

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
CUGMEC: Collaborative Urban and Greater MN Educators of Color (PELSB)	\$970,000	327	10

Source: PELSB, 2023 Teacher Supply and Demand Report

Grow Your Own Grant Applications vs Awards

The following table illustrates the change in program applications and awards from the fiscal year previous to the changes (FY21) to the two fiscal years following the changes (FY22 and FY23).

Application Information	FY21 Applications	FY21 Awards	FY22 Applications	FY22 Awards	FY23 Applications	FY23 Awards
Number of Applications	18	6	52	11	53	11
Total Amount of Funding Requests	~2.9M	\$1.455M	~\$26.7M	~\$6.4M	~\$29.1M	~6.4M

Source: MN Dept of Ed

MDE's Key Takeaways from their FY22 Grow Your Own Grant Legislative Report

“...there were several very worthy, high-scoring applications that were not funded, simply because the amount of funds requested far exceeded the amount available.”

- “At least 25 additional applications were strong enough to merit consideration for funding.”
- **“Adult Pathway – 35 adults** received scholarships/stipends to pursue a first-time professional teaching license in first 6 months of FY22
 - 100% of them plan to continue their pursuit of a license or have completed licensure process
 - 85.7% identify as people of color or American Indian”
- **“Student Pathway – 152 secondary students** participated in a GYO program for students
 - 69% of them plan to continue exploring careers in teaching
 - 95% identify as people of color or American Indian”

Source: MN Dept of Ed

Remember...

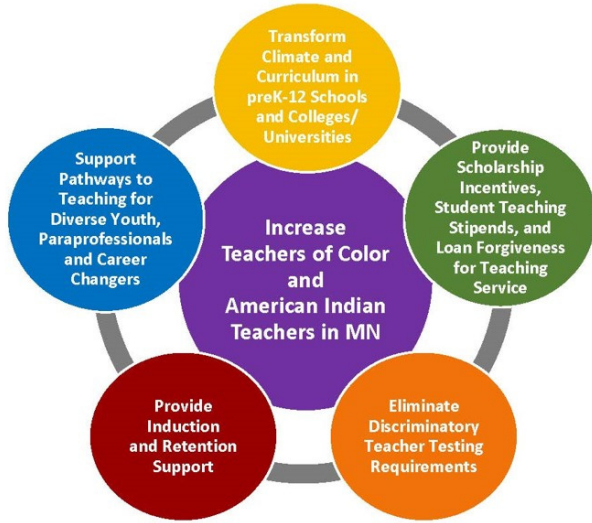
Each 1% increase requires a net gain of approximately 620 TOCAIT in the workforce

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



We must do much more to move the needle!

PROPOSED E12 INVESTMENTS	Appropriated for FY22-23	FY24 Request	FY25 Request	Base Request FY26-Beyond
Grow Your Own grants	\$13M	\$35M	\$35M	\$35M
Collaborative Urban & Greater MN Educators of Color (CUGMEC) grants	\$2M	\$6M	\$6M	\$6M
Teacher Mentorship and Retention	\$6M	\$3.5M	\$3.5M	\$3.5M
Concurrent Enrollment--Intro to Teaching grants	\$1M	\$500K	\$500K	\$500K
American Indian teacher preparation grants	\$920K	\$750K	\$750K	\$750K
Come Teach in Minnesota grants	\$400K	----	\$200K	----
Teacher Recruitment Marketing Campaign	\$500K	\$500K	\$500K	\$500K
Closing Educational Opportunity Gaps grants (NEW)	0	\$10M	\$10M	\$10M
Underrepresented Student Teacher Grants	0	\$1M	\$1M	\$1M
Aspiring MN Educators of Color Scholarships	0	\$3M	\$3M	\$3M
Teacher Shortage Loan Repayment Program	0	\$10M (\$2M for TOCAIT)	\$10M (\$2M for TOCAIT)	\$5M (\$2.5M for TOCAIT)
Coalition to Increase TOCAIT in MN	0	\$200K	\$200K	----
PELSB TOCAIT Reporting	0	\$60K	\$60K	\$60K
Total Proposed		\$70.51M	\$70.71M	\$65.31M
Total Increase over base		\$58.26M	\$58.46M	\$54.46M



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THANK YOU!



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Coalition to Increase TOCAIT in MN