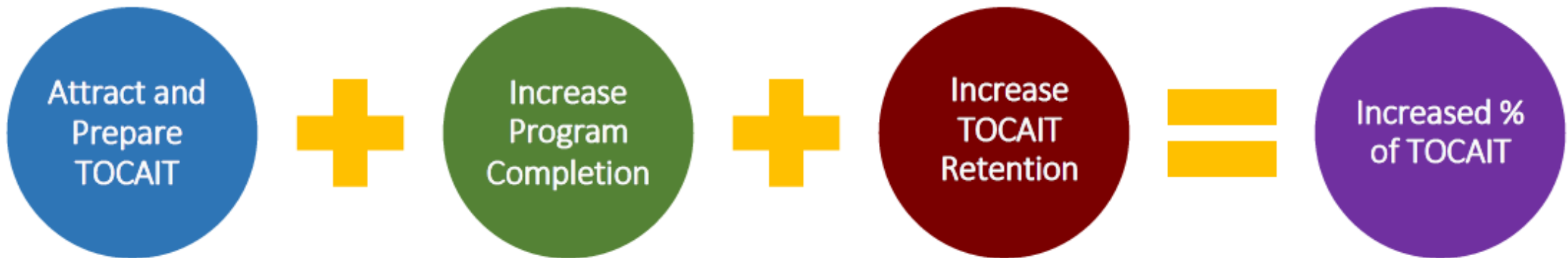


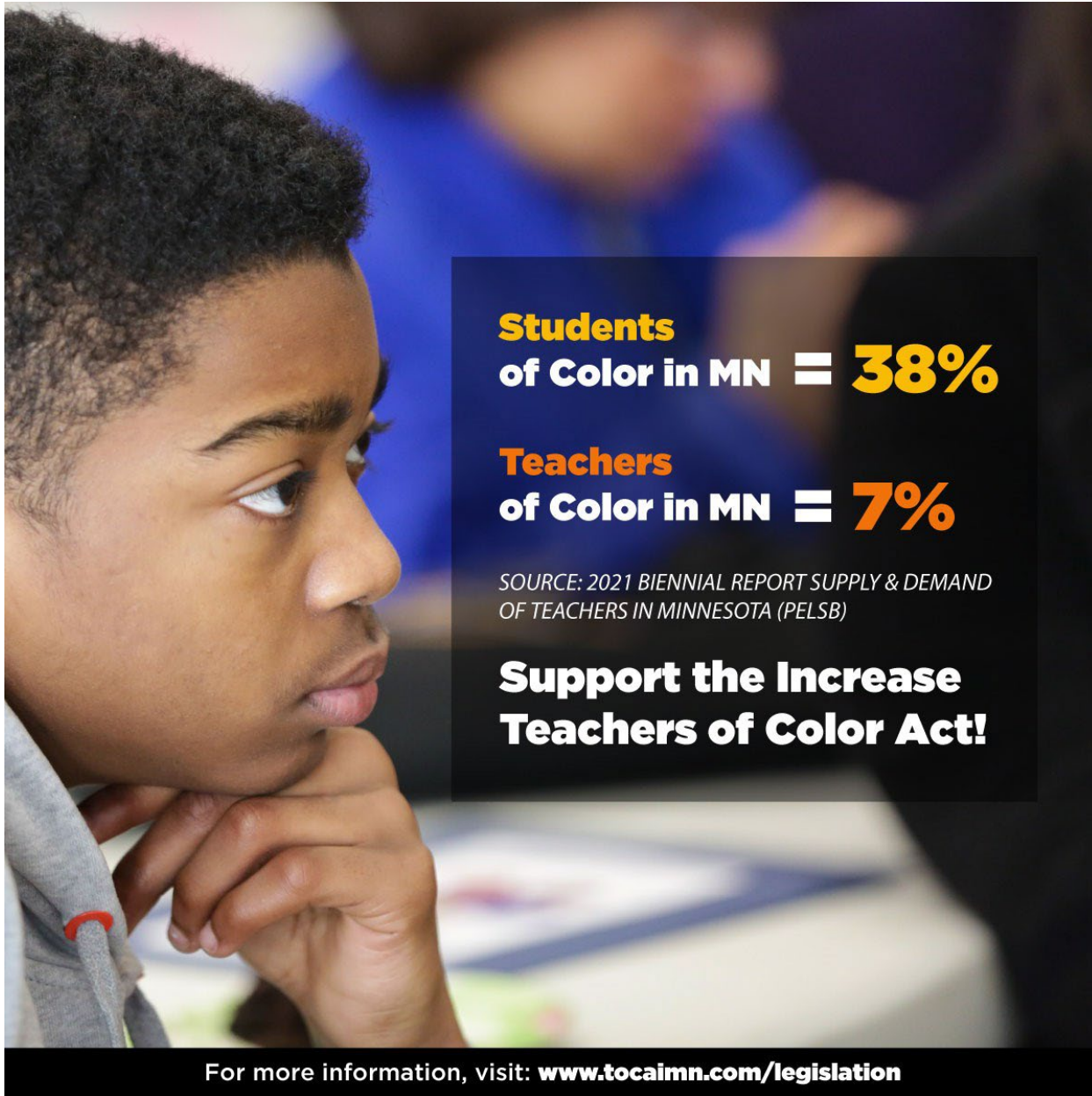
Purposes of the 2022 Increase Teachers of Color Act (ITCA)

