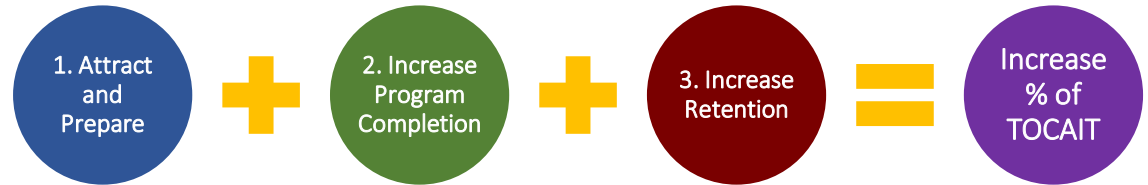


2022 Increase Teachers of Color Act



CONTENTS of [HF3079 \(Hassan\)](#) / [SF#### \(Duckworth\)](#)

TOCAIT=Teachers of Color and American Indian Teachers

SECT.	POLICIES OR GRANT PROGRAMS	BRIEF DESCRIPTION	PURPOSE	IMPORTANCE
1-3	World's Best Workforce	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	Closing Education Opportunity Gaps Grants	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	Creates State Goal & Outcomes Report	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	Curriculum Policy	New statute prohibits discrimination or discipline for educating about persons from protected classes	●	TOCAIT will disproportionately leave teaching without this statute
7	State Model Policy	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	Prohibits American Indian Mascots	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	Licensure Rules	Amends statute to attract TOCAIT from other states	● ● ●	Barriers affect candidates of all races
11	Licensure Testing	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	Probationary Periods	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	Collaborative Urban and Greater MN Educators of Color (CUGMEC) Grant Program	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	Teacher Mentorship and Retention Grants	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	Principal Evaluation	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	Graduation Ceremonies; Tribal Regalia	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	Achievement and Integration Program	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	Appropriations	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.

