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SENATE RESOLUTION

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WHEREAS, The Illinois constitution states "a fundamental goal of the People of the State is the educational development of all persons to the limits of their capacities"; and

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WHEREAS, The education system in this State produces inequitable outcomes along lines of race and ethnicity with 9% of Black students, 15% of Latinx students, 23% of American Indian or Alaska Native students, 35% of Native Hawaiian or Pacific Islander students, and 31% of multiracial students reaching proficiency in math compared to 38% of white students and 61% of Asian students; and

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WHEREAS, More than 20 years of research indicates that teacher diversity has positive impacts on student outcomes, including academic achievement, graduation rates, attendance, instances of exclusionary discipline, and college aspirations; and

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WHEREAS, Research demonstrates the positive impact of alignment between teacher and student racial and ethnic diversity; and

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WHEREAS, In Illinois, teachers of color make up less than 18% of the workforce while students of color make up 54% of the

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1 student body; and

2 WHEREAS, Representation of Black, Latinx, Asian, American
3 Indian or Alaska Native, Native Hawaiian or Pacific Islander,
4 and multiracial teachers does not match the respective
5 proportion of Illinois students who are Black, Latinx, Asian,
6 American Indian or Alaska Native, Native Hawaiian or Pacific
7 Islander, and multiracial; and

8 WHEREAS, Longstanding systemic racism and ongoing barriers
9 lead to reductions in diversity throughout the teacher
10 pipeline starting with unequal high school graduation rates
11 and rates of enrollment in postsecondary institutions,
12 including racial disparities in educator preparation
13 enrollment and retention in the teaching profession; and

14 WHEREAS, One of the most significant challenges in the
15 teacher pipeline is the gap in diversity between Illinois
16 colleges and Illinois educator preparation programs; and

17 WHEREAS, More debt can discourage those in pursuit of a
18 career in the teaching profession; and

19 WHEREAS, Teachers of color are more likely to borrow money
20 to pay for teacher preparation; and

1 WHEREAS, The Minority Teachers of Illinois Scholarship was
2 created to encourage academically talented Illinois minority
3 students to enroll in educator preparation and pursue teaching
4 careers so that students of color in Illinois are more likely
5 to be taught by teachers of color; and

6 WHEREAS, Recipients of the Minority Teachers of Illinois
7 Scholarship are required to teach in schools at which no less
8 than 30% of the enrolled students are minority students in the
9 year during which the recipient begins teaching at the school
10 or, if the recipient received a scholarship as a qualified
11 bilingual minority applicant, in a program in transitional
12 bilingual education pursuant to Article 14C of the School Code
13 or in a school in which 20 or more English learner students in
14 the same language classification are enrolled; and

15 WHEREAS, More than 8,000 awards have been distributed to
16 aspiring teachers of color through the Minority Teachers of
17 Illinois scholarship; and

18 WHEREAS, The pool of candidates enrolling in educator
19 preparation programs has indeed grown more diverse over time
20 but is still not as diverse as Illinois colleges; and

21 WHEREAS, The teacher workforce has gradually grown more
22 diverse over the last decade but still lags student diversity

1 significantly; therefore, be it

2 RESOLVED, BY THE SENATE OF THE ONE HUNDRED FOURTH GENERAL
3 ASSEMBLY OF THE STATE OF ILLINOIS, that we affirm the
4 importance and targeted value of the Minority Teachers of
5 Illinois scholarship in increasing diversity in the teacher
6 workforce; and be it further

7 RESOLVED, That we celebrate the support that the Minority
8 Teachers of Illinois scholarship has offered to aspiring
9 teachers to date and the scholarship's role in growing the
10 diversity of teacher preparation in Illinois; and be it
11 further

12 RESOLVED, That we urge the Illinois Student Assistance
13 Commission to continue to administer the Minority Teachers of
14 Illinois scholarship in order to support aspiring teachers of
15 color to enter the teaching profession; and be it further

16 RESOLVED, That we urge the State of Illinois and its
17 entities to continue to support efforts grounded in research
18 and data that increase the diversity of the educator workforce
19 in order to improve outcomes for all students in this State.