



Coalition to Increase Teachers of Color and American Indian Teachers in Minnesota



Teachers discuss the ITCA of 2018 at Coalition Teachers Of Color Affinity Dinner

LEGISLATIVE REPORT

AND LOOKING FORWARD TO 2019 SESSION



So Close Yet So Far

Based on our successes during the 2017 legislative session, five months ago we looked at the 2018 session with optimism and much still needing to be done. We drafted two bills and generated support from several key education organizations. When it was clear we would not get a hearing on our policy and finance bill in House and Senate E12 Policy committees, we worked quickly to take excerpts from the larger bill and create a smaller bill [HF3594](#) that focused on a few finance items asking for modest appropriation increases for the expanded Grow Your Own program, and the Collaborative Urban and Greater MN Educators of Color program.

While we still weren't able to get a hearing in the Senate, we were able to get a hearing in the House E12 Finance Committee in late March. During that hearing, a bill [HF3206](#) that focused on just Grow Your Own programs included language co-drafted by the Coalition was also heard and supported by the Coalition. Both bills were "laid over for possible inclusion in the omnibus bill" by the committee. A couple weeks later, the GYO bill [SF3340](#) was also heard in the Senate E12 Policy and Finance committees. When omnibus bills were released, we were disappointed that nothing from HF3594 or HF3206 was included in the House bill, but we were relieved that language in [SF3340](#) was included in the Senate omnibus bill. However, to our dismay, none of the revised GYO language in the bills made it into the final omnibus bill passed by the House and Senate.

Pictures from March 2018 House E-12 Finance Committee Hearing on H.F. 3594 -- Increase Teachers of Color Act (ITCA) of 2018



Bill author, Rep. Jon Koznick, presents the ITCA of 2018.



ITCA of 2018 Testifiers and supporters.



Teacher Roberta Hernandez Rasmussen testifies in support of the ITCA of 2018.



Violeta, MCLA Education Liaison, and Rep. Koznick answer questions on the bill.



Lakeville South High School senior, Kevin Coons, from the Sisseton Whapeton-Oyate community testifies – "I've never had a minority teacher."



House E12 Finance Chair, Jenifer Loon, hears the ITCA of 2018 bill.



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)
 - o 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).

Organizations Supporting the 2018 Increase Teachers of Color Act* (as of 4-20-18)

State Agencies and Entities:

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

Organizations:

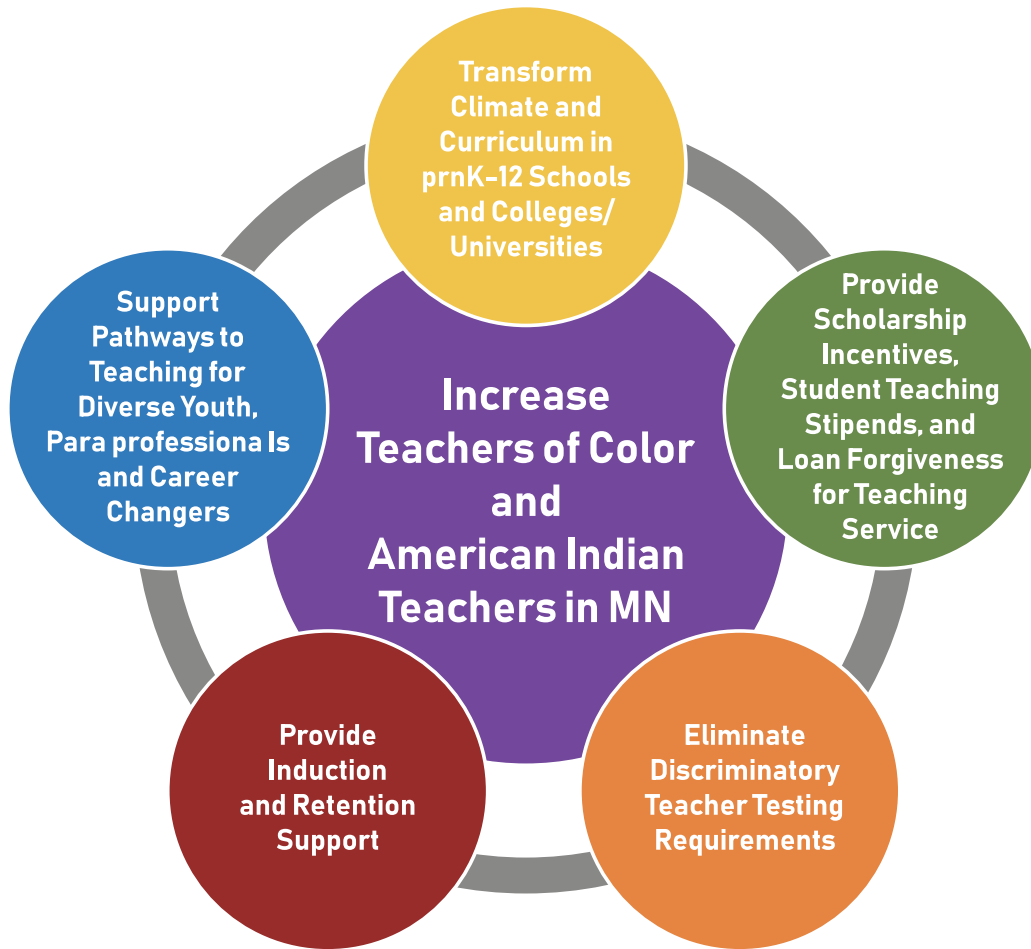
- MN Rural Education Association (MREA)
- Association of Metropolitan School Districts (AMSD)
- Minnesota Association of School Administrators (MASA)
- Education Minnesota
- MN School Board Association (MSBA)
- MN Association of Colleges for Teacher Education (MACTE)
- Coalition of Asian American Leaders
- Center for School Change
- Educators 4 Excellence
- EdAllies
- 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



With Appreciation

During this legislative session the MN Council on Latino Affairs, under the hard work of Violeta Hernandez Espinosa and Abigail Flores, was again a crucial partner with the Coalition. Without their leadership, our modest accomplishment of keeping alive the issue of the state’s need to address the persistent, severe shortage of teachers of color and American Indian teachers. Some three dozen other organizations, institutions, schools and districts also provided crucial support as part of our broad Coalition by letting us know their names could be listed as supporters of the Increase Teachers of Color Act

of 2018, and we look forward to their continued support in 2019 along with other organizations.

Looking Forward to 2018-19 Academic Year and 2019 Legislative Session

Next legislative session will take place after very consequential elections in November and it will be a budget year. We will be drafting legislation this summer based on key provisions from our bills this past session and with increased appropriations needed to

at least “move the needle” from 4% to 6% TOCAIT in Minnesota in the near future so that the new Legislature and new Governor can say they have done something to make sure all students have “equitable access to effective and diverse teachers” as promised during the 2016 legislative session.

This continued state level policy work must be complemented by a push for local action and change in our schools, districts, and higher education institutions. Foundations and the business community will also need to increase or start making investments to increase teachers of color and American Indian teachers (TOCAIT).