

**File Number:** H.F. 3594  
**Version:** As introduced

**Date:** March 22, 2018

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**Subject:** Strengthening Minnesota's Teacher of Color Programs

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## Overview

H.F. 3594 provides additional resources, incentives, and direction to school districts to increase the percentage of teachers of color and American Indian teachers in their schools through four pathways:

- ▶ school districts are encouraged to direct staff development and other funding toward programs designed to mentor and retain teachers of color and American Indian teachers;
- ▶ the uses of achievement and integration revenue are broadened to include hiring staff of color and American Indian staff to more fully reflect the diversity of the school district and for added staff development activities;
- ▶ Grow Your Own teacher preparation programs are expanded; and
- ▶ the Collaborative Urban Educator program is expanded to include participation by Greater Minnesota higher education institutions.

### Section

- 1 **Teacher mentorship and retention of effective teachers.** States that a school district's teacher mentorship program should support teacher evaluation and peer review. Authorizes a school district to pay a stipend to a mentor who is American Indian or a person of color from staff development funds or from other revenue sources. Authorizes a school district to offer financial incentives for teachers of color and American Indian teachers to remain at the school for at least five years. Encourages school districts to negotiate retention strategies and layoff protections for newer teachers of color and American Indian teachers.
- 2 **Achievement and integration revenue uses.** Expands the uses of the 80 percent portion of the achievement and integration money that are to be used for direct programming to include

## Section

development of culturally relevant and ethnic studies curricula and for hiring added teachers, paraprofessionals, cultural liaisons, and counselors who represent the diversity of the district. Adds to the uses of the remaining 20 percent of the achievement and integration revenue that may be used for staff development to include activities to help retain teachers of color and American Indian teachers.

- 3 **Grow Your Own teacher preparation programs.** Adds \$1 million to the fiscal year 2019 appropriation for the Grow Your Own teacher preparation programs. Makes the new money available for grants to districts serving at least 25 percent students of color and American Indian students. Encourages community members who are of color or American Indian to pursue teacher licensure and authorizes recipient schools to provide stipends and scholarships for these persons for teacher preparation programs and school-based board-approved programs.
- 4 **Collaborative Urban Education and Greater Minnesota educators of color teacher program.** Increases the funding for the Collaborative Urban Educator (CUE) program to include programs for prospective teachers of color in Greater Minnesota. Expands the review process for future grant awards.