

INVESTING IN ASPIRING TEACHERS OF COLOR:

THE IMPACT OF THE MINORITY TEACHERS OF ILLINOIS SCHOLARSHIP AND OUR WORK AHEAD



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Dr. Miguel Saucedo | **Chicago Public Schools**

Time	Item	Point
4 min	Welcome Opening – consider a turn and talk about an educator that had an impact on their lives	Jess
4 min	Goals for Today and Why we're here	Jess
4 min	Why quality matters, why diverse educators matter	Mercedes
6 min	Background on MTI and our advocacy	Mercedes (background) Jess (advocacy)
4 min	Changes to MTI that have expanded access and prioritized target populations - The coalition of people that helped us get it passed	
4 min	Q&A	
2 min	History of our Advocacy work – timeline?	Jess
20 min	Panel Discussion	
6 min	Work Ahead <ul style="list-style-type: none"> Advocacy tactics we are engaging in this session 	
2 min	Closing <ul style="list-style-type: none"> Join us in advocacy Spread awareness about scholarship 	

GOALS FOR THIS SESSION:

- Learn background on Minority Teachers of Illinois Scholarship
 - How the scholarship expands college access and affordability for aspiring teachers of colors
- Learn about the advocacy work that led to changes that have expanded access and student supports and have an opportunity to take action!



**OUR STUDENTS DESERVE TO BE
EDUCATED BY A HIGH QUALITY, RACIALLY
DIVERSE WORKFORCE**

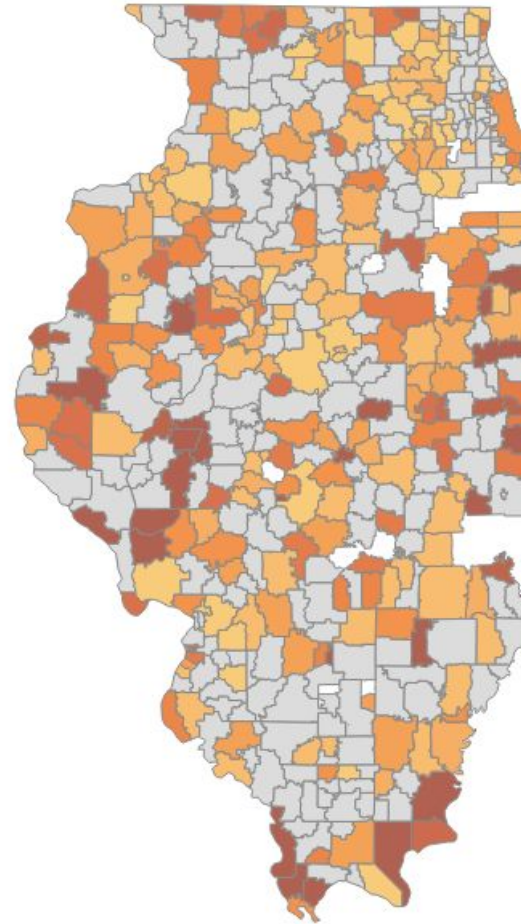
THE RESEARCH IS CLEAR: A HIGHLY-EFFECTIVE, DIVERSE, AND ROBUST EDUCATOR WORKFORCE IS VITAL TO STUDENT SUCCESS.

- Educator effectiveness in the classroom is the most important in-school factor impacting student success.
- Teacher diversity improves the success of all students, but particularly that of students of color.
- Educator shortages and turnover negatively impact all students in a school.

