



Diversifying the Teacher Workforce: Inventory of Funded Programs

Introduction

Educational research is clear that the most important school-based factor on student achievement is the effectiveness of the teacher (followed closely by the effectiveness of the school principal). Research also tells us that all students benefit from a racially diverse teaching workforce, and that students of color and American Indian students benefit even more. For example, in a [Learning Policy Institute research brief](#) published April 2018, Desiree Carver-Thomas summarizes the benefits of having teachers of color and American Indian teachers, including:

- Students of color experience boosts to academic performance, including reading and math test scores, graduation rates, and increased aspirations to attend college.
- Students of color experience socio-emotional and nonacademic benefits such as fewer unexcused absences, lower likelihoods of chronic absenteeism and suspension.
- Students of color and white students report having positive perceptions of their teachers of color, including feeling cared for and academically challenged.

In Minnesota, only 4 percent of our teacher workforce identify as a teacher of color or American Indian teacher (TOCAIT) whereas 34 percent of our students identify as students of color or American Indian students. As a state, we are working to increase and diversify the teacher workforce while supporting and retaining the teachers we have.

This document is a summary of available funded programs that could be leveraged to diversify the teacher workforce at local levels. Some programs are explicitly about diversifying the teacher workforce (e.g., Grow Your Own grants); whereas other programs include teacher workforce efforts as an allowable activity (e.g., Federal Title IIa). Readers will also find links to more information about the programs as well as contact information for the state agencies responsible for administration and support of these efforts.

We encourage local leaders to explore these funded programs as part of a broader conversation to diversify local educators as well as to support and retain the educators you have.

The Teacher Journey

There are many terms in the literature to refer to the various stages in an educator's career, including "Talent/Workforce Development," "Teacher pipeline," and "Teacher pathways". In Minnesota we have adopted the language developed by the Minnesota Education Equity Partnership's (MNEEP) #MNTEach2020 campaign to provide a plain language description of the pathway to teaching which they call the teacher's journey.



"Explore" refers to opportunities offered in pre-K through grade 12 career exploration experiences or through messages and opportunities marketed to adults exploring other careers. How do I explore what it means to be a teacher? Where do I go for accurate information?

"Become" refers to participation in a traditional licensure program through an institute of higher education, but it also encompasses non-traditional or alternative pathways to licensure. How do I become a teacher? What are the pathways available to me?

"Grow" refers to licensed and employed teachers during their first few years on the job. This is a unique time in a professional's career, and strong induction and mentoring programs have been shown to increase teacher retention during the early career stage. How can I grow on the job? What supports are available to me?

"Thrive" refers to opportunities for veteran teachers to develop in their craft, step into leadership roles, and otherwise expand their classroom practice and influence outside their classroom doors. How do I thrive as a professional? What professional growth and leadership opportunities are available to me?

More information about the teacher journey can be found on MNEEP's [Imprint website](#).

Each funded program referenced in this document will be directly tied to one or more of these stages of the teacher's journey. The intent is to illustrate the flexibility of the funds while also mapping the strategies these programs fund to this common language.

Funded Programs

Use the hyperlinks below to jump to descriptions of each program.

Program Title	Eligibility Requirements
Achievement and Integration	Minnesota districts that are <i>racially isolated and</i> Minnesota districts with <i>racially identifiable</i> schools as defined by the desegregation rules are required to be in the program. Minnesota districts <i>adjoining racially isolated districts</i> may join.
Collaborative Urban and Greater Minnesota Educators of Color	Grant opportunity for Minnesota colleges and universities with Professional Educator Licensing and Standards Board (PELSB) approved teacher preparation programs. Administered by PELSB.
Federal Title II—Preparing, Training and Recruiting High-Quality Teachers, Principals, and Other School Leaders	Formula grant based on census formula students and free and reduced student count.
Grow Your Own (aka Paraprofessional Pathway to Teaching)	Grant opportunity for Minnesota school districts and charter schools. Administered by the Minnesota Department of Education (MDE).
Introduction to Teaching Concurrent Enrollment Grant	Grant opportunity for Minnesota school districts and charter schools. Administered by MDE.
Minnesota Indian Teacher Training Program Grant	Grant opportunity for Minnesota school districts partnering with institutes of higher education. Administered by MDE.
Q Comp / Alternative Teacher Professional Pay System	Program funds for Minnesota districts, charter schools, intermediate districts, education cooperatives.
Staff Development	Required program for Minnesota school districts related to setting aside 2 percent of general revenue to support staff development needs.
Teacher Candidate Grant	Individual teacher candidates enrolled in PELSB-approved teacher preparation programs in Minnesota. Administered by Office of Higher Education (OHE).
Teacher Mentorship and Retention of Effective Teachers	Minnesota districts seeking to implement mentoring and retention programs. Administered by PELSB.
Teacher Shortage Loan Repayment Program	Current teachers with outstanding eligible educational debt providing classroom instruction. Administered by OHE.