E12--HF3017 (Hassan)/SF3804 (Abeler)
Higher Ed--HF3917 (Keeler)/SF3714 (Rarick)

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



**Students
of Color in MN = 38%**

**Teachers
of Color in MN = 7%**

SOURCE: 2021 BIENNIAL REPORT SUPPLY & DEMAND
OF TEACHERS IN MINNESOTA (PELSB)

**Support the Increase
Teachers of Color Act!**

For more information, visit: www.tocaimn.com/legislation

FACTS:

- MN has some of the worst opportunity and achievement gaps in the country, and the severe shortage of BIPOC teachers is one main cause that hasn't sufficiently been addressed
- A 1% increase requires a net gain of approx. 630 new BIPOC teachers
- The current Higher Ed appropriation (\$1M FY23) can only support a maximum of 129 student teachers if they receive full grants
- There were 489 BIPOC student teachers in MN during AY 2021-22

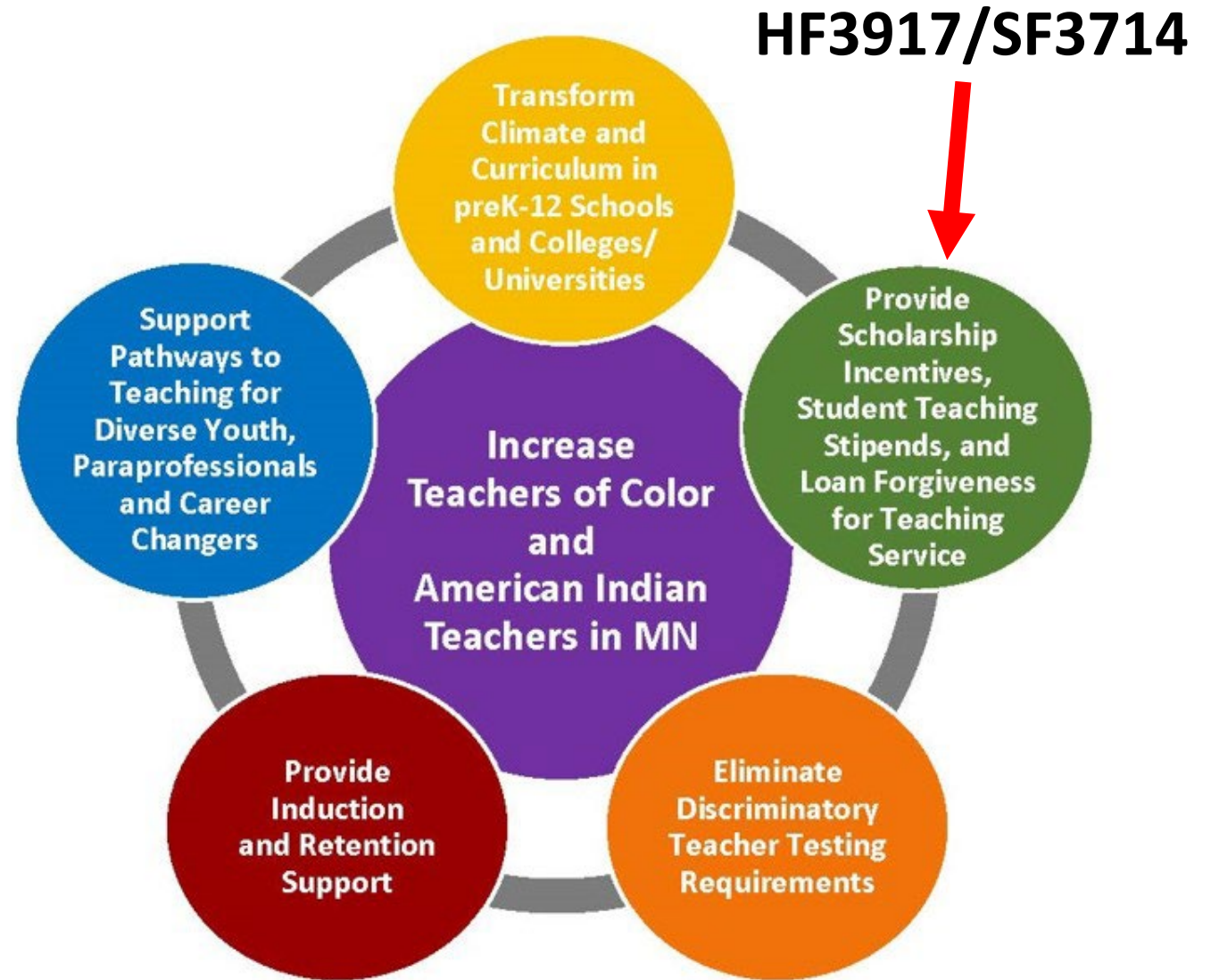
**To close opportunity and achievement gaps,
much more needs to be done to provide students with
“equitable access to effective and diverse teachers...
who reflect the diversity of students in schools”**