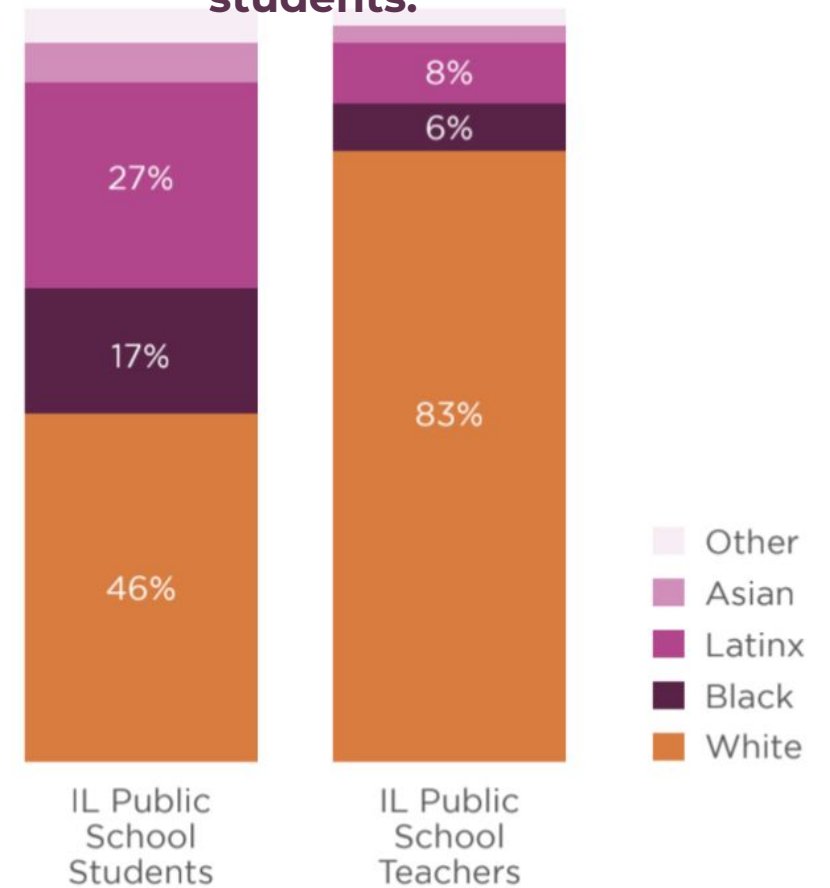
TOO MANY ILLINOIS CLASSROOMS LACK FULLY CERTIFIED, RACIALLY DIVERSE EDUCATORS.

Districts reported over 3,500 unfilled teaching positions (~2.6% of all teaching positions) in Illinois in October of the 2022-2023 school year.

Teacher Vacancy Rate (2023)



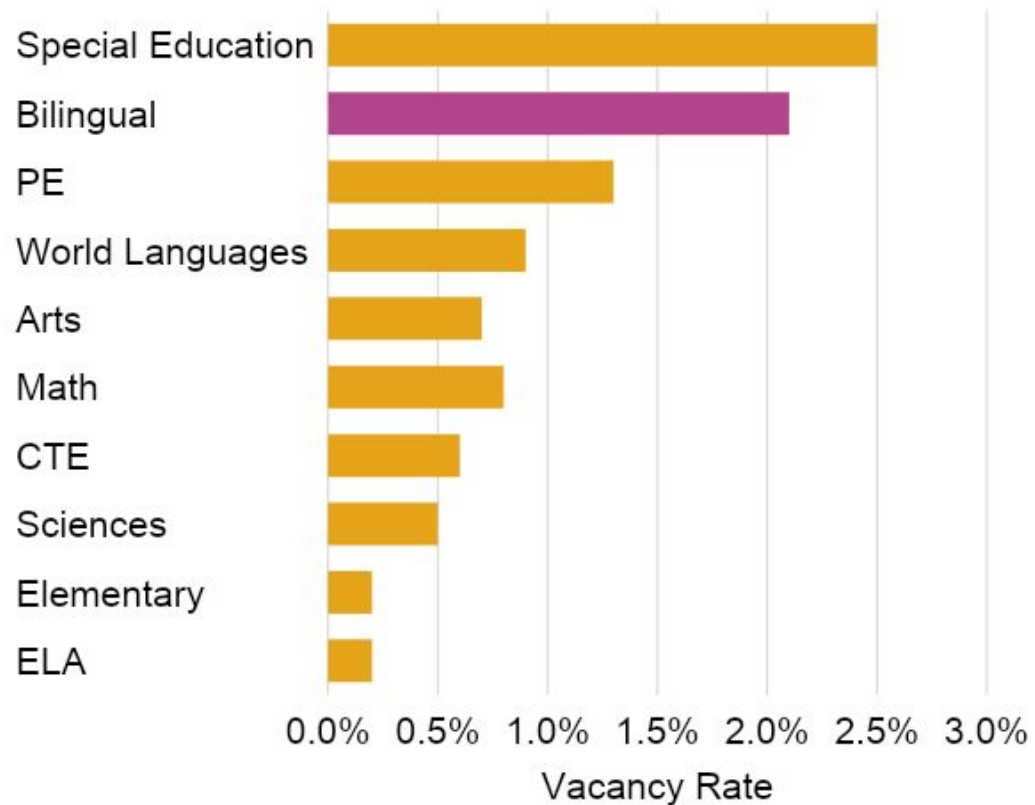
Illinois' teacher workforce does not reflect the racial diversity of its students.



