

Increase Teachers of Color Act of 2018

E-12 BILL SUMMARY - HF3594 (Rep. Koznick), SF3263 (Sen. P. Anderson)

Why This Bill is Needed: Continued efforts are needed to meet the state’s responsibility to meet 2016 state law amending several statutes so that all students shall have “equitable access to effective and diverse teachers” who reflect student diversity (currently 32.5% of K-12 students are of color or American Indian). In order to “move the needle” beyond 4% teachers of color and American Indian Teachers (TOCAIT), more investment is needed to expand pathways to teaching and to support programs that retain effective teachers. This bill helps increase the state’s return on prior investments, and helps close costly opportunity and achievement gaps that limit student success and our economy.

Key Bill Provisions:

- **Strengthens Teacher Mentorship to Retain Effective and Diverse Teachers**
 - Allows existing state funding under 122A.61 and 124D.862 for districts to:
 - pay stipends to mentor teachers, and support induction programs. (Sect. 1, p.2)
 - support professional learning community affinity groups across schools within and among districts for often-isolated teachers from underrepresented racial and ethnic groups to come together throughout the school year. (Sect. 1, p.2)
 - provide incentives to diverse teachers to remain in teaching, and reaffirms that districts may negotiate additional protection from layoffs in the beginning years of employment for teachers who are of color or American Indian. (Sect. 1, p.2)
- **Helps Districts Hire and Retain Diverse Educators, and Ensure that Curriculum, Learning and Work Environments are Inclusive and Respectful for All Students and Employees**
 - In order to help close opportunity and achievement gaps, allows districts to use Achievement and Integration program funds under 124D.862 to hire and retain educational professionals who represent the diversity of students, to improve learning and work environments so they are inclusive and respectful for all students, families and employees, and to implement culturally relevant curriculum. (Sect. 2, p. 3)
- **Supports Expanded Pathways to Teaching**
 - Provides supplemental FY19 appropriations to maintain and expand existing, effective nonconventional residency programs in the Twin Cities, and to expand all other “Grow Your Own” grants throughout the state to recruit diverse paraprofessionals, cultural liaisons and other non-licensed employees into teaching. (Sect. 3, pp. 3-5)
 - Increases funding for competitive grants in the Collaborative Urban and Greater MN Educators of Color Program that was expanded during the 2017 legislative session, and clarifies how grants are to be awarded while increasing accountability to institutions receiving funds. (Sect. 4, pp. 5-7).

See reverse for a list organizations supporting the ITCA of 2018

Organizations Supporting the 2018 Increase Teachers of Color Act*

(as of 3-29-18)

State Agencies:

- Minnesota Council on Latino Affairs
- Minnesota Indian Affairs Council
- Council for Minnesotans of African Heritage
- Council on Asian-Pacific Minnesotans

Organizations:

- MN Rural Education Association (MREA)
- Association of Metropolitan School Districts (AMSD)
- Minnesota Association of School Administrators (MASA)
- Education Minnesota
- MN School Board Association (MSBA)
- MN Association of Colleges for Teacher Education (MACTE)
- Coalition of Asian American Leaders
- Center for School Change
- Educators 4 Excellence
- Education Allies
- Education Evolving
- MN Business Partnership
- League of Latino Educators
- Minnesota Education Equity Partnership
- NAACP Minneapolis Child Protection Committee
- ANIKA Foundation
- Black Votes Matter MN
- African American Leadership Forum
- Latino Services Providers Network of Willmar
- Comunidades Latinas Unidas En Servicio (CLUES)
- Navigate MN
- Voices for Racial Justice
- YWCA Mankato
- Casa de Esperanza
- Equity Alliance MN

Colleges and Universities:

- University of St. Thomas
- Augsburg University
- Concordia University-St. Paul
- Hamline University

Districts:

- St. Paul Public Schools
- Minneapolis Public Schools
- El Colegio Charter School
- Academia Cesar Chavez Charter School
- Hiawatha Academies