

**Subject** Amending and supplementing the Increase Teachers of Color Act

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**Date** February 20, 2020

## Summary

Section	Description
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| 1 | <p><b>Adopting plans and budgets [§ 120B.11, subd. 2]</b></p> <p>Adds content requirements for a school district’s long-term strategic plan including strategies for adopting culturally relevant or ethnic studies curriculum and addressing education practices that foster inclusive environments and a culture that retains qualified racially and ethnically diverse staff. The section also changes a reference from “low-income and minority children” to “children from low-income families, families of color, and American Indian families”.</p>  |
| 2 | <p><b>District advisory committee [§ 120B.11, subd. 3]</b></p> <p>Adds requirement that a school district’s advisory committee must recommend to the district strategies for making the learning and work environments inclusive and respectful toward all racial and ethnic groups.</p>  |
| 3 | <p><b>Increasing the percentage of teachers of color and American Indian teachers in Minnesota [§ 120B.117]</b></p> <p><b>Subd. 1. Purpose.</b> States the section’s purpose of increasing the percentages of teachers of color and American Indian teachers in Minnesota such that all students have access to effective teachers who reflect student diversity.</p> <p><b>Subd. 2. Equitable access to racially and ethnically diverse teachers.</b> Sets goal of increasing percentage of Minnesota teachers of color and American Indian teachers by 2 percent per year with an aim of having teachers reflect student diversity by 2040.</p> <p><b>Subd. 3. Rights not created.</b> Clarifies that the goals under the section do not confer any rights.</p> <p><b>Subd. 4. Reporting.</b> Sets reporting requirements for PELSB in collaboration with MDE beginning in 2020 and each year thereafter. The report, which must be posted on PELSB’s website must address progress under a number of sections of law aimed at increasing the number of teachers of color and American Indian</p> |

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	teachers in Minnesota. PELSB must consult with various public and community groups in preparing the report.
4	<b>Tests [§ 122A.185]</b> Requires all teacher licensure testing centers in the state to periodically provide untimed testing opportunities. The provision also requires testing vendors to provide testing fee waivers under certain circumstances, free test preparation and results analysis materials, and pedagogy exams in languages other than English for immersion teachers.
5	<b>Grants for grow your own programs [§ 122A.685]</b> Codifies the “grow your own” grant program  <b>Subd. 1. Establishment.</b> Establishes the grant program within MDE.  <b>Subd. 2. Definitions.</b> Provides definitions.  <b>Subd. 3. Grants to residency programs.</b> Allows school districts, charter schools, and cooperatives to apply for grants for programs that would assist district employees or other community members in obtaining credentials and licensing toward becoming a teacher through mentoring and other professional development as well as tuition scholarships and stipends.  <b>Subd. 4. Grants for programs serving adults.</b> Allows Head Start programs to apply for grants to create programs to support people of color and American Indian people in becoming licensed teachers and preschool teachers. The grants can be used to structure or collaborate with existing programs in several ways.  <b>Subd. 5. Grants for programs serving secondary school students.</b> Allows school districts, charter schools, and cooperatives to apply for grants for programs that encourage high school students to pursue careers in teaching, focused on fostering new teachers of color and American Indian teachers.  <b>Subd. 6. Grant procedure.</b> Requires MDE to establish a procedure for grant applications. For the 2021-2022 school year and thereafter grant applications would be due by Jan. 15.  <b>Subd. 7. Account established.</b> Creates an account in the special revenue fund for the program.  <b>Subd. 8. Report.</b> Requires annual reports by grant recipients regarding effectiveness of their programs.

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6	<b>Plan implementation; components [§ 124D.861, subd. 2]</b> Restructures and modifies the requirements for eligible school districts' long-term achievement and integration plans.
7	<b>Appropriations</b> Provides appropriations for several statutory programs focused on increasing the number of teachers of color and American Indian teachers in the state and for a report by PELSB on the impact of all state efforts in that direction.



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