ILLINOIS' TEACHER SHORTAGES ARE CONCENTRATED IN PARTICULAR SUBJECT AREAS AND DISTRICTS.

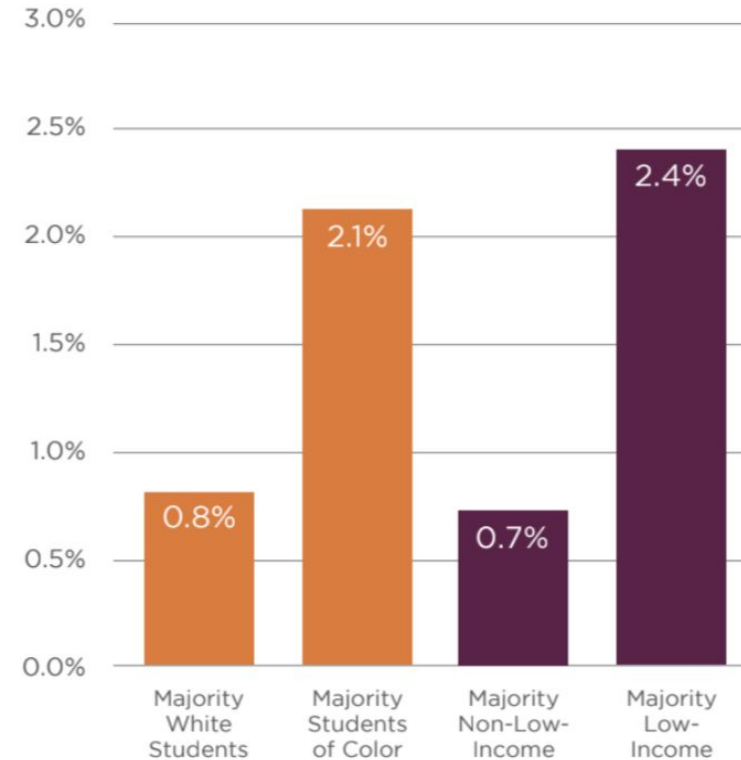
Educator shortages are particularly acute in bilingual education.

Vacancy Rate by Subject Area (2020)

