

# Main Proposals in 2021 Increase Teachers of Color Act (ITCA)

This graphic shows the three major categories of proposals in ITCA needed for increasing the percentage of TOCAIT above 4%:



**1. Create a state goal to increase the percent of teachers of color and American Indian teachers (TOCAIT)** each year so that by 2040 the state's teachers reflect the diversity of the state's K12 students. (Increasing 1% requires 630 more TOCAIT)

**2. Address significant barriers to TOCAIT by changing state policies to:**

- ❖ Ensure school district strategic plans focus on:
  - addressing institutional racism with equitable school policies, structures and practices
  - providing all students with access to ethnic studies and curriculum that is anti-racist, culturally relevant and based in truth
  - ensuring that school learning and work environments validate, affirm, embrace and integrate cultural and community strengths for all students, families and employees
- ❖ Expect principals to have culturally responsive leadership skills
- ❖ Strengthen existing grant programs and create new ones to support recruiting, preparing, mentoring and retaining TOCAIT
- ❖ Eliminate discriminatory teacher licensure exam requirements for those who successfully meet extensive licensure standards while completing an approved state preparation program

**3. Increase funding for the following grant programs:**

- ❖ Grow Your Own (GYO) teacher preparation for youth and adults of color
- ❖ College in the schools, dual-credit "Intro to Teaching" courses
- ❖ Scholarships for Aspiring Educators of Color at the undergraduate and graduate level
- ❖ Student Teaching grants
- ❖ Grants to schools for implementing plans to address institutional racism and improve learning and work environments for all students, families and employees
- ❖ American Indian teacher preparation collaboratives
- ❖ Collaborative Urban and Greater MN Educators of Color support programs at colleges and universities
- ❖ Teacher mentorship and retention grants to schools
- ❖ Hiring Bonuses for TOCAIT from other states and countries to teach in MN
- ❖ Teacher shortage loan forgiveness
- ❖ Statewide TOCAIT Recruitment and Marketing Campaign

