

2024 Increase Teachers of Color Act

PURPOSES:

- 1) Closing opportunity gaps to recruit, prepare, employ and retain increased percentages of BIPOC teachers who more closely reflect students in Minnesota's schools.
- 2) Increasing investments needed to meet official state goal (120B.117) of increasing the percentage of BIPOC teachers at least 2 percentage points annually so that by 2040 MN's teachers reflect its students.

OVERVIEW:

- **ONE BILL:** For the first time, ITCA is one bill with proposed E12 and Higher Ed investments combining to meet the needs of the Aspiring Teachers of Color Scholarship program.
- **ONE-TIME INVESTMENTS TO MEET CURRENT NEEDS:** Strategic, modest investments that will make a difference to 3 programs that were underfunded for FY24 in light of the projected FY25 \$2.4B surplus yet long-term budgetary cautions.
 - **ASPIRING TEACHERS OF COLOR SCHOLARSHIPS**
 - Seeking \$10M total combining equal \$5M appropriations from Education Finance and Higher Education Committee because pilot program appropriation from previous biennium is expected.
 - Adopting with minor edits language from 2023 bill (HF381/SF267) that establishes the program in statute.
 - **RATIONALE:** According to PELSB's most recently available data, there were 2,248 BIPOC teacher candidates enrolled in preparation programs in AY21-22. They need assistance from this program to matriculate through their undergraduate or graduate programs for becoming teachers serving E-12 schools.
 - **TEACHER MENTORSHIP & RETENTION GRANTS**
 - Seeking additional appropriation of \$5M for FY25 because there was \$9,061,377 requested from 47 applicants in FY24 but only \$3.5M appropriated.
 - **COLLABORATIVE URBAN & GREATER MN EDUCATORS OF COLOR GRANTS**
 - Seeking additional appropriation of \$1M for FY25 because there was \$6,783,188 requested from 15 applicants in FY24 but only \$5.44M appropriated.

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