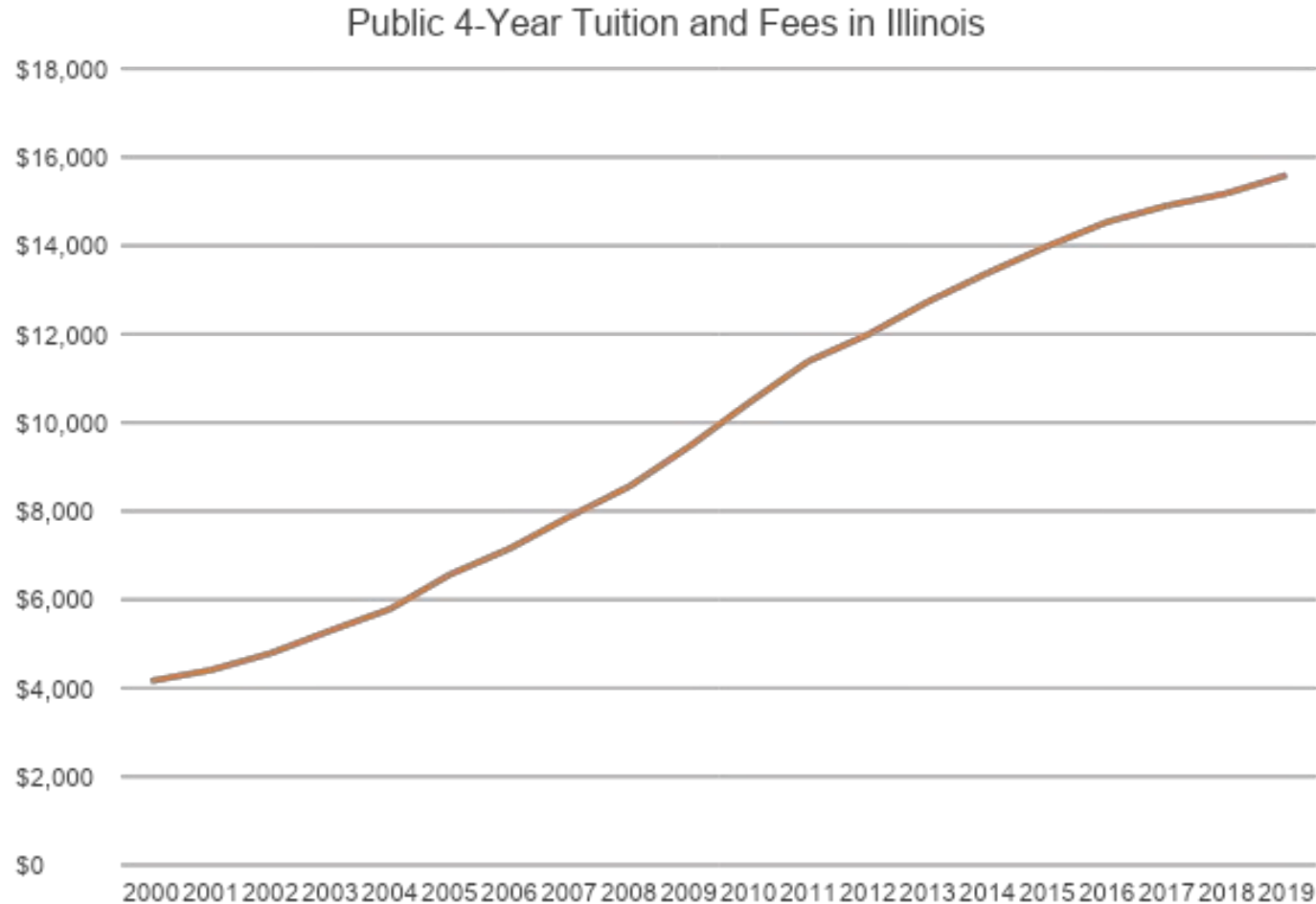


Vacancy rates are highest in districts serving students of color and students from low-income households.

Teacher Vacancy Rates by District Demographics (2022)



AFFORDABILITY IS ONE MAJOR BARRIER TO ACCESS TO THE TEACHING PROFESSION.



- The high price of college and ensuing debt have increased impact on Black and Latinx students
- Tuition and fees continue to rise, having more than tripled in the past two decades
- Affordability initiatives are just one of multiple levers that must be addressed in order to expand, strengthen, and diversify our educator workforce.

THE MINORITY TEACHERS OF ILLINOIS (MTI) SCHOLARSHIP INVESTS IN ASPIRING TEACHERS OF COLOR BY FUNDING EDUCATOR PREPARATION.

- \$7.5k annual scholarships to teacher candidates of color for up to four years
- Eligible candidates include:
 - Undergraduate students enrolled in teacher prep program (program typically begins junior year of college)
 - Undergraduates who graduated HS with a college and career endorsement in education enroll in college
 - Licensed teachers enrolled in graduate coursework for a relevant masters or subsequent endorsement
- Prioritizes scholarship based on financial need
- Set-asides for male candidates (35%) and bilingual candidates (30%)
- After graduation, recipients must teach in diverse Illinois schools or bilingual positions (for qualified bilingual applicants) for the number of years funded

