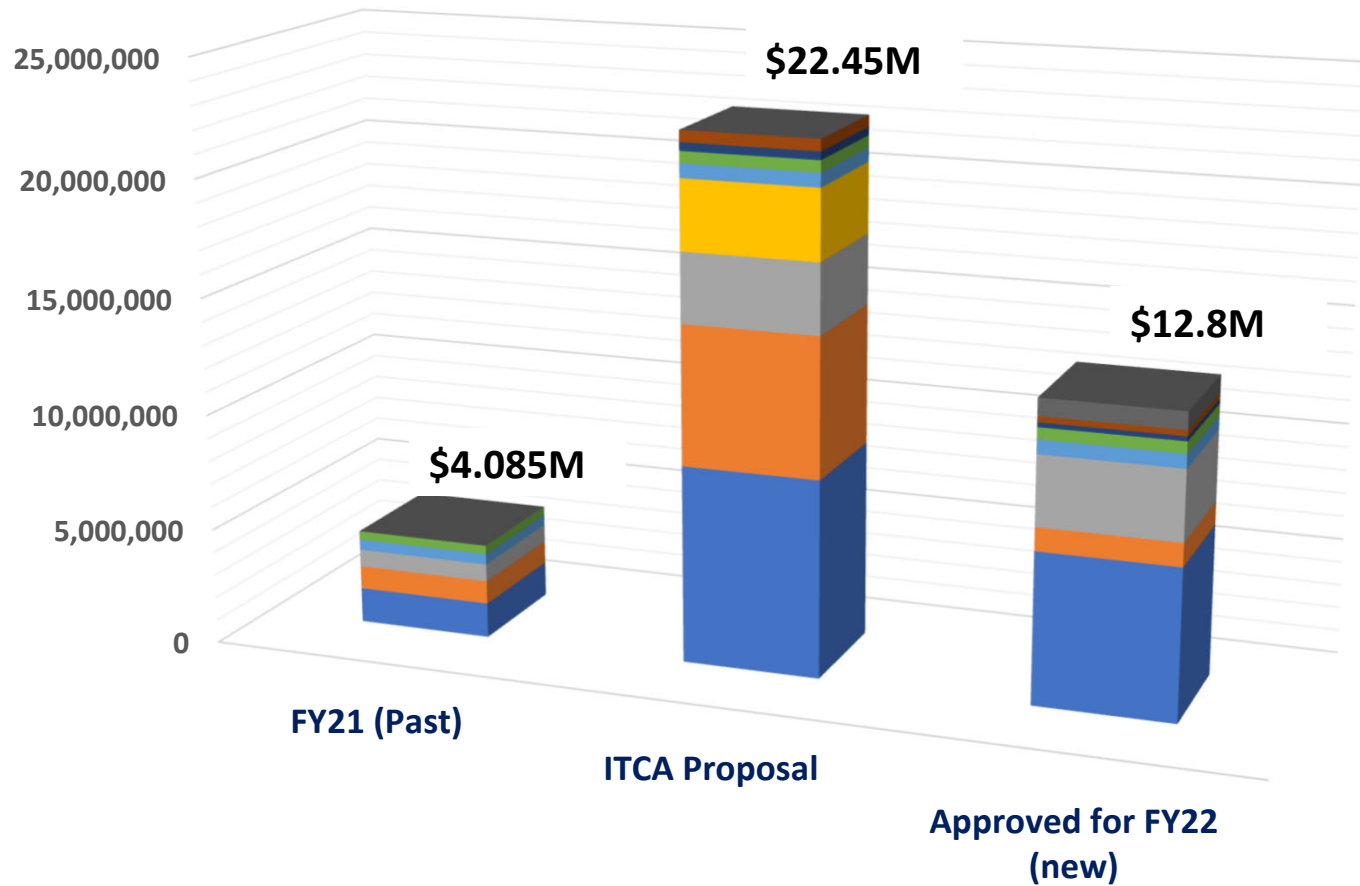


# Results of Legislative Advocacy for the Increase Teachers of Color Act (ITCA)

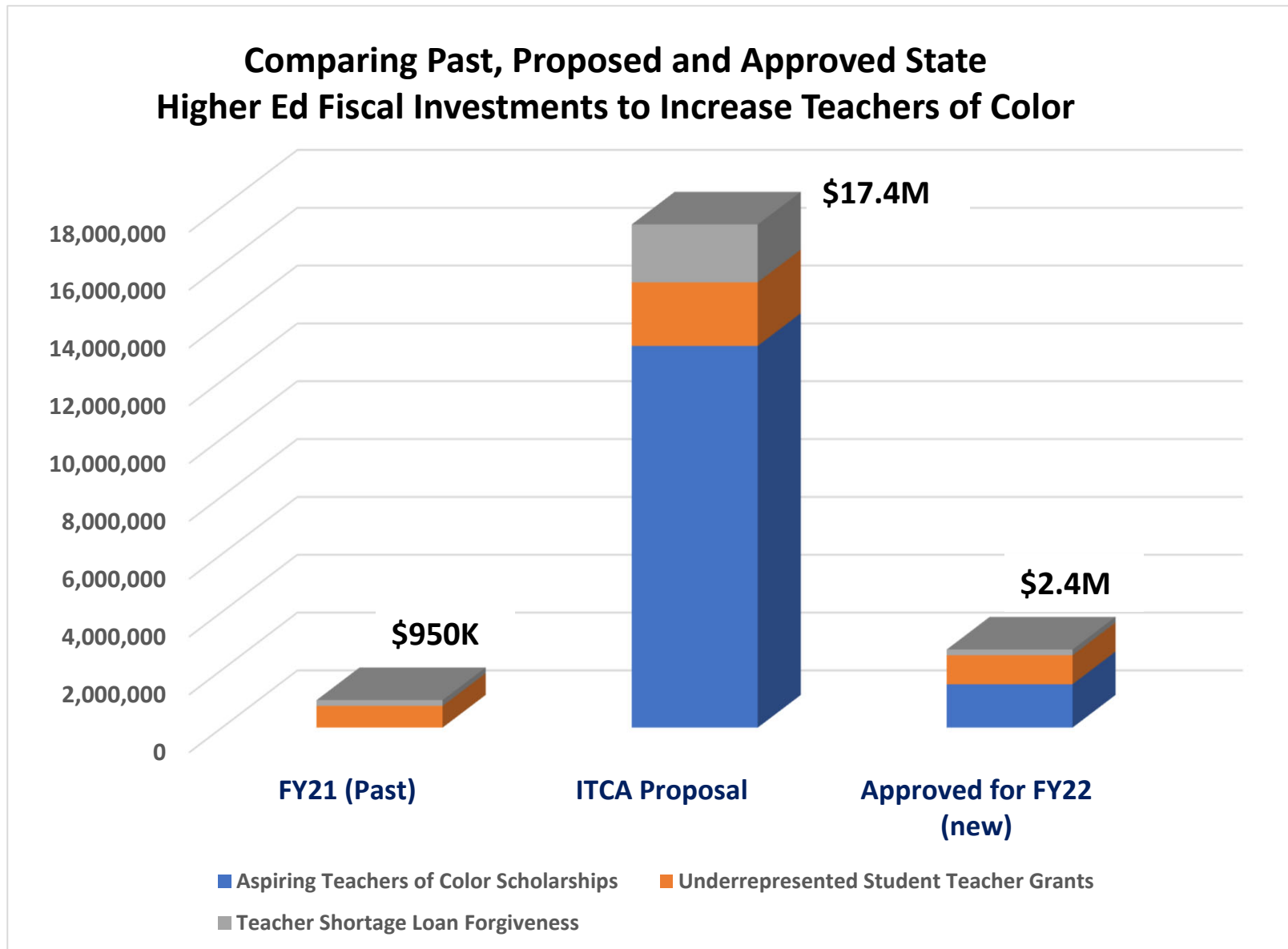
Comparing Past, Proposed and Approved State E12 Fiscal Year Investments to Increase Teachers of Color



- GYO
- Mentorship & Retention
- American Indian Teacher Preparation
- Come Teach in MN bonuses
- Black Men Teach
- CUGMEC
- Equitable School Enhancement Grants
- "Intro to Teaching" Concurrent Enrollment
- Teacher Recruitment Marketing Campaigns



# Results of Legislative Advocacy for the Increase Teachers of Color Act (ITCA)



## Comparison of Proposed and Approved Fiscal Year Investments to Support Increasing Teachers of Color and American Indian Teachers

