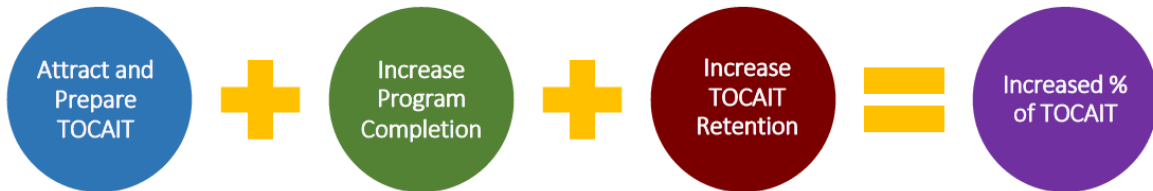


Main Purposes of 2023 Increase Teachers of Color Act (ITCA)

E12: HF320 (Hassan)/SF619 (Kunesh) and Higher Ed: HF381 (Kozlowski)/SF267 (Fateh)

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



GOAL: Provide all students with “equitable access to effective and diverse teachers” who reflect student diversity in schools (120B.11, 122A.40, 122A.41, 124D.861)

Ratio of BIPOC Teachers to BIPOC Students in MN: 1 to 90

Ratio of White Teachers to White Students in MN: 1 to 9

We're in a DEEP hole that gets deeper each year!

IF...
our teaching workforce
of approximately 62,000
reflected our
increasingly diverse
student population of
37% BIPOC students in
2022, there would be
approximately
20,000 more BIPOC
teachers in MN



The Ripple Effect of Increasing the % of BIPOC Teachers: Many Expected Returns on Relatively Small Investments



33 Positive Outcomes from Investing to Increase the % of Teachers of Color

Things expected to Increase

- ↑ Student attendance
- ↑ Student engagement
- ↑ Literacy and reading proficiency
- ↑ Parent engagement
- ↑ Achievement
- ↑ Role models for all students
- ↑ Feelings of belonging in school
- ↑ Cross-cultural understanding
- ↑ Unity between groups
- ↑ Preparation for life/work in a diverse society
- ↑ Graduation rates
- ↑ College admission
- ↑ Higher education attainment
- ↑ Opportunity
- ↑ Jobs & Workforce Development
- ↑ BIPOC Teacher candidate recruitment
- ↑ BIPOC Teacher candidate preparation
- ↑ BIPOC Teacher retention
- ↑ % of BIPOC teachers in MN

Expected decreases

- ↓ Opportunity gaps
- ↓ Achievement gaps
- ↓ Discipline problems
- ↓ Suspensions
- ↓ Dropouts
- ↓ Racial discrimination in schools
- ↓ Crime
- ↓ Prison rates
- ↓ Unemployment
- ↓ Homelessness
- ↓ Health care problems and costs
- ↓ College debt
- ↓ Overall teacher shortage
- ↓ Severe shortage of teachers from students' diverse backgrounds

For more information, see:
Teacher Diversity and Student Success by
Gershenson, Hansen & Lindsay, 2021



**Given approximately 62,000 teachers in MN,
each 1% increase of TOCAIT requires a net gain
of approximately 620 TOCAIT in the workforce**

	Number BIPOC	Percent BIPOC of Total in MN
Teachers	3,840	6.24%
Program Completers	378	11.14%
Teacher Candidates	2,142	17.14%

Source: PELSB, 2023 *Teacher Supply & Demand Report*

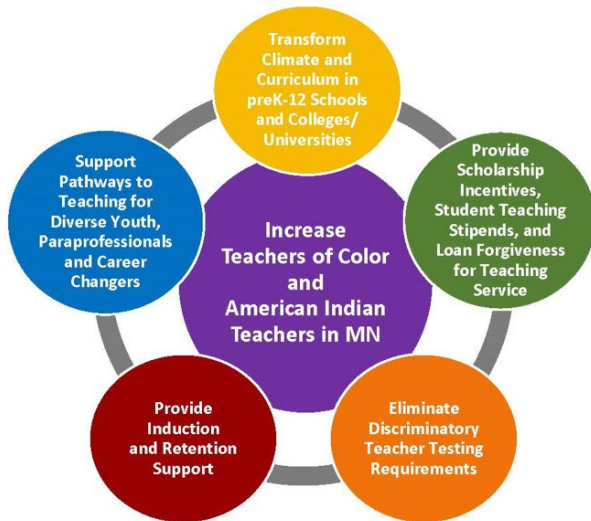
Number of BIPOC Teacher Candidates Supported from State Grants in FY22

Grant	Amount Allocated	Candidates Impacted	# of Institutions
Underrepresented Student Teacher Grants (OHE)	\$946,726	140	21
Aspiring Teachers of Color Scholarships (OHE)	\$742,688	175	NA

Source: PELSB, 2023 Teacher Supply and Demand Report

HF381 Proposed Investments

PROPOSED HIGHER ED INVESTMENTS	Appropriated for FY22-23	Estimated # TOCAIT Supported	FY24 Request	Estimated # TOCAIT Supported	FY25 Request	Estimated # TOCAIT Supported	Base Request FY26-Beyond
Underrepresented Student Teacher Grants	\$2.25M	291 @ \$7.5K each	\$2.5M	323 @ \$7.5K each	\$2.5M	323 @ \$7.5K each	\$3M
Aspiring MN Educators of Color Scholarships	\$3M	291 @ \$10K each	\$18.5M	1,830 @ \$10K each	\$18.5M	1,830 @ \$10K each	\$10M
Teacher Shortage Loan Repayment Program	\$400K	10 @ \$1K each/yr	\$8.25M (\$8M for TOCAIT)	2,000 @ \$4K each/yr	\$8.25M (\$8M for TOCAIT)	2,000 @ \$4K each/yr	\$8.25M



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THANK YOU!



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 Coalition to Increase TOCAIT in MN