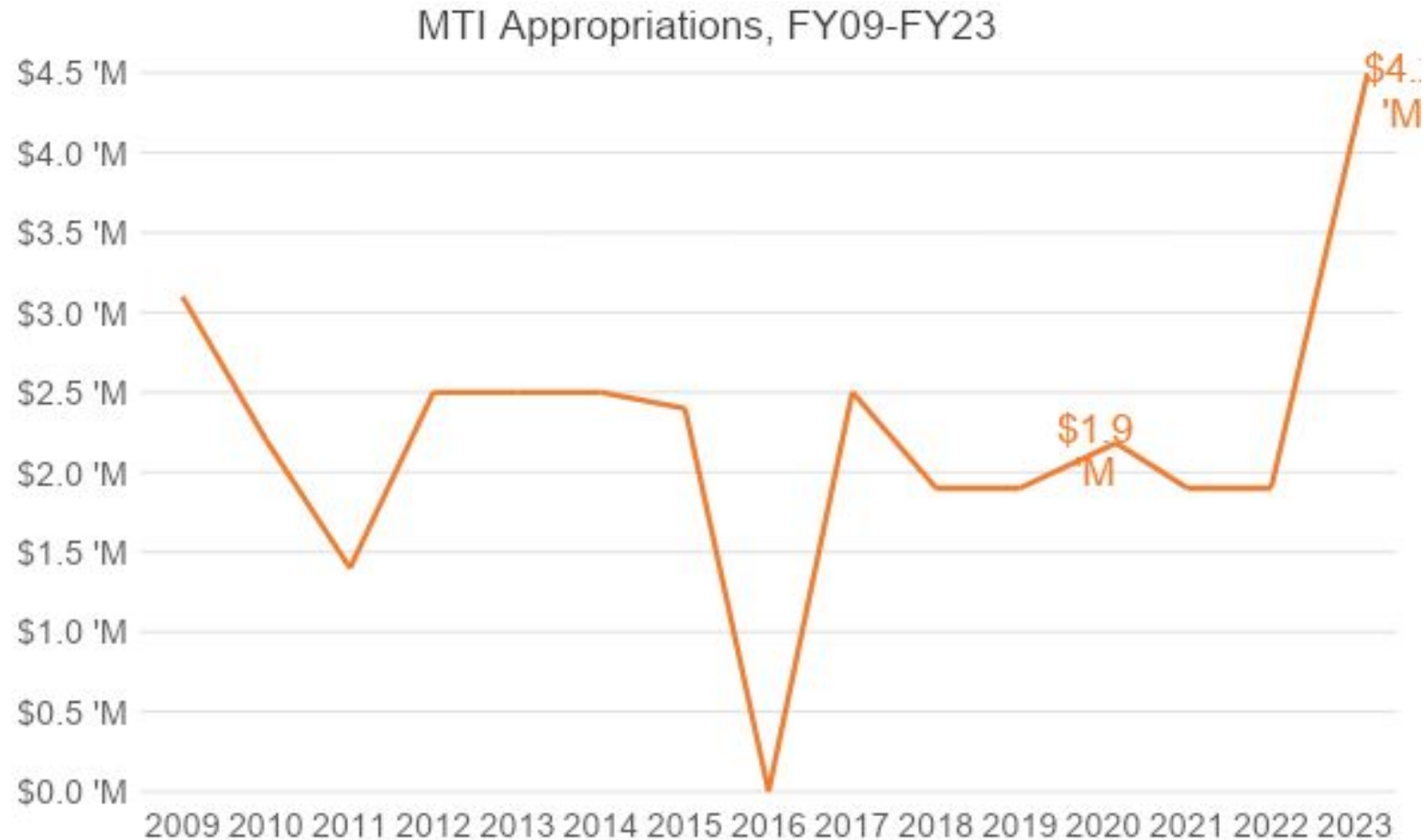
Find eligibility requirements and application information [here](#).

REVISIONS TO MTI LEGISLATION PASSED IN JANUARY 2021

1. Prioritization of candidates based on financial need
2. Increase in maximum award amounts from \$5,000 to \$7,500 (budget dependent change)
3. Mandatory information sessions on MTI and academic advising for candidates
4. Expansion of eligibility to undergraduate students of color who have a college and career endorsement in education
5. Introduction of a 30% set aside for bilingual candidates of color (budget dependent change)
6. Increase in set aside for male candidates from 30%-35% with priority for Black men

Find the full updated (2021) legislation [here](#).

