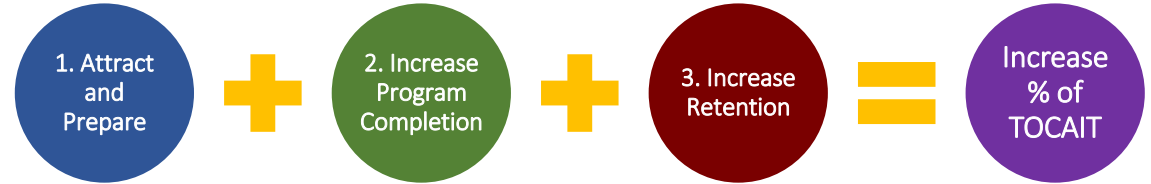


# 2022 Increase Teachers of Color Act



CONTENTS of [HF3079](#) (Rep. Hassan) / [SF3132](#) (Sen. Kunes)

TOCAIT=Teachers of Color and American Indian Teachers

SECT.	POLICIES OR GRANT PROGRAMS	BRIEF DESCRIPTION	PURPOSE	IMPORTANCE
1-3	<b>World's Best Workforce</b>	Amends statute to expect that district strategic plans focus on closing opportunity gaps for students and employees	● ●	Closing gaps is fairness, and essential to attracting and retaining TOCAIT
4	<b>Closing Education Opportunity Gaps Grants</b>	Pilot grant program to support innovation in closing gaps as expected under World's Best Workforce	● ●	Support and statewide examples needed to implement district plans
5	<b>Creates State Goal &amp; Outcomes Report</b>	Sets long-term goal to have teaching force reflect student diversity by 2040 with annual goals and outcomes reporting	●	Need to set goals in order to reach them, and track impact of investments
6	<b>Curriculum Policy</b>	New statute prohibits discrimination or discipline for educating about persons from protected classes	●	TOCAIT will disproportionately leave teaching without this statute
7	<b>State Model Policy</b>	Strengthens statute requiring MDE develop resources for creating positive school climates to reduce discrimination	● ●	Positive school climates are crucial to recruitment & retention of TOCAIT
8	<b>Prohibits American Indian Mascots</b>	Creates new statute prohibiting names, images or symbols of American Indians; includes process to seek exceptions	● ●	School identities promoting offensive stereotypes repels Indigenous teachers
9-10	<b>Licensure Rules</b>	Amends statute to attract TOCAIT from other states	● ● ●	Barriers affect candidates of all races
11	<b>Licensure Testing</b>	Eliminates most significant barriers to Tier 3 licensure for anyone completing approved, rigorous MN prep programs	● ● ●	Exams don't predict effectiveness but are barriers to many teachers of all races
12-13	<b>Probationary Periods</b>	Reduces probationary period to 1yr for teachers with at least 3 consecutive years in a single district or charter school	● ●	Will help attract experienced TOCAIT from other states to MN
14	<b>Collaborative Urban and Greater MN Educators of Color (CUGMEC) Grant Program</b>	Strengthens with clarity this important existing program per recommendations from 2021 Legislative Auditor report	● ● ●	Grant program directly supports more TOCAIT candidates than any other
15	<b>Teacher Mentorship and Retention Grants</b>	Amends statute to clarify applicant eligibility and grant uses, and address problem of retaining TOCAIT who lack seniority	● ●	Amendments strengthen important grant program to retain more TOCAIT
16	<b>Principal Evaluation</b>	Requires principals to be evaluated under 123B.147 for their culturally responsive skills and practices	●	Retaining TOCAIT depends on the responsive leadership of the principal
17	<b>Graduation Ceremonies; Tribal Regalia</b>	New statute that allows American Indian students to wear tribal/cultural regalia at graduation	● ●	Affirming this right creates a climate that honors Native students & teachers
18	<b>Achievement and Integration Program</b>	Reintroduces proposed amendments from 2021 ITCA requiring district plans do more to address achievement gaps	● ●	District plans must be strengthened to close opportunity & achievement gaps
19-23	<b>Appropriations</b>	Seeks increased one-time funding for popular and impactful grant programs where there is a shortage of funding, including GYO, CUGMEC, Closing Educational Opportunity Gaps, Concurrent Enrollment. (Higher Ed bill will seek increased funding for Underrepresented Student Teacher Grants, and Aspiring Teachers of Color Scholarships.)	● ● ● ●	Much more investment is needed (\$27M in E12 and \$10M in Higher Ed) to increase the % of TOCAIT in MN, and even one-time supplementary funding will make a difference.