Achievement and Integration

Description: Eligible districts develop plans and receive funding to increase racial and economic integration of students and decrease academic disparities based on students' diverse racial, ethnic, and economic backgrounds. Plans must include a goal for increasing students' equitable access to effective, more diverse teachers. Funds may be used to recruit and retain diverse staff and for professional development to increase achievement of all students, in addition to other strategies.

Teacher Journey: Explore ➡ Become ➡ Grow ➡ Thrive

Funding: \$97 million

Statute Reference: Minnesota Statutes, section 124D.861 and 124D.862; Minnesota Rules, part 3535.0100-3535.0180

More Information: [Achievement and Integration webpage](#)

Program Contact: mde.integration@state.mn.us

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Collaborative Urban and Greater Minnesota Educators of Color

Description: PELSB-approved teacher preparation programs may apply for state funding to recruit teacher candidates who are of color or who are American Indian. Funding must be used to recruit, retain, and induct teacher candidates who are of color or who are American Indian.

Teacher Journey: Explore ➡ Become ➡ Grow

Funding: \$1.099 million in FY 20 and 1 million in FY 21

Statute Reference: Minnesota Laws of 2019, 1st Special Session, Chapter 11, Article 3, Section 22, subdivision 2.

More Information: [PELSB's Grants webpage](#)

Program Contact: [Yelena Bailey](#)

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Federal Title II—Preparing, Training and Recruiting High-Quality Teachers, Principals, and Other School Leaders

Description: The purpose of Title II is to increase student achievement consistent with the challenging State academic standards; improve the quality of effectiveness of teachers, principals, and other school leaders; increase the number of teachers, principals and other school leaders who are effective at improving student academic achievement; and provide low-income and minority student greater access to effective teachers, principals and other school leaders.

A Local Educational Agency (LEA) may use Title II, Part A funds to improve the recruitment, placement, support, and retention of culturally competent and responsive educators, especially educators from underrepresented minority groups, to meet the needs of diverse student populations.

Teacher Journey: Explore ➡ Become ➡ Grow

Funding: \$24.4 million

Statute Reference: Elementary and Secondary Education Act (ESEA) of 1965 as amended (commonly known as Every Student Succeeds Act or ESSA)

More Information: [Minnesota's Title II program webpage](#)

Program Contact: mde.esea@state.mn.us

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Grow Your Own (aka Paraprofessional Pathway to Teaching)

Description: Provides scholarships or stipends for paraprofessionals or community members affiliated with the district/charter to pursue a teacher license.

Grant funds may also be used to establish innovative expanded Grow Your Own programs that encourage secondary school students to pursue teaching.

Teacher Journey: Explore ➡ Become ➡ Grow

Funding: \$1.5 million in FY 20 and 21

Statute Reference: Minnesota Laws 2019, 1st Special Session, Chapter 11, Article 3, section 23, subdivision 6

More Information: [MDE competitive grants opportunity webpage](#)

Program Contact: mde.schoolsupport@state.mn.us

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Introduction to Teaching Concurrent Enrollment Grant

Description: The Minnesota Department of Education has funding available under [Minnesota Laws 2019, 1st Special Session, chapter 11, article 3, section 23, subdivision 2](#), for grants under the Postsecondary Education Options (PSEO) program to support programs that will increase and diversify the teacher workforce in the state of Minnesota. Eligible organizations may apply for the following:

Grant funds are available to eligible applicants to develop Introduction to Teaching Concurrent Enrollment Programs that encourage secondary school students, especially American Indian and students of color, to pursue teaching, by developing and offering dual-credit postsecondary course options in schools for "Introduction to Teaching" or "Introduction to Education" courses consistent with [Minnesota Statutes, section 124D.09, subdivision 10](#), as amended by [Minnesota Laws 2019, 1st Special Session, chapter 11, article 3, section 17, subdivision 10](#).

