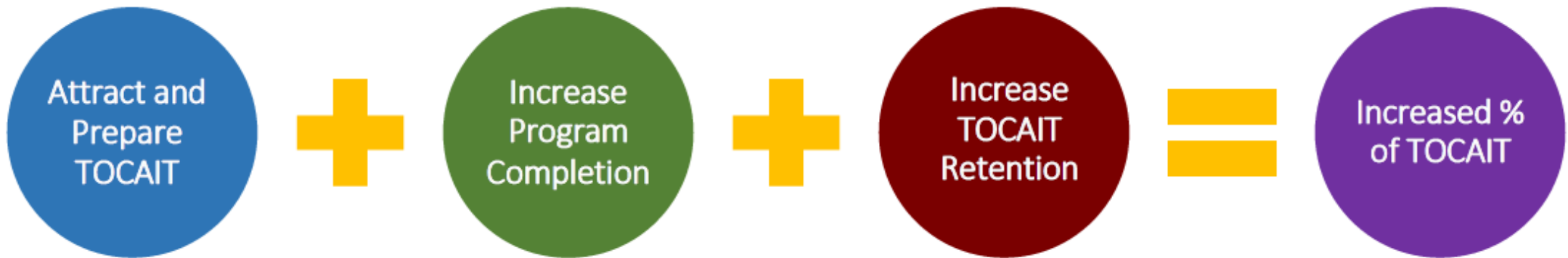


Purposes of the 2022 Increase Teachers of Color Act (ITCA) (HF3079)

This graphic shows the three major categories of proposals in ITCA needed for increasing the percentage of TOCAIT above 4%:



“TOCAIT”= Teachers of Color and American Indian Teachers

**To close opportunity and achievement gaps,
much more needs to be done to provide students with
“equitable access to effective and diverse teachers...
who reflect the diversity of students in schools”**

(MN Statutes 122A.40, 122A.41, 124D.861, 127A.05, 120B.11)

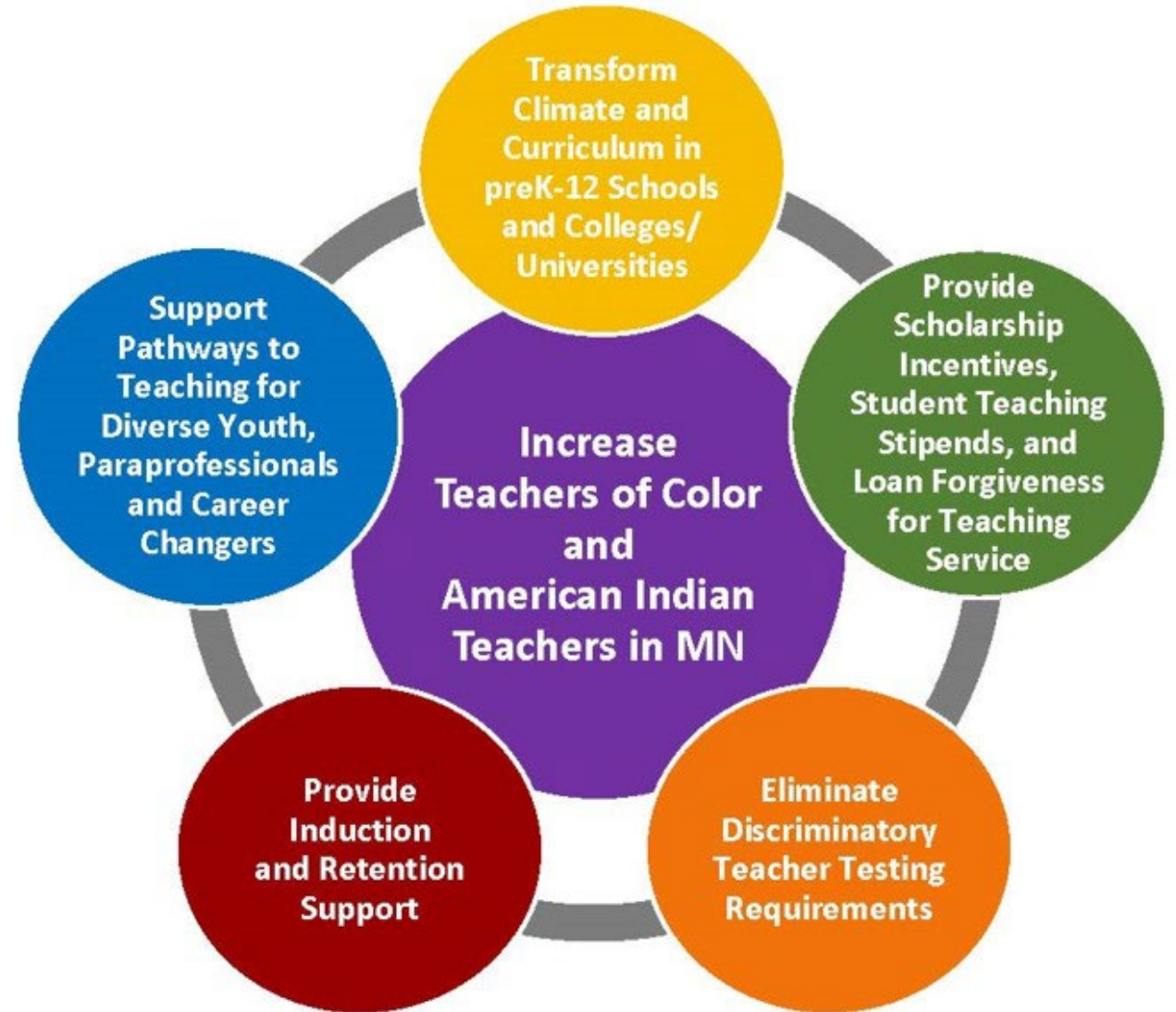
- **BIPOC teachers are only 5% of all teachers although BIPOC students are 38% of all students. BIPOC teachers by Tier of License reported in 2021 (licenses only, not necessarily teaching)**

