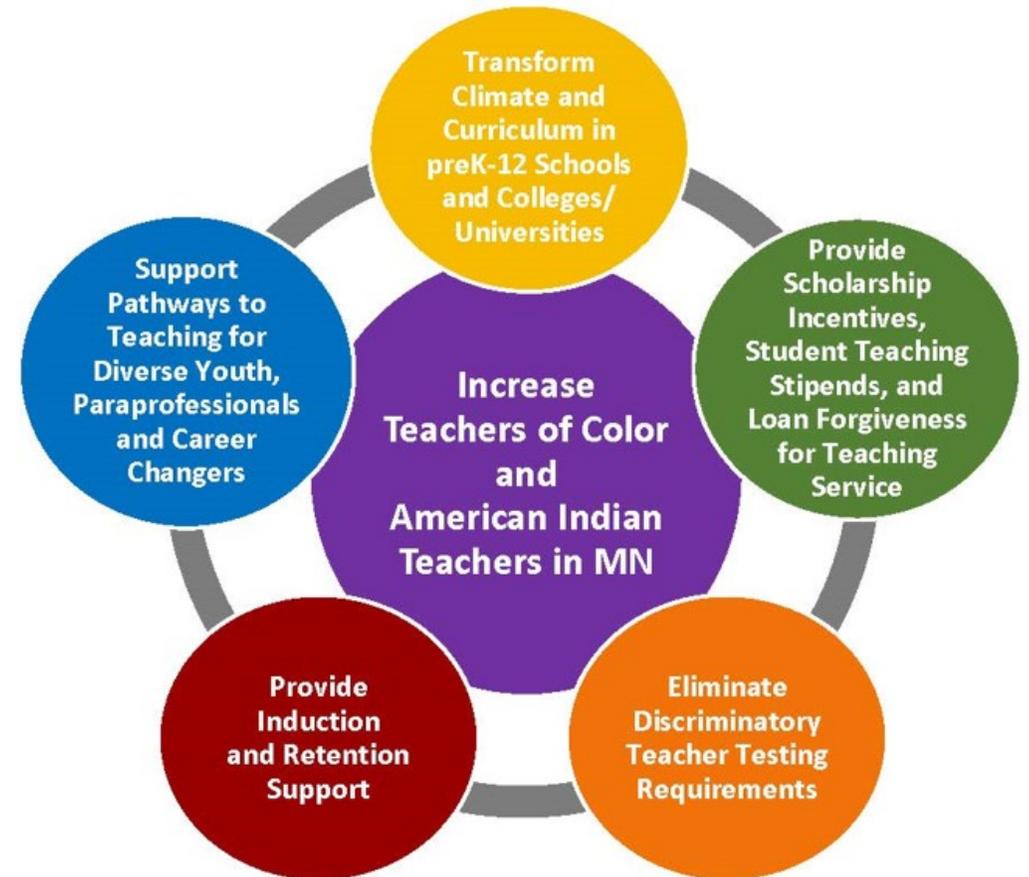


Overview of 2021 Increase Teachers of Color Act (ITCA)

- This is the 5th version of ITCA which was first introduced in 2017. Like previous ITCA's, it is historic, unique legislation for our state and country
- Combines proposals from 2019 and 2020 ITCA's with slightly lower funding requests compared to 2019 ITCA
- Crafted by the Coalition with extensive stakeholder and state agency input over years. that had bipartisan support and has more than 50 org endorsements
- Updated with clearer, stronger language in response to widespread calls for racial justice throughout the state and world in summer 2020
- Adds 4 new sections from Governor's 2020 bill that closely aligned with previous ITCA's
- Includes E12 and Higher Ed bills

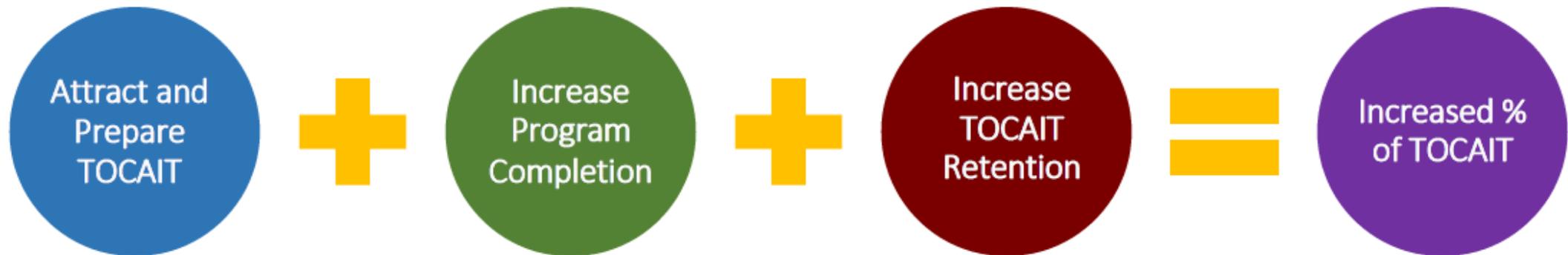


2021 Increase Teachers of Color Act

A comprehensive set of interconnected proposals that are needed to Increase the % of TOCAIT