Teacher Journey: Explore ➡ Become

Funding: \$0.356 million in FY 20 and 21

Statute Reference: Minnesota Statutes, section 124D.09, subdivision 10

More Information: [MDE competitive grants opportunity webpage](#); [MDE concurrent enrollment webpage](#)

Program Contact: [Mary Barrie](#)

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Minnesota Indian Teacher Training Program Grant

Description: Provides funding (scholarships or stipends) to assist American Indians in becoming teachers and to provide additional education for American Indian teachers.

Teacher Journey: Explore ➡ Become ➡ Grow ➡ Thrive

Funding: \$.46 million

Statute Reference: Minnesota Statutes, section 122A.63

More Information: [MDE competitive grants opportunity webpage](#)

Program Contact: mde.indian-education@state.mn.us

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Q Comp / Alternative Teacher Professional Pay System

Description: Approved programs *may* include: 1) hiring bonuses for teachers working in high-need or hard-to-fill positions or otherwise hard-to-staff schools; 2) incentives for teachers to obtain masters or other advanced certification; or 3) funds for a Grow Your Own new teacher initiative.

Teacher Journey: Grow ➡ Thrive

Funding: \$88.118 million

Statute Reference: Minnesota Statutes, sections 122A.414 and 122A.415

More Information: [MDE Q Comp webpage](#)

Program Contact: mde.schoolsupport@state.mn.us

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Staff Development

Description: Funds may be used to provide mentoring and peer coaching programs for all staff and may be used to fund specific programming for teachers of color and American Indian teachers.

Teacher Journey: Grow ➡ Thrive

Funding: Each district reserves 2 percent of general revenue to support staff development

Statute Reference: Minnesota Statutes, sections 122A.60 and 122A.61

More Information: [MDE staff development FAQ](#)

Program Contact: mde.schoolsupport@state.mn.us

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Teacher Candidate Grant

Description: Postsecondary financial assistance to eligible low-income students enrolled in Minnesota teacher preparation programs during one term in which the student is completing an eligible student teaching experience (12 weeks or more) needed to obtain a Tier 3 license. Eligible students must intend to teach in a shortage area and/or belong to a racial or ethnic group underrepresented in the Minnesota teacher workforce.

Teacher Journey: Explore ➡ Become

Funding: \$1.2125 million/year with \$.750 million reserved for teachers of color and American Indian teachers

Statute Reference: Minnesota Statutes, section 136A.1275

More Information: [Minnesota Teacher Candidate Grant](#)

Program Contact: info.ohe@state.mn.us

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Teacher Mentorship and Retention of Effective Teachers

Description: Provides funding for school districts (or groups/coalitions of school districts, teachers, teacher education institutions, schools, or nonlicensed educators) interested in developing or expanding a mentorship program.

Teacher Journey: Grow ➡ Thrive

Funding: \$0.75 million in FY 20 and 21

Statute Reference: Minnesota Statutes, section 122A.70

More Information: [PELSB's Grants webpage](#) (coming soon)

Program Contact: [Yelena Bailey](#)

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Teacher Shortage Loan Repayment Program

Description: Student loan repayment assistance of up to \$1,000 a year (max of 5, annual awards for an individual) to eligible teachers providing classroom instruction in a teacher shortage area in Minnesota. Shortage areas include teacher licensure fields in high-demand statewide, geographical regions within the state experiencing teacher shortages, teacher licensure fields in high demand within regions of the state, and teachers who belong to racial or ethnic groups underrepresented in the Minnesota teacher workforce.

Teacher Journey: Become ➡ Grow ➡ Thrive

Funding: \$0.194 million in FY 20 and 21

Statute Reference: Minnesota Statutes, section 136A.1791

More Information: [Minnesota Teacher Shortage Loan Repayment Program](#)

Program Contact: info.ohe@state.mn.us

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