Tier 1	Tier 2	Tier 3	Tier 4
182	539	618	4,751

- **FACT: A 1% increase in MN requires a net gain of approx. 630 new BIPOC teachers**
- **PROGRESS but not enough:**
 - At least **489 BIPOC teacher candidates are completing programs in 2021-22**, up from 244 BIPOC teacher candidates who completed programs in 2019-20 (**7.5% of all in MN**)
 - **1,340 total BIPOC candidates were enrolled in 2019-20 (13.2% of all candidates in MN)**
- **IF students today had equitable access to BIPOC teachers, there would be approximately 22,000 BIPOC teachers in Minnesota.**

Sources: PELSB 2021 Supply & Demand Report and Data Summary Report, and 2022 Coalition Survey of MACTE Institutions

**The Increase
Teachers of Color Act
addresses
5 main strategies
based on research
and lived
experiences of
BIPOC teachers
and youth:**



Importance of the Following Sections Among Others

❖ **Sec 4 Closing Educational Opportunity Gaps Grants**

- Important to help indirectly recruit and retain BIPOC teachers
- Provides support to districts that want to innovate and do hard work of closing opportunity gaps that lead to our state's wide achievement gaps

❖ **Sec 14 CUGMEC Program & Funding**

- Critically important pipeline to prepare BIPOC teachers and help them complete programs for Tier 3 licensure
- Amendments crafted by broad stakeholder group of private and public institutions, both small and large and from Greater MN as well as Twin Cities

❖ **Sec 15 Modifications to the Teacher mentorship and retention grant program at PELSB**

- Important amendments to strengthen popular grant program now entering 4th year clarify eligibility, grant uses and adjusts reporting timeline until September in order to better know program retention outcomes

Amendments to the Collaborative Urban and Greater MN Educators of Color (CUGMEC) grant program address each of the 2021 Recommendations from the Office of Legislative Auditor

- ✓
 - The Legislature and PELSB should clarify reporting requirements for the CUGMEC program to allow for reporting on the program as a whole. (p. 60)
 - The Legislature should:
 - ✓ – Clearly define the focus of the CUGMEC grant program.
 - ✓ – Outline how grant funding may be used and establish corresponding outcome measures.
 - ✓ – Review requirements for awarding grant funds. (p. 66)
- ✓
 - As the Legislature makes decisions related to CUGMEC, it should determine how CUGMEC fits into Minnesota's efforts to increase the number of teachers of color and American Indian teachers in Minnesota. (p. 71)

Additional E12 Investments Needed as Proposed: \$28 million

	2021 ITCA Proposed	Appropriated for FY22	FY22 Grant Application Requests	EXTRA Needed for FY23
Grow Your Own grants	\$8.5M	\$6.5M	\$26.7M	\$20.5M
Collaborative Urban & Greater MN Educators of Color (CUGMEC) grants	\$6M	\$1M	\$2.12M	\$2M
Concurrent Enrollment--Intro to Teaching grants	\$500K	\$500K	TBD	\$500K
Closing Educational Opportunity Gaps grants	\$3M	0	NA	\$5M
Outcomes Report from PELSB of All State Investments	\$15K	0	NA	\$15K

Note: Additional Higher Ed Investments Needed: \$10 million



We can do this.
We should do this.
We need to do this.

The investments proposed in the Increase Teachers of Color Act H.F. 3079 are less than $\frac{1}{2}$ of one cent of every dollar of projected state surplus (\$7.7 billion)!

The policies in HF3079 will strengthen return on existing and proposed increased investments.