

Proposed Investments Needed to Increase the Percentage of Teachers Color and American Indian Teachers in MN

(To increase TOCAIT by 1%, an estimated 600-700 new TOCAIT need to be hired)

FY20-21 Funding Priority Rank	PROPOSED INVESTMENTS NEEDED TO...	Current		Increase Teachers of Color Act HF #### / SF ####			
		FY18 Appropriated	FY19 Appropriated	FY20	# of Candidates/ Teachers to get Direct Financial Support	FY21	# of Candidates/ Teachers to get Direct Financial Support
	...Increase Program Completion						
#1	Student Teacher candidate grants in licensure and demographic shortage areas	2,800,000*	500,000	2,317,500	300 TOCAIT	3,100,000	400 TOCAIT
#1	Aspiring MN Teachers of Color scholarships	-----	-----	10,150,000	1000 TOCAIT	16,150,000	1600 TOCAIT
	TOTAL ESTIMATED FOR DIRECT FINANCIAL AID TO ALL CANDIDATES	\$ 2,800,000	\$ 500,000	\$ 12,467,500	1300 TOCAIT	\$ 19,250,000	2000 TOCAIT
	...Attract and Prepare						
#2	Expanded Grow Your Own pathways grants (formerly Paraprofessional to Teacher Program; not exclusively for TOCAIT)	1,500,000	1,500,000	8,500,000	varies; TBD	8,500,000	varies; TBD
#2	Collaborative urban and greater Minnesota educators of color program grants	1,000,000	1,000,000	6,000,000	varies; TBD	6,000,000	varies; TBD
#3	American Indian teacher preparation grants	460,000	460,000	600,000	varies; TBD	600,000	varies; TBD
#4	Come Teach in Minnesota bonuses (NEW)	-----	-----	1,050,000	400 TOCAIT	1,050,000	400 TOCAIT
#3	Expanded concurrent enrollment grants	375,000	375,000	500,000		500,000	
#4	Teacher recruitment marketing campaign (NEW)	-----	-----	500,000		500,000	
	TOTAL ESTIMATED TO ATTRACT & PREPARE	\$ 3,335,000	\$ 3,335,000	\$ 17,150,000		\$ 17,150,000	
	...Increase Retention						
#2	Mentoring, induction, and retention incentive program grants for teachers of color (NEW)	-----	-----	2,000,000		2,000,000	
#3	Teacher shortage loan forgiveness program (for teachers of licensure, geographic or demographic shortage areas)	700,000	200,000	2,000,000	970 TOCAIT	2,000,000	970 TOCAIT
#4	World's Best Workforce Inclusive School Enhancement Grants (NEW)	-----	-----	3,000,000		3,000,000	
#2	Biennial Teachers of Color State Programs Report	-----	-----	15,000			
	TOTAL ESTIMATED FOR RETENTION	\$ 700,000	\$ 200,000	\$ 7,015,000		\$ 7,000,000	
	TOTALS =	\$ 6,835,000	\$ 4,035,000	\$ 36,632,500	1300 Candidates 1370 TOCAIT	\$ 43,400,000	2000 Candidates 1370 TOCAIT

It is estimated that a total of 190 TOCAIT candidates and 28 TOCAIT were directly supported in FY18
 * 2.5M was appropriated in FY17 but not administered until FY18 for teacher candidate grants and the majority of funds were for licensure shortage area (including elementary ed) teacher candidates who are white

plus support from preparation and retention programs

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