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

- **We’re making slow PROGRESS but it’s not nearly enough to keep up with student diversity:**
 - 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.
- **Reminder: A 1% increase in MN requires a net gain of approx. 630 new BIPOC teachers**

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:**





Positive Outcomes from the Increase Teachers of Color Act... Things Expected to Increase and Decrease

- | | |
|--|--|
| ↑ Student attendance | ↓ Opportunity gaps |
| ↑ Student engagement | ↓ Achievement gaps |
| ↑ Literacy | ↓ Discipline problems |
| ↑ Parent engagement | ↓ Suspensions |
| ↑ Achievement | ↓ Dropouts |
| ↑ Role models for all students | ↓ Racial discrimination in schools |
| ↑ Feelings of belonging in school | ↓ Crime |
| ↑ Cross-cultural understanding | ↓ Prison rates |
| ↑ Unity between groups | ↓ Unemployment |
| ↑ Preparation for life/work in a diverse society | ↓ Homelessness |
| ↑ Graduation rates | ↓ Health care problems and costs |
| ↑ College admission | ↓ College debt |
| ↑ Higher education attainment | ↓ Overall teacher shortage |
| ↑ Opportunity | ↓ Severe shortage of teachers from students' diverse backgrounds |
| ↑ Jobs & Workforce Development | |
| ↑ BIPOC Teacher candidate recruitment | |
| ↑ BIPOC Teacher candidate preparation | |
| ↑ BIPOC Teacher retention | |
| ↑ % of BIPOC teachers in MN | |

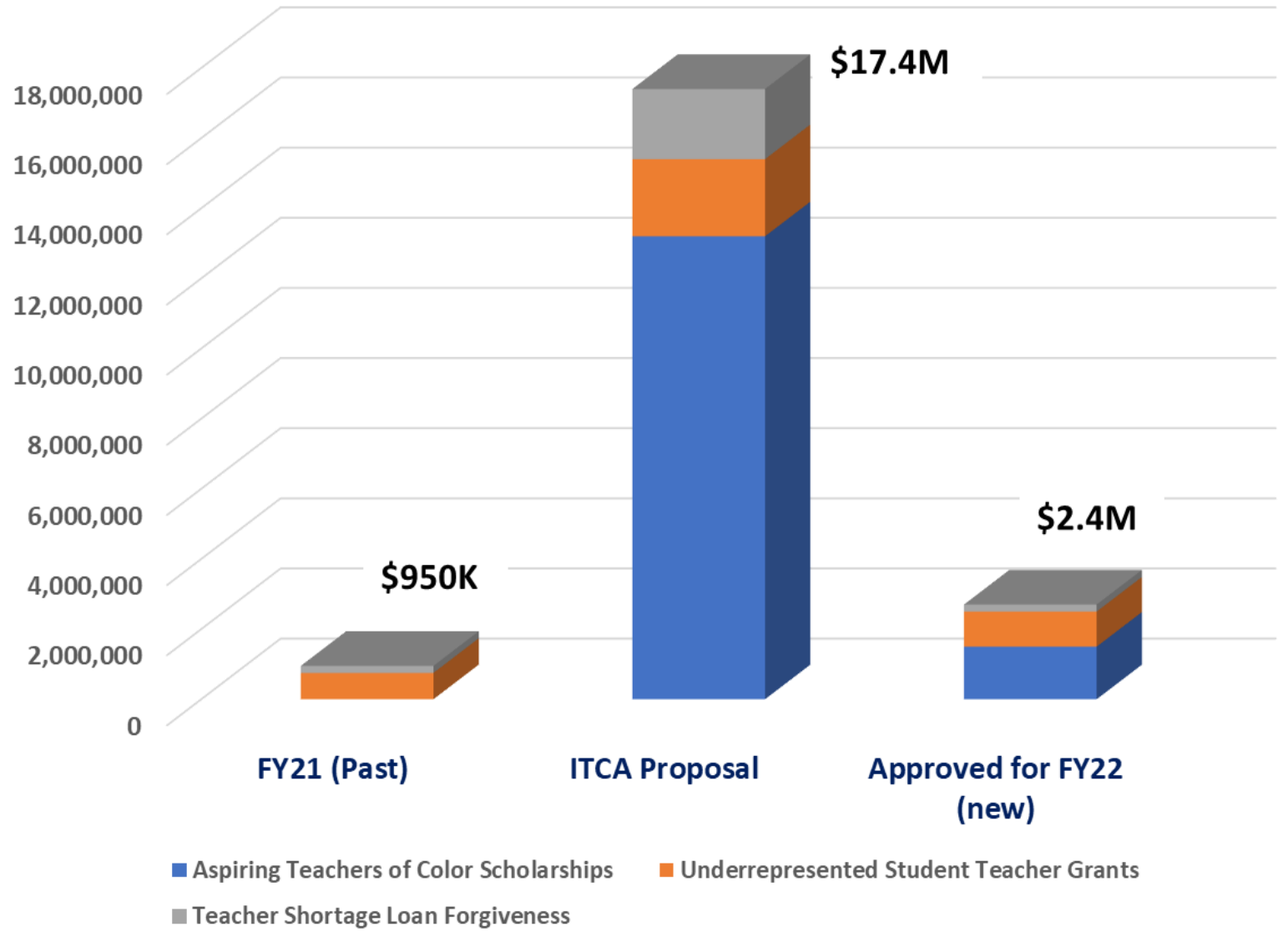
For more information, see:

