November 3, 2022

Dear Chair DeLauro, Chair Murray, Ranking Member Cole, and Ranking Member Blunt,

As you advance through the Fiscal Year 2023 appropriations process, the undersigned organizations which are partnered together in the One Million Teachers of Color Campaign want to thank you for the progress to date and reiterate our support for strong investments in educator and school leader diversity. We support funding levels at or above the appropriations identified in the Senate draft and House bill, as outlined at the end of this letter.

The goal of the One Million Teachers of Color campaign is to add one million teachers of color and thirty-thousand school leaders of color to the education workforce over the next decade. Our campaign is made up of leaders from the education sector and beyond, who know that a diverse educator workforce is a strong educator workforce. We come together around this belief and our commitment to close the representation gap: while 52 percent of students in the United States identify as people of color, only 22 percent of teachers and 21 percent of leaders identify as people of color in our nation’s schools.

As a growing body of research indicates, increasing educator diversity is essential to strengthening our schools. All students benefit from a diverse educator workforce and students of color who have teachers of color are less likely to be suspended and more likely to graduate high school and enroll in postsecondary education. Further, leaders of color provide increased rigorous academic opportunities for students of color, while fostering school environments that are more supportive and sustainable for both teachers and students of color.

At a moment when students face unprecedented needs and school systems face the biggest staffing challenges in recent memory, our Campaign recognizes that it has never been more important to ensure that our nation has a strong, talented, and diverse educator workforce that is well-positioned to help every student thrive.
Funding for Programs in Support of Educator Diversity

Thank you for including language in the report to accompany the draft Senate Chairman’s mark FY2023 Labor-HHS-ED bill directing the Department of Education (ED) to issue guidance on how states, districts, and institutions of higher education can advance educator diversity using federal funds.

As noted above, we support funding levels for certain programs at or above the levels in the Senate draft and House bill. The following programs address specific aspects of the teacher and school leader pipeline; together, they help strengthen the fabric of our nation’s educator workforce. The programs and appropriations are as follows:

- **$132 million or above for the Teacher Quality Partnership (TQP) program.**
  The TQP program provides essential federal support aimed at improving the preparation of teachers and school leaders. This competitive grant program’s support for strong partnerships between institutions of higher education and local educational agencies serves to target educator recruitment efforts on the specific needs of a school district, while prioritizing recruitment in teacher shortage areas and increasing diversity in the teaching workforce.

- **$90 million or above for the Supporting Effective Educator Development (SEED) program.**
  The competitive grants awarded through this program are designed to recruit and develop teachers and school leaders through evidence-based professional development activities, programs leading to an advanced credential, and non-traditional preparation and certification pathways. The FY2022 SEED grant competition included a departmental priority for educator diversity; continued support for the SEED program, partnered with continued use of the departmental priority, can support efforts to meaningfully close the gap between students of color and educators of color through evidence-based, effective pathways into teaching and school leadership positions.

- **$25 million or above for the School Leader Recruitment and Support Program (SLRSP).**
  SLRSP is the only federal program that provides a specific focus on school leadership, a key lever for advancing student outcomes and teacher retention in schools. At a time when schools are facing unprecedented need, school leaders are essential to forging school cultures that support both student and teacher success.

- **$120 million or above for Teacher and School Leadership (TSL) Incentive Grants.**
  The Teacher and School Leader Incentive Grants program provides states and districts funding to support teacher and school leader recruitment and retention in high-need schools, including efforts to support career advancement opportunities for effective teachers and principals. Supporting meaningful leadership opportunities for educators is a key lever for retaining teachers and school leaders of color.

- **$30 million or above for the Augustus F. Hawkins Centers for Excellence program.**
  The Hawkins Centers for Excellence program supports diversifying the educator workforce by increasing high-quality teacher preparation programs at Historically Black Colleges and
Universities, Tribal Colleges and Universities, and Minority-Serving Institutions. If we aim to diversify the teacher corps in substantive and meaningful ways, we must adequately fund the very institutions eligible under this program, which prepare half of all teachers of color.

- **$384 million or above for Education Innovation and Research (EIR).**
  
  In order to close the gap between the growing population of students of color and the far smaller proportion of teachers and leaders of color, we must reimagine our current practices and identify the most effective efforts to diversify the educator workforce. Our Campaign supports at least a $384 million appropriation to support EIR projects, especially those that identify and scale use of evidence-based strategies and practices that improve recruitment and retention of educators of color.

We appreciate your work to ensure funding levels that build and support a diverse and high-quality educator workforce to meet the growing needs our students and communities face. The Steering Committee members of the One Million Teachers of Color campaign remain eager and willing partners to support your work, and we look forward to collaborating with you on our shared goals in the months to come.

Sincerely,

Center for Black Educator Development  
The Education Trust  
The Hunt Institute  
Latinos for Education  
Men of Color in Educational Leadership  
New Leaders  
Teach Plus  
TNTP