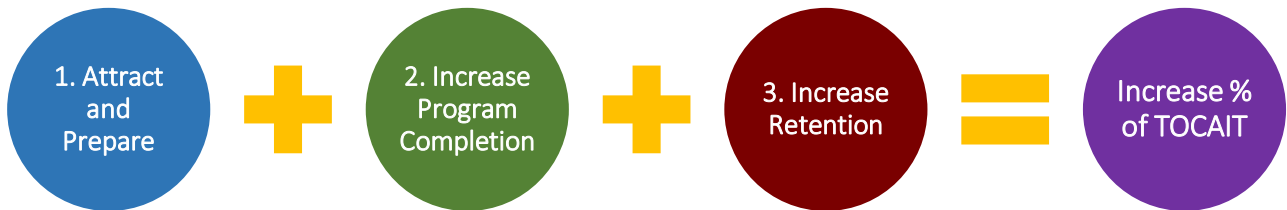


Increase Teachers of Color Act of 2020

What does ITCA 2020 accomplish?

The proposed legislation **strengthens existing programs** for attracting, preparing, and retaining an increased percentage of teachers of color and American Indian teachers (**TOCAIT**) in Minnesota. It promotes needed **system change** to help **close opportunity and achievement gaps** and **increase TOCAIT**.



What does ITCA 2020 include as a package of legislation in the House?

- Updated policy amendments for existing E12 and Higher Ed programs proposed in ITCA 2019 that were approved in the House with bipartisan support but were not included in the final House-Senate Conference Committee omnibus bills.
- Requests for one-time, additional funding for FY21 for the most important existing Education and Higher Education grant programs funded in 2019 if there is a state budget surplus.

| E12 Policy & Finance Proposals in HF3201 (Reps. Kunesh-Podein & Koznick, et. al.) | Higher Ed Amendments to HF434 (Rep. Noor, et. al.) |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • Establishes a state goal to increase the percentage of TOCAIT each year (currently 4%) and have a teaching force reflect the diversity of K12 students (currently 34%) in the state by 2040. Requires a biennial accountability report from PELSB. (Sec. 3, pp. 3-4) • Creates statute to expand and strengthen the Grow Your Own program with additional pathways for non-licensed employees, parents and secondary students, and opens eligibility for districts throughout the state. (Sec. 5, pp. 5-9) • Requires district plans under the World’s Best Workforce and Achievement & Integration statutes to ensure curriculum, learning, and work environments are inclusive and respectful of all racial and ethnic groups. The Achievement & Integration program is strengthened to address opportunity and achievement gaps. (Sec. 1 & 2, pp. 1-3, and Sec. 6, pp. 9-11) • Requires the testing company offering licensure exams to provide more supports for candidate success including monthly untimed test taking opportunities, waiving testing fees for low income test takers, and providing free full-length practice tests for each exam, etc. (Sec. 4, p. 5) • Proposes additional, one-time funding (amounts TBD) for three grant programs: 1) Grow Your Own, 2) Teacher Mentorship and Retention, and 3) Collaborative Urban and Greater MN Educator of Color (Sec. 7) | <ul style="list-style-type: none"> • Strengthens Student Teacher Candidate Grants in Shortage Areas to clarify most needed shortage areas in the state and target financial support to candidates accordingly. Amends 2019 session law to clarify that \$750K appropriated for TOCAIT candidates is in addition to amount reserved per statute. Seeks additional funding. (Sec. 1, pp. 1-4, Sec. 3 & 4, pp. 8-9) • Strengthens Teacher Shortage Loan Forgiveness program to clarify most needed shortage areas in the state so limited funds support those teachers and reserves a percentage of funds for TOCAIT equal to the percentage of students of color and American Indian students in MN. (Sec. 2, pp. 4-8) |



State Councils and Organizations Endorsing the 2020 Increase Teachers of Color Act (ITCA)

(as of Feb.18, 2020)

- MN Council on Latino Affairs
- MN Indian Affairs Council
- Council on Asian-Pacific Minnesotans
- Council for Minnesotans of African Heritage
- Education Minnesota
- MN School Board Association
- MN Association of School Administrators
- MN Association of Elementary School Principals
- MN Association of Secondary School Principals
- Association of Metropolitan School Districts
- MN Youth Council
- MN Parent Teacher Association
- MN Private College Council
- MN Association of Charter Schools
- MN Association of Charter School Authorizers
- MN Head Start Association
- MN Education Equity Partnership
- Voices for Racial Justice
- Growth & Justice
- Educators for Excellence – Minnesota
- Education Evolving
- NAVIGATE
- MindWorks Collaborative
- Wildflower Schools
- Project Legacy
- Zintkala Luta
- Tiwahe Foundation
- SEWA-AIFW
- Bethel University, Education Dept.
- University of St. Thomas

2019 Increase Teachers of Color Act Endorsements that are still waiting to be confirmed for ITCA 2020

- MN Professional Educator Licensing and Standards Board
- MN Association of Colleges for Teacher Education
- MN Literacy Council
- Children’s Defense Fund Minnesota
- Equity Alliance MN
- Ed Allies
- Coalition of Asian American Leaders
- Sanneh Foundation
- St. Catherine’s University
- University of MN, Twin Cities
- University of Northwestern – St. Paul
- Muslim & Jewish Women of Minnesota
- NCJW Minnesota
- RISE
- Native STAND—Gwayakochigewin
- Black Men Teach
- 180 Degrees
- People of Color Union Members
- SEIU Local 284
- El Colegio School
- CLUES – Comunidades Latinas Unidas en Servicio
- Academia Cesar Chavez
- Centro Tyrone Guzman
- Comunidades Organizando el Poder y la Acción Latina (COPAL)

