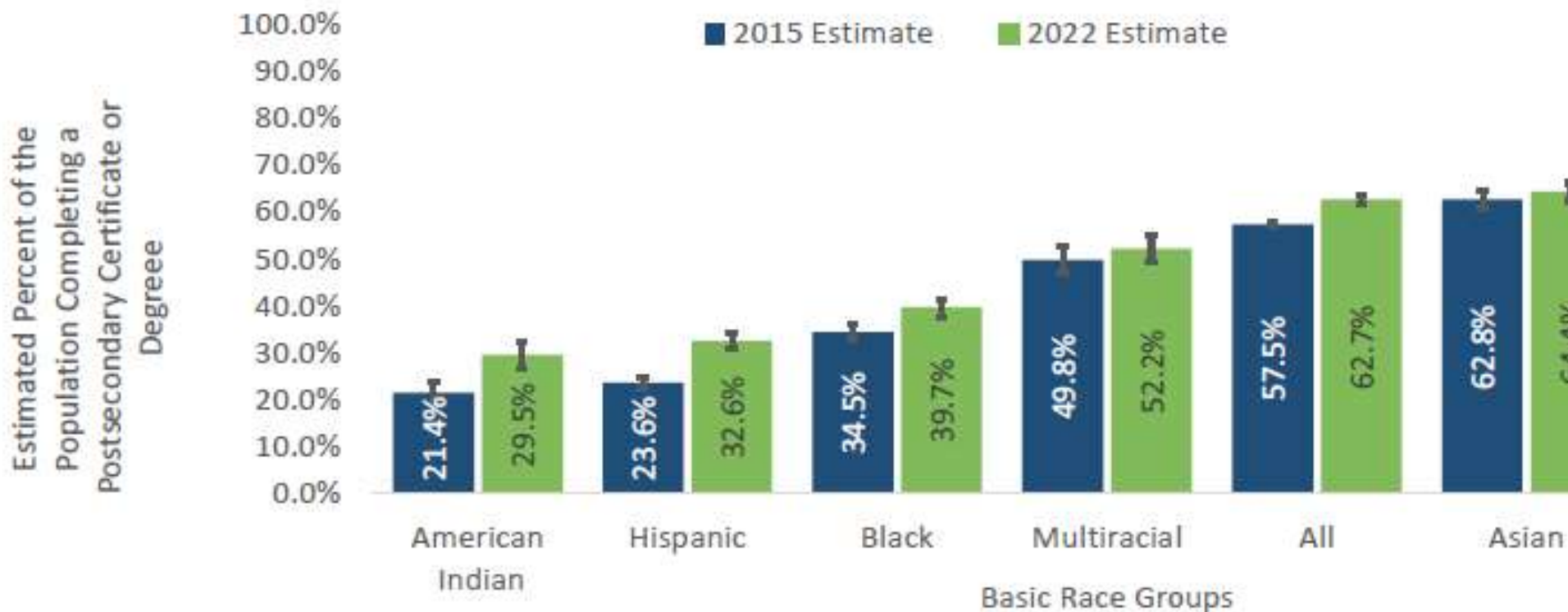
The representation gap is wide throughout the state.

While BIPOC students represent 37-40% of all students in MN, BIPOC teachers represent only 6% of all teachers.

Table 9: Proportion of Teachers of Color and Indigenous Teachers (TOCIT) Compared to Color and Indigenous Students (SOCIS) by Economic Development Region (EDR)

Region	Description	Total Number of TOCIT	Percent of Total TOCIT within the EDR	Total Number of SOCIS ¹¹
1	Northwest	15	1.44%	3,198
2	Headwaters	51	4.41%	11,027
3	Arrowhead	99	3.10%	10,951
4	West Central	53	2.01%	8,605
5	North Central	34	1.73%	5,823
6E	Southwest Central	13	1.10%	4,970
6W	Upper Minnesota Valley	13	2.22%	1,688
7E	East Central	22	1.33%	4,515
7W	Central	111	2.10%	17,382
8	Southwest	37	2.16%	7,837
9	South Central	66	2.59%	8,375
10	Southeast	137	2.41%	23,409
11	7-County Twin Cities	3,189	9.68%	240,283
TOTAL		3,840 ¹²	6.24%	348,063

Percentage of the Population Age 25-44 with a Certificate or Higher Credential, Minnesota, 2015 and 2022 Estimates by Basic Race Groups



Source: IPUMS microdata version of U.S. Census Bureau 2015-2020 American Community Survey, with tabulations and additional analysis by the Minnesota Demographic Center

Table 17: Candidates Enrolled in Teacher Preparation Programs in Minnesota, by Race/Ethnicity

