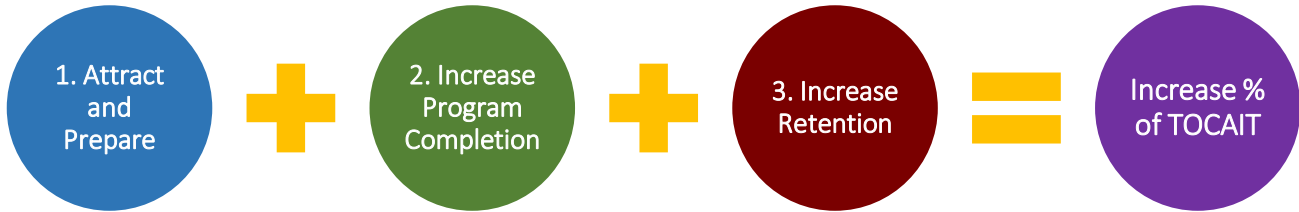


Bill Summary

Increase Teachers of Color Act of 2019

HF 824 (Rep. Kunesh-Podein & Rep. Mariani) / **SF 1012** (Sen. Torres Ray)

This comprehensive, 27-page bill **promotes system change** to help **close opportunity and achievement gaps** by strengthening existing programs and proposing new efforts to **attract, prepare and retain an increased percentage of teachers of color and American Indian teachers (TOCAIT)** in Minnesota. This bill addresses 3 main needs to:



ESTABLISH A STATE GOAL AND BIENNIAL ACCOUNTABILITY REPORT (NEW, Sect. 4)		E12 \$ in FY20
<ul style="list-style-type: none"> Goal is to increase overall percent of TOCAIT each year for all students' equitable access to diverse teachers by 2040, and PELSB is directed to report on impact of all state-funded efforts 		\$15,000
1. ATTRACT and PREPARE MORE TOCAIT		E12 \$ in FY20 & FY21
<ul style="list-style-type: none"> Expands and strengthens varied Grow Your Own pathways throughout MN (Sect. 13) Increases "Intro to Teaching" Concurrent Enrollment Courses in High Schools (Sect. 15) Expands and strengthens American Indian Teacher Preparation Programs (Sect. 7-11) Expands Collaborative Urban and Greater Minnesota Educators of Color Program grants and establishes criteria and accountabilities for entirely competitive grant program (Sect. 12) Establishes Teacher Recruitment Marketing Campaign (NEW, Sect. 24) Establishes "Come Teach in Minnesota" Hiring & Retention Bonuses program to support districts and schools recruiting and retaining teachers of color prepared in other states (NEW, Sect. 6) 		\$8,500,000/FY \$500,000/FY \$600,000/FY \$6,000,000/FY \$500,000/FY \$1,050,000/FY
2. INCREASE PROGRAM COMPLETION		E12 & Higher Ed \$
<ul style="list-style-type: none"> Establishes Aspiring MN Teachers of Color Scholarship Program to support 1000 candidates (FY20) and 1600 (FY21) with \$10,000 scholarships/year up to \$25,000 total (NEW, Sect. 17) Increases Student Teacher Candidate Grants in Shortage Areas and targets financial support to TOCAIT candidates and most needed licensure shortage areas in the state (Sect. 18) 		FY20: \$10,150,000 FY21: \$16,150,000 FY20: \$2,317,500 FY21: \$3,100,000
3. INCREASE RETENTION OF TOCAIT		E12 \$ in FY20 & FY21
<ul style="list-style-type: none"> Strengthens Teacher Mentorship and Retention Efforts with grants (Sect. 14) Amends World's Best Workforce statute (Sect. 1 & 2) and Achievement & Integration statute (Sect. 16) so district plans under these programs ensure curriculum, learning and work environments are inclusive and respectful of all racial and ethnic groups. Affirms that districts may negotiate for TOCAIT to be protected from layoffs (Sect. 14) Strengthens and increases Teacher Shortage Loan Forgiveness program (Sect. 19-23) Provides flexibility to districts to verify through job performance rather than discriminatory exams that a Tier 3 teacher, who has been an effective teacher for at least three years, has satisfactory skills in reading, writing and mathematics for a Tier 4 license (Sect. 5) 		\$2,000,000/FY \$2,000,000/FY



State Councils and Organizations Endorsing the 2019 Increase Teachers of Color Act (ITCA)

(as of 2-7-19)

- MN Council on Latino Affairs
- MN Indian Affairs Council
- Council on Asian-Pacific Minnesotans
- Council for Minnesotans of African Heritage
- Education Minnesota
- Association of Metropolitan School Districts
- MN School Board Association
- MN Association of School Administrators
- MN Association of Elementary School Principals
- MN Association of Secondary School Principals
- MN Professional Education Licensing and Standards Board
- MN Association of Colleges for Teacher Education
- MN Head Start Association
- MN Youth Council
- MN Parent Teacher Association
- MN Education Equity Partnership
- Voices for Racial Justice
- Children's Defense Fund Minnesota
- Educators 4 Excellence
- Equity Alliance MN
- Ed Allies
- Education Evolving
- Sanneh Foundation
- University of Northwestern – St. Paul
- Muslim & Jewish Women of Minnesota
- NCJW Minnesota
- RISE
- Coalition of Asian American Leaders