HISTORICAL MTI APPROPRIATIONS



We are recommending a \$2.8M increase in MTI in FY24 for a total of \$7M

In 2022, over 60% of eligible candidates were not granted a scholarship

A \$7M appropriation would fund all eligible applicants based on 2022 application levels

This increase would allow MTI to serve approximately 933 candidates, including more bilingual and male candidates



OUR ADVOCACY EFFORTS

A STRONG SET OF PARTNERS, SUPPORTERS, & ADVOCATES



ADVOCACY & PUBLIC AWARENESS

**MAKE
YOUR
VOICE
HEARD**



- **Focus groups** with MTI recipients to better understand impact of the scholarship and supports they would benefit from
- Convened partners, allies, and supporters **to strategize and engage in advocacy** to ensure the Governor and Legislators support increased investments
 - Meetings with legislators and other decision makers
 - Testimony at hearings including Illinois Student Assistance Commission, Illinois Board of Higher Education and General Assembly
 - Send e-letters and make calls to the Governor's office and legislator's offices
- **Raised awareness** about the scholarship and the opportunity to expand college access and affordability
 - Social media
 - Sharing why supporting MTI is important
 - Engaging decision makers
- **Continuous efforts!**
 - Regularly convening the MTI Advocacy team and re-evaluating our ask for additional resources to continue to close access and equity gaps for our students

PANEL



Mercedes Wentworth-Nice

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Director of Strategic Partnerships &
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JOIN OUR EFFORTS

ADVOCACY TIMELINE

2022



DECEMBER: ISAC Meetings & Sharing of Budget

2023

JANUARY: Launch MTI campaign

- Target Governor to encourage including our investment in proposed budget



FEBRUARY: Governor's Budget Address

FEBRUARY- APRIL: Legislative advocacy and appropriation committee testimony to build political pressure for **new budget ask**, social media actions, meetings, letters and calls targeting decision makers, testimony opportunities

- Legislators draft budget



MAY: Final push to secure MTI for the FY24 budget

- Vote and approve budget, planned end of session

End of Session & **hopefully** a celebration of our win!

JOIN US!

There are plenty of ways to engage in raising awareness and advocating for additional investments for MTI

- Join our advocacy team
 - Monthly meetings to discuss ways we can advocate and raise awareness
- Support our efforts
 - Add your logo to our advocacy materials
- Take action
 - Meet with your legislators or call their offices
- Sign up for action alerts

