

Educator Talent

Educator Recruitment and Retention Action

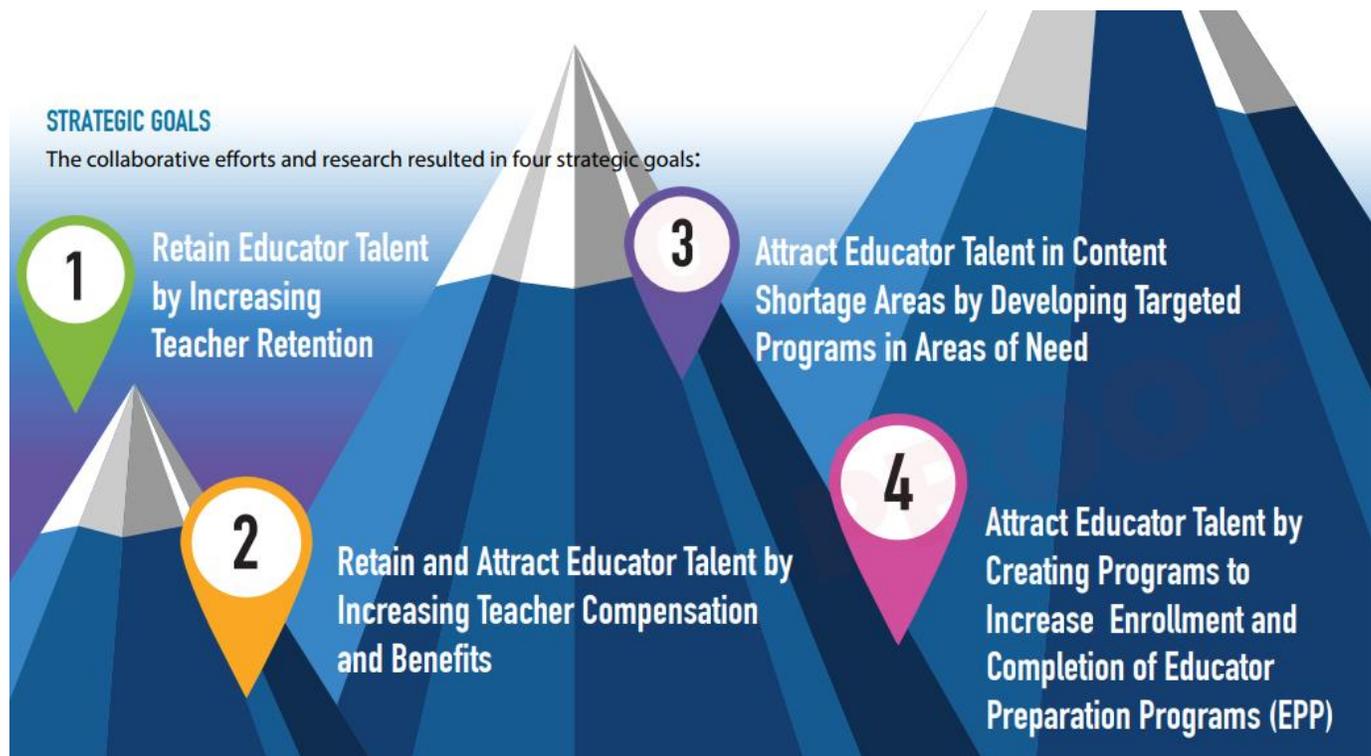


EDUCATOR TALENT

Educators are essential to supporting student success and developing the workforce of tomorrow. After all, teaching is the profession upon which all others are built.

Colorado, however, is facing a shortage of teachers in critical content areas and in our rural communities. According to the 2017 Legislative Educator Preparation Report, the number of individuals completing teacher training has declined more than 24 percent from 2010 through 2016. This trend will leave Colorado schools, especially those in rural areas, at a disadvantage as they work to keep pace with the demands of Colorado’s students, business needs, and state economy.

These concerns, felt across the state and especially in rural districts, have moved stakeholders, local education agencies, state government agencies, and policy makers to consider a wide range of short-term and long-term solutions. In addition to legislation and strategic statewide focus, the Colorado Department of Education (CDE) and the Department of Higher Education (CDHE) have collaboratively identified four key goals to address the educator shortage as outlined below.



ELEVATE THE PROFESSION, INSPIRE TEACHERS INTO THE PROFESSION

During the last several years, the CDE has heard educators, parents, business, and community members talk about the need to elevate the education profession as a way to inspire teachers to get into and stay in the profession. As a response to this need CDE, in conjunction with our partners, has taken a strong approach to identifying, supporting and bringing together the educational communities across Colorado to help determine next steps and strategies that will

help address educator shortages in Colorado and, 1) raise image of the teaching profession, 2) reduce teacher shortage, particularly in high-need subjects and geographical regions, 3) improve preparedness and diversity of new teachers.

