

# Increase Teachers of Color Act of 2017

## E-12 BILL SUMMARY

[SF 1555](#) (Sen. Nelson) / [HF 2077](#) (Rep. Urdahl)

**Why This Bill is Needed:** To implement a more comprehensive, statewide approach to address the severe shortage of teachers of color and American Indian teachers in Minnesota (only 4.2%) than previous state efforts funding a few small programs in the Twin Cities metro area.

### Key Provisions:

#### ➤ Supports Expanded Pathways to Teaching

- Expands funding for “Grow Your Own” programs throughout the state to recruit racially and ethnically diverse paraprofessionals, cultural liaisons and secondary students into teaching, and support the expansion of concurrent enrollment “intro to teaching” college in schools courses.
- Continues current collaborative urban educator (CUE) program at four Twin Cities area private colleges and universities. Expands to include Greater MN and other metro area institutions by offering competitive grants for recruitment and retention efforts.
- Increases current appropriation for American Indian teacher preparation by 30% (\$140K).

#### ➤ Provides Financial Incentives and Support

- Clarifies that Alternative Teacher Pay System may include signing bonuses for teachers from underrepresented racial, ethnic groups to work in Greater MN, tribal schools, and the Metro area.
- Increases the amount of student loan forgiveness from \$1,000 to \$2,000 per year for each year of licensed service in MN (up to five years) for teachers in shortage areas, including teacher diversity.

#### ➤ Provides Induction and Retention Support

- Appropriates funding for induction, residency, mentoring and other professional development programs to retain effective teachers of color and American Indian teachers.

#### ➤ Increases Accountability

- Increases accountability reporting for grant recipients and focuses grants on outcomes that increase the racial, ethnic diversity of the teacher workforce.

**Return on Investment:** Increased investments (to be determined by the E-12 Finance Committees) are needed to help meet state’s major goals related to World’s Best Workforce, Achievement and Integration, and Higher Education Attainment by addressing the need for change to close costly achievement gaps, provide “equitable access to effective and diverse teachers” for all students as promised in 2016 law, and develop proactive solutions to school suspensions. Research shows that teachers of color increase the achievement of students of color. Closing gaps will support workforce development, strengthen the foundation for economic growth throughout Minnesota, and save taxpayer money spent on addressing socio-economic and criminal justice disparities.

**Specific Short-Term Goal for Minnesota:** By 2020, double the percentage of teachers of color and American Indian teachers in MN from 4% to 8% (i.e., from 2500 to 5000), and increase the state’s total of racially, ethnically diverse candidates in teacher preparation programs from 9% to at least 20% (i.e., from 700 to 1500).

**Organizations Endorsing this Bill:** See list on back side of the page.



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## State Council Endorsements

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

## Education & Community-Based Organization Endorsements of this bill

(as of 3/8/17):

- Tribal Nations Education Committee
- Education Minnesota
- MN Rural Education Association
- MN School Boards Association
- MN Association of School Administrators
- MN Association of Elementary School Principals
- MN Association of Secondary School Principals
- MN Association of Colleges for Teacher Education
- MN Indian Education Association
- MN Education Equity Partnership
- Association of Metropolitan School Districts
- Educators 4 Excellence
- Ed Allies
- Voices for Racial Justice
- Equity Alliance of MN
- Intermediate District 287
- St. Catherine University Education Department
- Augsburg College Department of Education
- Macalester College Educational Studies Department
- SEIU Local 284
- Coalition of Asian American Leaders
- The Southeast Asian Diaspora Development Project
- Comunidades Latinas Unidas En Servicio (CLUES)
- Center for School Change

