

Subject Teachers
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Overview

This bill seeks to strengthen the Increase Teachers of Color Act and increase the number of teachers who are of color or American Indian. The bill modifies provisions in the world's best workforce statute, which requires school boards to adopt long-term plans to meet particular state goals. Other sections establish a state goal of increasing the percentage of teachers of color and American Indian teachers, establish a grant program to fund specific activities to close opportunity gaps, amend licensure and tenure provisions, and amend integration plan requirements, among others.

Summary

Section	Description
1	<p>World's best workforce; definitions.</p> <p>Adds definitions for "ethnic studies curriculum," "antiracist," "culturally sustaining," and "institutional racism."</p>
2	<p>World's best workforce; adopting plans and budgets.</p> <p>Requires districts' world's best workforce plans to include ethnic studies curriculum, and anti-racist and culturally sustaining curriculum; modifies other plan requirements.</p> <p>Effective date: This section is effective for all strategic plans reviewed and updated after June 30, 2023.</p>
3	<p>World's best workforce; district advisory committee.</p> <p>Requires district advisory committee to recommend strategies regarding curriculum and learning and work environments.</p>

Section	Description
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4 **Closing educational opportunity gaps grants.**

Subd. 1. Grant program established. Establishes a grant program to support world's best workforce strategies and collaborative efforts that address opportunity gaps.

Subd. 2. Definitions. Defines terms, including "antiracist," "equitable," "institutional racism," "opportunity gap," and "structural."

Subd. 3. Applications and grant awards. Requires the commissioner of education to determine application procedures and deadlines, select schools to receive grants, and determine award amounts.

Subd. 4. Description. Requires grants to be used to support efforts that close opportunity gaps in specified ways.

Subd. 5. Report. Requires grant recipients to report to the commissioner.

Effective date: This section is effective July 1, 2022.

5 **Increasing the percentage of teachers of color and American Indian teachers in Minnesota.**

Subd. 1. Purpose. Establishes purpose of statute is to set state goals for increasing the percentage of teachers of color and American Indian teachers, and ensure all students have access to effective and diverse teachers who reflect the diversity of students.

Subd. 2. Equitable access to racially and ethnically diverse teachers. States goal that the percentage of teachers who are of color or American Indian should increase at least two percentage points per year to have a teaching workforce that more closely reflects the student population and ensure students have equitable access to effective and diverse teachers by 2040.

Subd. 3. Rights not created. States that goal in this section does not exclude other goals or confer a right or create a claim.

Subd. 4. Reporting. Requires the Professional Educator Licensing and Standards Board (PELSB) to report on aggregate outcomes of state programs related to the preparation or retention of diverse teachers.

Effective date: This section is effective the day following final enactment.

Section	Description
6	<p>Curriculum policy.</p> <p>Requires a school board to adopt a written policy that prohibits discrimination or discipline for a teacher or principal for incorporating into curriculum contributions by persons in a protected class.</p>
7	<p>School student bullying policy; state model policy.</p> <p>Requires the commissioner of education to develop and maintain resources to help a district or school implement strategies to prevent and reduce discrimination; and to develop and adopt state standards for social-emotional learning.</p>
8	<p>American Indian mascots prohibited.</p> <p>Subd. 1. Prohibition. Prohibits a district from adopting a name, symbol, or image of an American Indian tribe, custom, or tradition as a mascot, nickname, logo, letterhead, or team name of the district or school. Allows a district to seek an exemption from the Tribal Nations Education Committee and the Indian Affairs Council.</p> <p>Subd. 2. Definitions. Defines terms including “American Indian” and “mascot.”</p>
9	<p>Tier 3 license; requirements.</p> <p>Requires PELSB to issue a Tier 3 license to a candidate who either: (1) completed a teacher preparation program from a culturally specific minority serving institution and is eligible for a teacher license in another state; or (2) completed a university teacher preparation program in another country and has taught at least two years. Requires candidate to have completed student teaching comparable to Minnesota requirements.</p>
10	<p>Tier 4 license; requirements.</p> <p>Allows candidate for Tier 4 license to meet teaching experience requirement with experience in another state.</p>
11	<p>Teacher licensure assessment; tests.</p> <p>Paragraphs (a) and (b) strike the skill test requirements for Tier 4 license. Eliminates Tier 3 and Tier 4 pedagogy and content exam requirements for candidates who have completed board-approved preparation programs, and candidates who have completed preparation programs in other states where they have passed licensure examinations.</p> <p>Paragraph (c) requires testing centers to provide monthly opportunities for untimed content and pedagogy exams. Requires a candidate who has not passed a required exam after two attempts to be allowed to retake the exam for free.</p>