EDUCATION AS AN INDUSTRY PRIORITY

Because of the driving need to increase a quality educator workforce, the Colorado Workforce Development Council in May 2018 identified Education – including early childhood, preschool-12th grade, and higher education – as an industry priority for the 2018 year. This created a “sector partnership” to help implement strategies to increase the educator pipeline in Colorado.

Sector partnerships are employer-driven, sustained partnerships of business, workforce development, education, and other community stakeholders. Sector partnerships identify the highest priority workforce challenges, in this case recruiting and training high quality educators, and develop solutions for multiple employers within a geographic region, driven by industry need.

EDUCATOR RECRUITMENT, DEVELOPMENT AND RETENTION

CDE is collaborating with the Department of Labor, the Public Education and Business Coalition (PEBC), Colorado Education Initiative (CEI) and several other education stakeholders to develop a full spectrum of educator talent recruitment and retention tools and strategies for our 178 Colorado school districts, all charter schools and our Colorado Board of Cooperative Educational Services. Those tools and strategies include, but are not limited to:

- Develop and disseminate clear information about pathways into the education profession
- Create, promote and support multiple and varied pathways into the teaching profession (alternative licensure, Teacher Cadet program, career pathways through CTE opportunities, Troops to Teachers Career Skills Program)
- Create statewide marketing campaign to elevate the education profession and recruit educators, including a public service awareness (PSA) campaign and related stories and videos about teachers
- Develop and launch digital recruiting platform, online tools and support resources to help educator candidates enter the education profession and complete educator preparation (TeachColorado.org)
- Implement education sector partnerships
- Develop and release talent pipeline reporting through talentFOUND and Careers in Colorado
- Invest in a single source of postings for jobs in education (ConnectingColorado.com)
- Re-envision Teacher-of-the-Year as an ambassador for recruiting and retaining educators in Colorado



LEGISLATION IMPLEMENTATION UPDATE

Bill	Description	Status
SB 18-085 Rural Financial Incentives (expanded SB16-104)	SB18-085 expanded an existing program in order to provide 60, \$6,000 stipends for concurrent enrollment certification, national board certification or rural alternative licensure programs and 40, \$2,800 stipends for rural student teachers annually.	Since 2016, the department has awarded the following stipends: 31 Concurrent enrollment certifications 30 National Board Certifications 40 Rural Alternative Licensure 94 Rural Student Teacher In 2018, the program received 228 applicants and awarded 100 stipends.
HB 18-1002 Rural School Fellowship Program	\$10,000 for a Rural School District Teaching Fellowship of which \$5,000 comes from state funds and \$5,000 comes from institutional funds.	In Fall 2018, CCHE awarded 12 stipends to rural teacher candidates. CCHE is working with institutions to identify students who would qualify in the spring semester and to create more robust mechanisms to identify students for the 2019-20 school year.
HB 18-1332 Collaborative Educator Preparation	\$2 million appropriated. Creates grants for education preparation provider and school district partnerships to address local issues of recruitment and retention.	CDHE received 37 proposals and funded 17. Total requested was \$4,218,913. Total funded was \$1,952,963. This work will build significant capacity for recruitment and retention of educators in 44 districts and BOCES.
HB 18-1189 Expanding Effective Residency Programs	Creates \$600,000 in funding for contracts with education preparation providers to expand effective teacher residency programs across the state.	CDE received 6 proposals requesting \$2,030,983. Two programs were partially funded and one was fully funded. A total of \$598,447 has been awarded to implement programs over 3 years.
HB 18-1309 Programs Addressing Teacher Shortages	Creates a program in which candidates can complete up to 36 hours of their program as the Teacher of Record.	CDE is undergoing rule-making to create a Teacher of Record License. CDE and CDHE are working to create a framework, application and timeline for this program once the license is approved.
HB 18-1412 Retaining Teachers	Creates a \$3.0 million Retaining Teachers Fund to support Local Education Agencies' requests to improve teacher retention.	Proposals were due January 11, 2019 and CDE received 27 applications for a total request of \$7,474,262. Final award decisions will be made mid-February.

Where can I learn more?

- <https://highered.colorado.gov/academics/TeacherEd/Educator-Shortage-Action-Plan.html>
- https://highered.colorado.gov/Publications/Reports/teachereducation/2017/COTeacherShortageStrategicPlan_Dec2017.pdf
- [View all CDE fact sheets: www.cde.state.co.us/communications/factsheetsandfaqs](http://www.cde.state.co.us/communications/factsheetsandfaqs)