Teacher Diversity and Student Success by
Gershenson, Hansen & Lindsay, 2021



Higher Ed investments for FY22 & 23 from the 2021 Legislative Session were more than double previous investments but just **15%** of what was proposed in the Increase Teachers of Color Act needed to “move the needle” and increase the % of teachers of color and American Indian teachers

Comparing Past, Proposed and Approved State Higher Ed Fiscal Investments to Increase Teachers of Color



Fall 2021 Underrepresented Student Teacher Grants Awards

According to
Office of Higher
Ed (OHE), FY22
Grant Report:

Total # of Awards	Total dollar amount of all awards	Average award amount
46	\$331,793	\$7,212.89

NEED EXCEEDS SUPPLY:
168 Applicants sought
25% more than total
available appropriations,
and they are only 34% of
all BIPOC student teachers:

Total Eligible Applicants According to OHE	Total Amount IF all eligible applicants were granted the maximum award
Fall 2021 = 82	\$615,000.00
Spring 2022 = 86	\$645,000.00
168 Total =	\$1,260,000.00

NOTE: There were **489 BIPOC student teachers in 2021-22** according to a Coalition survey of all 31 institutions in MACTE. If they all had applied and were eligible for a maximum grant of \$7,500, the total amount of appropriation needed to support them with student teaching grants would be: **\$3,667,500**

Additional Higher Ed Investments Needed as Proposed: \$10 million

	2021 ITCA Proposed/FY	Appropriated for FY23	Proposed Extra for FY23
Underrepresented Student Teacher Grants	\$2.6M	\$1M	\$1.5M
Aspiring MN Educators of Color Scholarships	\$10M	\$1.5M	\$8.5M

*Note: Per 2021 Special Session law, appropriations for Aspiring Educators' Pilot Scholarship Program **may be used until June 30, 2025**

Some Calculations:

- Extra \$1.5M in grants supports an additional 200 BIPOC student teachers
- Extra \$8.5M in scholarships supports an additional 825 BIPOC teacher candidates
- 489 completers in 2021-22 x \$7,500 = **\$3,667,500** (if they all had applied for grants and were eligible)
- There are a total of 869 admitted BIPOC teacher candidates in 2022 x \$10,000 = \$8,690,000 total per year (if they were all granted and not including growth due to increased recruitment resulting from scholarships being available)
- There were 1,340 enrolled in 2019-20 x \$10,000 = **\$13,400,000** (if they were all awarded scholarships)



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

The \$10M in extra investments proposed in the Higher Ed Increase Teachers of Color Act HF3917/SF3714 are just 1/10th of one cent of every dollar of projected state surplus (\$9.25 billion)!