Section	Description
12	<p>Continuing contracts (districts in cities outside the first class); probationary period.</p> <p>Modifies probationary period for a teacher who has taught for three consecutive years in a single district or charter school in Minnesota or another state by allowing the teacher to obtain continuing contract status after serving a one-year probationary period rather than a three-year period.</p> <p>Effective date: This section is effective for collective bargaining agreements effective July 1, 2023, and later.</p>
13	<p>Tenure (districts in cities of the first class); probationary period.</p> <p>Modifies probationary period for a teacher who has taught for three consecutive years in a single district or charter school in Minnesota or another state by allowing the teacher to obtain tenure with a one-year probationary period rather than a three-year period.</p> <p>Effective date: This section is effective for collective bargaining agreements effective July 1, 2023, and later.</p>
14	<p>Collaborative urban and greater Minnesota educators of color grant program.</p> <p>Subd. 1. Establishment. Modifies purpose of grant.</p> <p>Subd. 2. Competitive grants. Requires applicants to submit a plan describing how it will use grant funds, and modifies priority order for criteria.</p> <p>Subd. 3. Grant program administration. Requires PELSB to establish a standard allowable dollar range for the amount of direct financial assistance an institution may provide to a candidate, and describes how range must be established.</p> <p>Subd. 4. Report. Modifies reporting requirement for institutions awarded grants.</p>
15	<p>Teacher mentorship and retention of effective teachers.</p> <p>Modifies uses of grant funds. Requires PELSB to prioritize grants for efforts to induct, mentor, and retain Tier 2 or 3 teachers who are of color or American Indian, and Tier 2 or 3 teachers in licensure shortage areas. Allows grants to be awarded for up to 24 months. Modifies reporting deadline.</p> <p>Effective date: This section is effective July 1, 2022.</p>
16	<p>Principals; duties, evaluation.</p> <p>Requires principal evaluations to support and improve principal's culturally responsive leadership practices.</p> <p>Effective date: This section is effective July 1, 2023.</p>

Section	Description
17	<p>Graduation ceremonies; tribal regalia and objects of cultural significance.</p> <p>Requires a school district or charter school to allow an American Indian student to wear American Indian regalia, tribal regalia, or objects of cultural significance at a graduation ceremony.</p> <p>Effective date: This section is effective the day following final enactment.</p>
18	<p>Achievement and integration; plan implementation; components.</p> <p>Modifies achievement and integration plan requirements. Requires plans to include strategies to address institutional racism.</p> <p>Effective date: This section is effective for all plans reviewed and updated after the day following final enactment.</p>
19	<p>Appropriations; Grow Your Own.</p> <p>Increases FY23 appropriation for Grow Your Own programs from \$6,500,000 to \$27,000,000.</p>
20	<p>Appropriations; expanded concurrent enrollment grants.</p> <p>Increases FY23 appropriation for “Introduction to Teaching” or “Introduction to Education” courses from \$500,000 to \$1,000,000.</p>
21	<p>Appropriations; collaborative urban and greater Minnesota educators of color grants.</p> <p>Increases FY23 appropriation from \$1,000,000 to \$3,000,000.</p>
22	<p>Appropriations; closing educational opportunity gaps grants.</p> <p>Appropriates \$5,000,000 for grants in FY23.</p>
23	<p>Appropriations; reports on increasing percentage of teachers of color and American Indian teachers.</p> <p>Appropriates \$15,000 in FY23.</p>



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