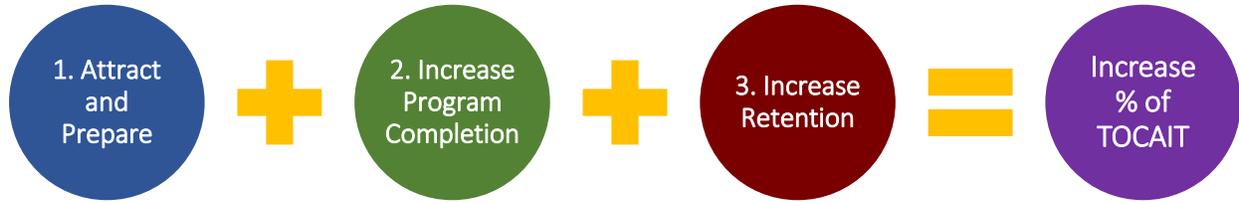
(i.e. 1% increase requires a net increase of 650 teachers)

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



Several statutes amended in 2016: All students shall have “equitable access to effective and diverse teachers” who reflect student diversity in schools

Increase Teachers of Color Act of 2021



CONTENTS of E-12 EDUCATION BILL ([HF217](#), Hassan / [SF 446](#), Abler)

SECT.	STATUTE OR PROGRAM	BRIEF DESCRIPTION
1-3	World's Best Workforce	Strengthens proposed amendments to 120B.11 from 2020 & 2019 ITCA, including definitions of key terms for equity
4	Equitable School Enhancement Grants	New grant program originally proposed in 2019 ITCA (\$\$)
5	Create State Goal to Increase TOCAIT with Outcomes Assessment Report	Reintroduces same proposed new statute from 2020 & 2019
6	Curriculum Policy	New statute prohibits discrimination or discipline for educating about persons from protected classes
7	State Model Policy	Strengthens 121A.031 requiring MDE develop resources for creating positive school climates to reduce discrimination
8-10	Licensure Rules and Testing	Amendments remove barriers to teaching in 122A.183-185
11-13	Come Teach in MN Hiring Bonuses	New grant program originally proposed in 2019 ITCA (^\$\$), and districts may negotiate 1yr probationary period
14-15	Collaborative Urban and Greater MN Educators of Color Grant Program	Proposes extended grant period of 2 years and modified reporting deadline in 122A.635 (^\$\$)
16	Grants for Grow Your Own Programs	Reintroduces same proposed amendments to law with new statute from 2020 ITCA (^\$\$)
17	Teacher Mentorship and Retention Grants	Proposes amendments to 122A.70 to clarify eligibility. (^\$\$)
18	Principal Evaluation	Principals must be evaluated under 123B.147 for their culturally responsive skills and practices
19	Graduation Ceremonies; Tribal Regalia	New statute that American Indian students must be allowed to wear cultural regalia
20	Achievement and Integration Program	Strengthens proposed amendments to 124D.861 from 2020 & 2019 ITCA, requiring district plans address inequities
21	Appropriations. Same as proposed in 2019 ITCA; only 0.22% of total E12 budget (\$46.3M/\$20,745M) needed for increasing the percentage of TOCAIT. Includes programs listed above marked with (\$\$) as well as increased funding for "Intro to Teaching" Concurrent Enrollment Courses and American Indian Teacher Preparation Program. New funding for statewide Teacher Recruitment Marketing Campaign.	

CONTENTS of HIGHER ED BILL (HF ###, Keeler / SF ###, Abler)

1	Aspiring MN Teachers of Color Scholarship Program	New scholarship program proposed in 2019 ITCA
2	Student Teacher Candidate Grants	Reintroduces same proposed amendments to 136A.1275 from 2020 ITCA
3	Teacher Shortage Loan Forgiveness Program	Reintroduces same proposed amendments to 136A.1791 from 2020 ITCA
4	Appropriations. Same as proposed in 2019 ITCA proposing funding for all 3 programs equaling only 1% of total Higher Ed budget (\$35.7M/\$3,406M) needed for increasing the percentage of TOCAIT	



ITCA PROPOSED APPROPRIATIONS FY22 & FY23

E12
HF217/SF446

Higher Ed

<u>PROGRAM</u>	<u>PROPOSED/FY</u>	<u>CURRENT/FY</u>
State TOCAIT Report	\$15K	-----
Grow Your Own	\$8.5M	\$1.5M
Collaborative Urban/Greater MN Eds of Color	\$6M	\$1M
Teacher Mentorship/Retention (TOCAIT focused)	\$3M	\$750K
Equitable School Enhancement Grants	\$3M	-----
Come Teach in MN Bonuses	\$350K	-----
American Indian teacher preparation	\$600K	\$460K
“Intro to Teaching” Concurrent Enrollment	\$500K	\$375K
Teacher Recruitment Marketing Campaigns	\$500K	-----
	TOTAL E12= \$22.5M	\$4.1M
Aspiring MN Educators of Color Scholarships	\$10.2M/\$16.2M	-----
Student Teacher Grants	\$2.3M/\$3.1M	\$1.25M
Teacher Shortage Loan Forgiveness	\$2M	\$200K
	TOTAL HIGHER ED= \$14.5M/\$21.3M	\$1.45M

Proposed Biennium Investments in ITCA needed to “move the needle” of TOCAIT 1% per year are **just 0.2% of total E12 projected budget** (Nov. forecast) of \$20,591,371,000 and **only 1% of the total Higher Ed projected budget** of \$3,410,442,000