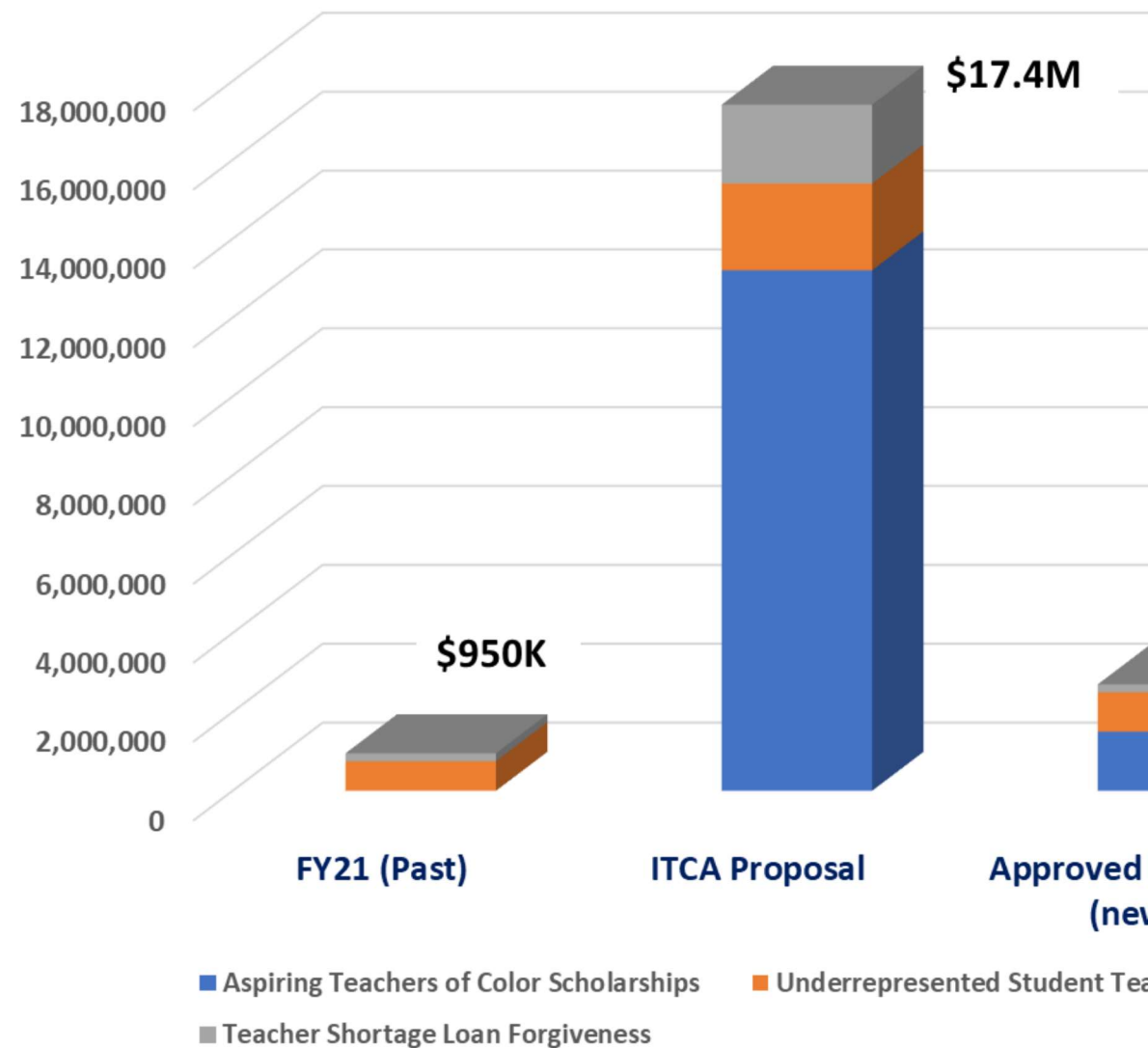
Race/Ethnicity	Candidates Enrolled in Minnesota Teacher Preparation Programs	
	Number	Percentage
White	9,964	79.74%
African American or Black	842	6.74%
Hispanic/Latinx	485	3.88%
Asian	407	3.26%
Multiracial	344	2.75%
American Indian or Alaska Native	59	0.47%
Hawaiian or Pacific Islander	14	0.11%
BIPOC Candidates	2,142	17.14%
Total Unduplicated Candidates	12,495	100.00%

Table 18: Completers of Minnesota Teacher Preparation Programs, by Race/Ethnicity

Race/Ethnicity	Program Completers from Minnesota Teacher Preparation Programs	
	Number	Percent
White	2,938	86.62%
African American or Black	83	2.45%
Hispanic/Latinx	91	2.68%
Asian	82	2.42%
Multiracial	57	1.68%
American Indian or Alaska Native	20	0.59%
+Hawaiian or Pacific Islander	2	0.06%
BIPOC Candidates	378	11.14%
Total Unduplicated Candidates	3,392	100.00%

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”
Now, we’re in a deeper hole but have the means to climb out.

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



Policy Proposals in SF267

- Amends Teacher Shortage Loan Repayment program statute to:
 - Ensures an equitable portion of appropriation is at least equal to the percentage of BIPOC students in the state
 - Increase available amounts per teacher from maximum of \$1,000/yr for five years up to a maximum of \$4,000/yr for five years
- Codifies the Aspiring Teachers of Color Scholarship program which provides important financial support before student teaching
 - Includes students in associate degree programs
 - Increases maximum lifetime amount to \$30,000

Proposed FY24 & FY25 Higher Ed Budget Investments Needed to Move the \$29 million/FY

	Appropriated for FY22-23	Estimated # TOCAIT Supported	FY24 Request	Estimated # TOCAIT Supported	FY25 Request	Estimated # TOCAIT Supported	Base FY26
Underrepresented Student Teacher Grants	\$2.25M	291 @ \$7,500 each	\$2.5M	323 @ \$7,500 each	\$2.5M	323 @ \$7,500 each	\$
Aspiring MN Educators of Color Scholarships	\$3M	291 @ \$10,000 each	\$18.5M	1,830 @ \$10,000 each	\$18.5M	1,830 @ \$10,000 each	\$
Teacher Shortage Loan Repayment Program	\$400K	10 @ \$1,000 each/yr	\$8.25M	2,000 @ \$4,000 each/yr	\$8.25M	2,000 @ \$4,000 each/yr	\$8

THANK YOU!

www.tocaimn.com/legislation



info@tocaimn.com

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