

# 2021 Increase Teachers of Color Act



CONTENTS of [SF446](#) (Abeler, Duckworth, Wiger, Eichorn, Kunesh) / [HF217](#) (Hassan)

TOCAIT=Teachers of Color and American Indian Teachers

SECT.	POLICIES OR GRANT PROGRAMS	BRIEF DESCRIPTION	PURPOSE	IMPORTANCE
1-3	<b>World's Best Workforce</b>	Strengthens proposed amendments to 120B.11 from 2020 & 2019 ITCA's, including definitions of key terms for equity	● ●	District strategic plans need more focus on closing opportunity gaps
4	<b>Equitable School Enhancement Grants</b>	New grant program originally proposed in 2019 ITCA (\$\$)	● ●	Support to implement WBWF plans
5	<b>Creates State Goal &amp; Outcomes Report</b>	Reintroduces same proposed new statute from 2020 & 2019	●	Need to set goals to reach them
6	<b>Curriculum Policy</b>	New statute prohibits discrimination or discipline for educating about persons from protected classes	●	TOCAIT will disproportionately leave teaching without this statute
7	<b>State Model Policy</b>	Strengthens 121A.031 requiring MDE develop resources for creating positive school climates to reduce discrimination	● ●	Positive school climates are crucial to recruitment & retention
8-10	<b>Licensure Rules and Testing</b>	Amendments remove barriers to teaching in 122A.183-185	● ●	Barriers affect candidates of all races
11-13	<b>Come Teach in MN Hiring Bonuses</b>	Creates new pilot grant program originally proposed in 2019 ITCA (\$\$); districts may negotiate 1yr probationary period	● ●	MN can't currently increase the % of TOCAIT without attracting beyond MN
14-15	<b>Collaborative Urban and Greater MN Educators of Color Grant Program</b>	Proposes extended grant period of 2 years and modified reporting deadline after academic year in 122A.635 (^\$\$\$\$)	● ●	More funding needed to meet demand since grant eligibility expanded
16	<b>Grants for Grow Your Own Programs</b>	Expands the types of innovative GYO programs needed in the state beyond two current types while creating 122A.685 (^\$\$\$\$)	● ●	GYOs are more than residencies; demand for GYO is high across MN
17	<b>Teacher Mentorship and Retention Grants</b>	Proposes amendments to 122A.70 to clarify eligibility. (^\$\$\$\$)	●	Demand was double FY20-21 funding
18	<b>Principal Evaluation</b>	Requires principals to be evaluated under 123B.147 for their culturally responsive skills and practices	●	Retaining TOCAIT depends on the responsive leadership of the principal
19	<b>Graduation Ceremonies; Tribal Regalia</b>	New statute that allows American Indian students to wear tribal/cultural regalia at graduation	● ●	Affirming this right creates a climate that honors Native students & teachers
20	<b>Achievement and Integration Program</b>	Strengthens proposed amendments to 124D.861 from 2020 & 2019 ITCA's requiring district plans address inequities	● ●	District plans must be strengthened to close opportunity & achievement gaps
21	<b>Appropriations.</b> Total investments same as proposed in 2019 ITCA; <b>only 0.2% of total E12 budget</b> (\$46.3M of total \$20,745M) needed for increasing the percentage of TOCAIT. Programs listed above marked with (\$\$) as well as increased funding for "Intro to Teaching" Concurrent Enrollment Course Grants and American Indian Teacher Prep Program Grants. New funding for statewide Teacher Recruitment Marketing Campaign. (\$\$\$ are priorities)		● ● ● ●	<b>FACT: Much larger state investments are needed in FY22 &amp; FY23 and in the base to start and keep "moving the needle."</b>

