

Higher Ed Bill Summary

2021 Increase Teachers of Color Act

OVERVIEW: The 2021 Increase Teachers of Color Act (ITCA) Higher Ed bill [SF797](#) (Abeler) / [HF1041](#) (Keeler) combined with its E12 bill [HF217](#) (Hassan) / [SF446](#) (Abeler) and for **systemic changes** that strengthen existing programs and propose new efforts to attract, prepare and retain an increased percentage of teachers of color and American Indian teachers (TOCAIT) in MN. It builds upon previous ITCA's of 2017, 2018, 2019 and 2020 that have garnered **bipartisan authorship** and **endorsements from more than 55 education and community organizations**. Proposed appropriations represent only 1% of the total Higher Education budget.

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



WHY ITCA IS NEEDED:

- Increasing the percentage of TOCAIT in MN is needed to close our nation-leading opportunity and achievement gaps, and to meet official state Higher Education Attainment goals by doing more to meet goals for the World's Best Workforce as well as Achievement and Integration statutes.
- Rather than continue the approaches of the past 20+ years (i.e., make relatively small state investments for relatively small and few good programs) that have not decreased the overall severe and chronic shortage of TOCAIT in the state, **ITCA does something different, historic and unique in the United States as a comprehensive set of interconnected efforts.**
- It proposes **systemic change and significant state investment** needed to increase the percentage of TOCAIT and start **moving the needle above 4%**. (**1%=630 teachers**)
- Furthermore, it allows the state to come closer to meeting 2016 law passed with bipartisan support which stated that **all students shall be provided with "improved and equitable access to effective and diverse teachers"** who reflect the diversity of students (now 35% of all students in MN are of color or American Indian).



Provisions that will Attract, Support Program Completion and Retain More Teachers of Color and American Indian Teachers	Appropriations Needed to “Move the Needle”
<p>SECT 1: Aspiring MN Teachers of Color Scholarship Program to be established which would support TOCAIT candidates who have financial need and are admitted to preparation programs. (NEW 136A.1274)</p> <ul style="list-style-type: none"> • Would provide \$10,000 scholarships/year before student teaching (up to \$25,000 total per candidate) if a candidate has financial need after receiving all other grants and scholarships. • Would support approximately 1,000 TOCAIT candidates in FY22 and 1,600 in FY23 • Appropriation is 2nd Highest Priority in this bill 	<p style="text-align: right;">New FY22-23: \$26.3M</p>
<p>SECT 2: Student Teacher Grants program amends statute 136A.1275 to clarify intent and targets any appropriation increases to support TOCAIT and the most needed licensure shortage areas in the state by economic development region.</p> <ul style="list-style-type: none"> • Appropriation would support approximately 620 TOCAIT candidates with larger base appropriation established • Ensures grants are awarded in a more timely manner weeks before student teaching, and the selection process is equitable rather than a “first apply, first award” basis • Strengthens agency reporting requirements for greater and more frequent transparency • Increased appropriation is #1 Priority in this bill 	<p style="text-align: right;">FY20-21: \$2.5M FY22-23: \$5.42M</p>
<p>SECT 3: Teacher Shortage Loan Forgiveness Program. Amends existing statute 136A.1791 to focus and prioritize eligibility on the most severe licensure areas specific to economic development regions where teachers work along with TOCAIT shortages.</p> <ul style="list-style-type: none"> • Increases loan repayment support from \$1,000/year (maximum 5 years) to \$2,000/year for up to 10 years • Ensures that the percentage of TOCAIT receiving loan forgiveness equals the percentage of students of color and American Indian students in the state, and equitable distribution of loan forgiveness funds across regions in the state • Makes definitions of shortage areas consistent with Student Teacher Grant program and aligned with PELSB definition • Strengthens OHE reporting requirements 	<p style="text-align: right;">FY20-21: \$400K FY22-23: \$4M</p>



2020 FISCAL SUMMARY

Needed ITCA Investments in Context:

Table 6 All Funds Biennial Budget -- FY 2020-21, By Budget Area Comparison of Enacted FY 2020-21 Budget to FY 2018-19 and to Forecast (dollars in millions)					
	FY 2018-19	FY 2020-21 Forecast Base *	FY 2020-21 May Proj/ Enacted **	Change: Enacted - FY 2018-19	Change: Enacted - Fcst Base
E-12 Education	20,477.2	21,953.3	22,371.7	1,894.5	418.4
Higher Education	3,396.3	3,496.3	3,496.3	99.9	-

TOTAL STATE BUDGET (Source: Minnesota State Senate Fiscal Summary)

Total for Budget Area	79,645.6	86,746.1	89,279.7	9,634.1	2,533.5
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State E-12 Biennial (FY 2022-23) Investments Needed to Increase the Percentage of Teachers of Color

Grow Your Own pathways	17,000,000	31%
Collaborative urban and greater Minnesota educators of color grants	12,000,000	22%
Mentoring, induction, and retention incentive program grants for teachers of color	6,000,000	11%
Equitable School Enhancement grants	6,000,000	11%
* Student Teacher grants	5,000,000	9%
* Teacher shortage loan forgiveness	4,000,000	7%
Come Teach in Minnesota hiring bonuses	2,100,000	4%
American Indian teacher preparation grants	1,200,000	2%
Expanded concurrent enrollment grants	1,000,000	2%
Teacher recruitment marketing campaign	1,000,000	2%
Reports on increasing percentage of teachers of color	15,000	0.027%
	\$55,315,000	100%

* While these two programs are not included in the E12 ITCA, they do serve E12 teachers and students and have been funded by E12 budgets under past Republican leadership. They are listed here because their support from the larger E12 budget is needed.

All sectors of the economy and society will benefit from more TOCAIT

\$55.315 million is only 0.247% of the total FY20-21 biennial budget for E-12 Education and only 0.062% of the FY20-21 biennial overall total state budget

State Higher Ed Biennial (FY 2022-23) Investments Needed to Increase the Percentage of Teachers of Color

Aspiring MN Educators of Color Scholarships	26,300,000	74%
Student Teacher grants	5,418,000	15%
Teacher shortage loan forgiveness	4,000,000	11%
	\$35,718,000	100%

\$35,718 million is only 1.022% of the total FY20-21 biennial budget for Higher Education and only 0.039% of the FY20-21 biennial overall total state budget



The 2021 Increase Teachers of Color Act reflects our Coalition's 5-point platform for change that addresses the most significant and systemic barriers to increasing the percentage of TOCAIT based on research and extensive stakeholder input.

See more and join the Coalition at www.tocaimn.com