<https://www.advanceillinois.org/take-action/join-us-in-advocacy>





JOIN OUR EFFORTS

APPENDIX

MINORITY TEACHERS OF ILLINOIS (MTI) SCHOLARSHIP

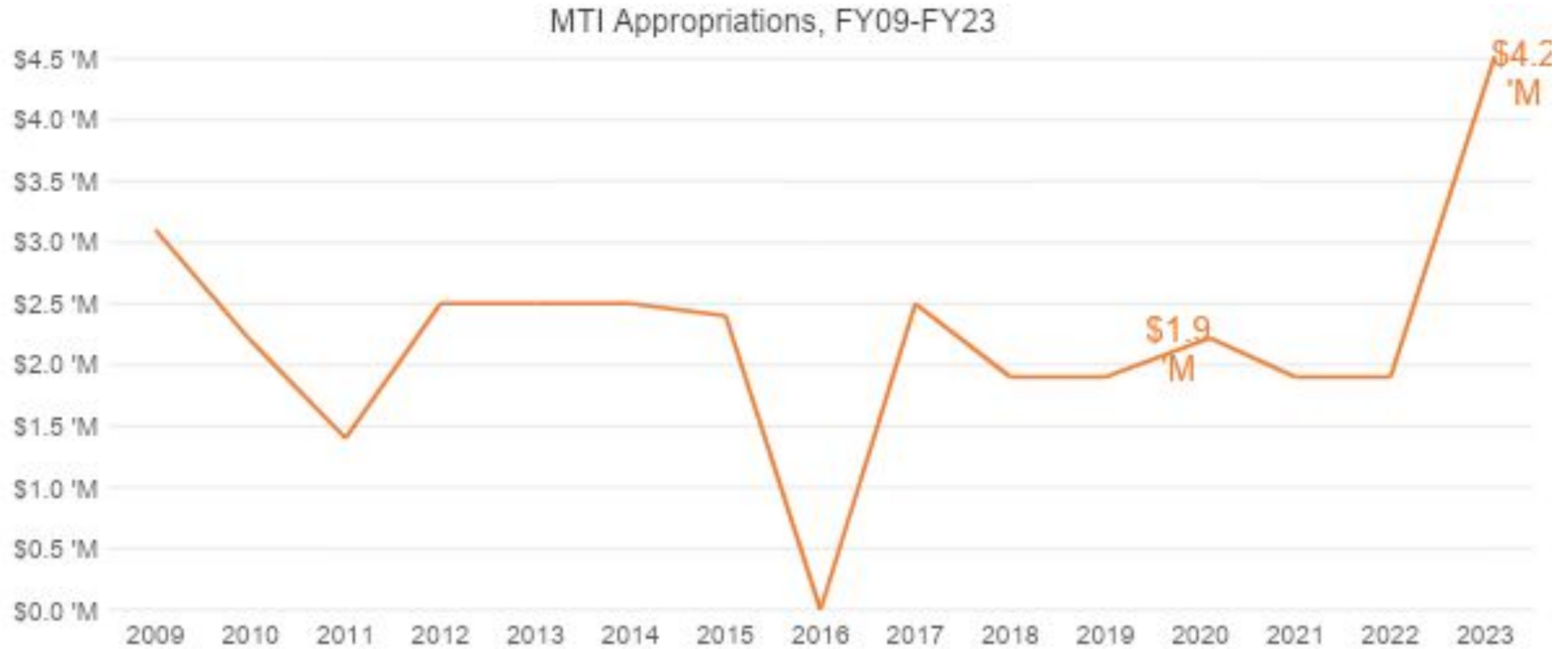
Background & Data
FY24

THE MINORITY TEACHERS OF ILLINOIS (MTI) SCHOLARSHIP INVESTS IN ASPIRING TEACHERS OF COLOR

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HISTORICAL MTI APPROPRIATIONS



FY24 MTI BUDGET ASK

Goal: Maximize number of recipients while not exceeding demand.

Challenge: Many unknowns in calculating actual "demand" for MTI.

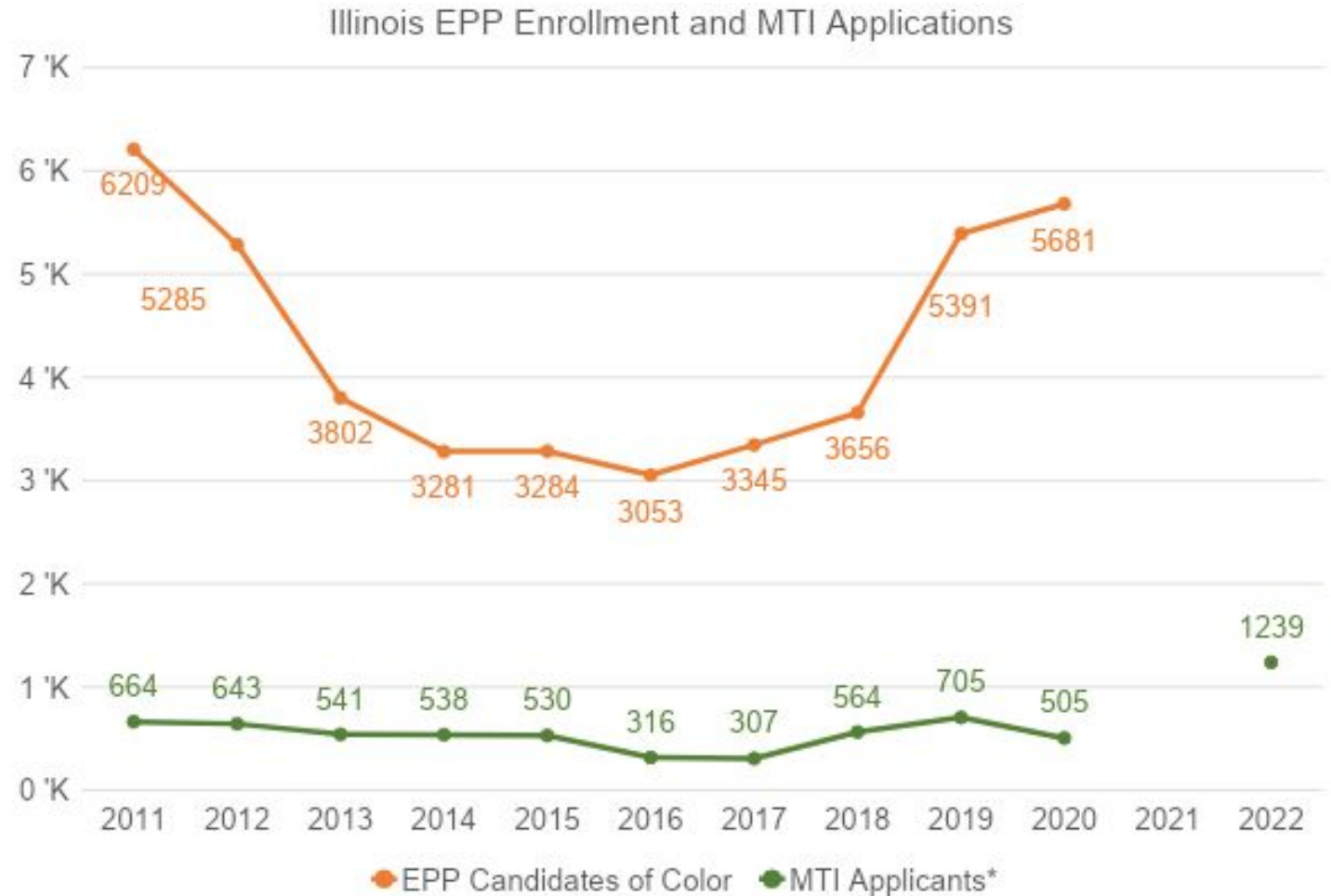
REVISIONS TO MTI LEGISLATION PASSED IN JANUARY 2021