FISCAL YEAR (FY) INVESTMENTS	Previous FY21 Appropriations	Increase Teachers of Color Act (ITCA) HF217/SF446 HF1041/SF797	GOVERNOR'S PROPOSALS	HOUSE OMNIBUS BILLS PROPOSALS (HF1065, HF993)	SENATE OMNIBUS BILLS PROPOSALS (SF960, SF975)	House/Senate & Governor Approved Budget for FY22 from 2021 Special Session (HF2)
State TOCAIT Report	-----	\$15,000	0	\$15,000	0	0
Grow Your Own <small>(including TOCAIT focus, but not exclusive)</small>	\$1,500,000	\$8,500,000	\$3,500,000	\$9,285,000	\$4,000,000	\$6,500,000
Collaborative Urban/Greater MN Eds of Color	\$1,000,000	\$6,000,000	\$1,000,000	\$1,500,000	\$1,000,000	\$1,000,000
Teacher Mentorship/ Retention Grant Program	\$750,000	\$3,000,000	\$750,000	\$3,000,000	\$2,000,000	\$3,000,000
Equitable School Enhancement Grants	-----	\$3,000,000	0	\$3,000,000	0	0
Come Teach in MN Bonuses	-----	\$350,000	0	\$350,000	\$350,000	\$200,000
American Indian Teacher Preparation	\$460,000	\$600,000	\$460,000	\$600,000	\$460,000	\$600,000
“Intro to Teaching” Concurrent Enrollment <small>(including TOCAIT focus, but not exclusive)</small>	\$375,000	\$500,000	\$375,000	\$500,000	\$375,000	\$500,000
Teacher Recruitment Marketing Campaigns	-----	\$500,000	0	\$500,000	\$500,000	\$250,000
Black Men Teach	-----	-----	-----	\$750,000	\$750,000	\$750,000
<b>TOTAL E12 =</b>	<b>\$4,100,000</b>	<b>\$22,500,000</b>	<b>\$5,335,000</b>	<b>\$18,750,000</b>	<b>\$8,685,000</b>	<b>\$12,800,000</b>
Student Teacher Grants for Racially/Ethnically Underrepresented Candidates	\$750,000	FY22 \$1.8M FY23 \$2.6M	\$3,950,000 <small>(not only TOCAIT)</small>	\$2,460,000	\$750,000	\$1,000,000
Aspiring Educators of Color Scholarships	-----	FY22 \$10.2M FY23 \$16.2M	0	\$2,250,000	0	\$1,500,000
Teacher Shortage Loan Repayment <small>(open to all teachers, included but not focused on TOCAIT)</small>	\$200,000	\$2,000,000	\$200,000	\$200,000	\$200,000	\$200,000
<b>TOTAL HIGHER ED =</b>	<b>\$950,000</b>	<b>FY22 \$14M FY23 \$20.8M</b>	<b>\$4,150,000</b> <small>(not only TOCAIT)</small>	<b>\$4,910,000</b>	<b>\$950,000</b>	<b>\$2,700,000</b>

**NOTE:** Approved E12 Investments for FY22-23 are 55% and approved Higher Ed investments are 15% of what was proposed in the Increase Teachers of Color Act as needed--along with important policy provisions (mostly which were NOT approved)—to increase the percentage of teachers of color and American Indian teachers (TOCAIT).

<b>Other Related FY Investments NOT included in the Increase Teachers of Color Act (HF217/SF446)</b>			
	<b>House E12 Omnibus Proposal</b>	<b>Senate E12 Omnibus Proposal</b>	<b>House/Senate &amp; Governor Approved</b>
Sanneh Foundation	\$1,500,000	\$1,500,000	\$1,500,000
Indigenous Ed for All	\$1,324,000	-----	-----
Rigorous Coursework for BIPOC students	\$7,460,000	-----	-----
Equity, inclusion and anti-bias PD	\$4,000,000	-----	-----
Ethnic Studies Support at MDE	\$146,000	-----	-----

# 2021 Increase Teachers of Color Act



CONTENTS of [HF217](#) (Hassan) / [SF446](#) (Abeler, Duckworth, Wiger, Eichorn, Kunesh) TOCAIT=Teachers of Color and American Indian Teachers

**ITCA Policy Proposals highlighted below were passed into law**

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 statute 122A.73	● ●	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>Teacher Recruitment Marketing Campaign</b>	New grant program for statewide recruitment of more TOCAIT	●	Statewide targeted marketing is needed

NOTE: GYO program types expanded with new statute but wasn't language from ITCA. All policies not highlighted were adopted by the House but not agreed by the Senate so they weren't passed.

