Increase Teachers of Color and American Indian Teachers Subcommittee

**Purpose:** To recommend strategies and practices that policymakers, state agencies, and stakeholders can implement to increase teachers of color and American Indian teachers in Minnesota based on a review of successful, cost-effective, and impactful policies and programs that have diversified teacher workforces.

**Membership:** Three PELSB members (supported by two board staff)

Agencies providing advisory opinions:
- MN Department of Education Representative
- Office of Higher Education Representative
- Office of Human Rights Representative

Meeting Plan (each item may be more than one meeting)

1. **Introductory Meeting**
   a. Grounding
   b. Create invitation list
   c. Set goals

2. **Recruit/Explore**
   a. Presenters on strategies in this area
      i. i.e. Educator’s Rising
   b. Board Staff Presentation
   c. Request for more information

3. **Prepare/Become**
   a. Presenters on strategies in this area
      i. i.e. CUGMEC grantees
   b. Board Staff Presentation
   c. Request for more information

4. **Retain/Grow**
   a. Presenters on strategies in this area
      i. i.e. affinity group mentoring programs
   b. Board Staff Presentation
   c. Request for more information

5. **Leadership/Thrive**
   a. Presenters on strategies in this area
i. i.e. National Board Certification
   b. Board Staff Presentation
   c. Request for more information
6. Conclusion
   a. Summary report
   b. Plan for recommended strategies
   c. Next Fiscal Year plan