1. **Expanded MTI eligibility to candidates with an Education & Training College & Career Ready Endorsement** on their high school diploma who are not yet officially enrolled in preparation, which often comprises only the last two years of college.
2. **Required that institutions provide basic advising and awareness of MTI.** Institutions receiving MTI dollars must provide at least one information session on MTI to teacher candidates of color and at least one advisor meeting to MTI recipients each year.
3. **The maximum annual MTI amount increased from \$5,000 per year to \$7,500 per year. (BUDGET DEPENDENT CHANGE)**
4. **Prioritized funding for teacher candidates who most need financial support.** Teacher candidates with higher levels of financial need are now prioritized to receive MTI scholarships.
5. **Increased the male set-aside from 30% to 35%, prioritized male set-aside dollars for Black men, and dedicated potentially unused funds to Black male teacher recruitment.**
6. **Created a bilingual set aside.** 30% of MTI scholarships will be set aside for bilingual candidates of color **(BUDGET DEPENDENT CHANGE)**

Find the full updated (2021) legislation [here](#).

UNKNOWNNS

- MTI application volume in FY23 – first year in which changes on previous slide were implemented
 - All changes should increase application volume
 - Unknown whether applications will bring in enough Bilingual and male candidates to meet increased set asides
- COVID impact on EPP enrollment
 - Pre-pandemic, enrollment was growing and becoming more diverse



Data Source: ISAC, Title II Data Tools

*ISAC historically closes the scholarship once supply is sufficient, so this does not necessarily fully reflect demand

“CURRENT” ESTIMATES OF SCHOLARSHIP DEMAND

Scenario	Estimated # MTI Applications (FY22)*	% Applicants who are Eligible	% Eligible Applicants who Claim Awards (“Claim Rate”)	# Awardees	Award Amount	Total Cost
Eligibility and claim rate from FY22	1239	x 75%**	x 73%**	= 709	x \$7,500	= \$5,087,643.75
Eligibility and claim rate from FY20	1239	x 82%	x 83%	= 881	x \$7,500	= \$6,324,475.50
ISAC estimate	1239	x 75%	x 100%	= 929	x \$7,500	= \$6,969,375.00

* Doesn't include an increase for students of color w/ early pathways endorsement (80 HS grads in FY22)

** These are estimates from ISAC

TEACHER CANDIDATES FUNDED UNDER VARIOUS APPROPRIATIONS

Demand in schools in 2022:

- **1608** unfilled positions in MTI eligible schools
- **223** unfilled bilingual positions

MTI Appropriation	# Candidates Funded	# Bilingual Candidates Funded with Set-Aside (30%)	Male Candidates Funded with Set-Aside (35%)
\$4.2M	560	168	196
\$5.1M	680	204	238
\$6.3M	840	252	294
\$7M	933	280	327