



Legislative Updates for Colorado Educator Shortages

February 2019



COLORADO
Department of
Higher Education



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Department of Education

Colorado's Teacher Shortages:

Attracting and Retaining Excellent Educators



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The Study

Feedback and participation from interested individuals and groups was an essential component of the legislation, the process and final action plan.

- **13 Town Halls Across Colorado**
- **400+ Town Hall Participants**
- **6,000 Survey Responses**

The Department of Higher Education and the Colorado Department of Education developed a strategic action plan and released it in December 2017.

Educator Shortage Strategic Plan

STRATEGIC GOALS

The collaborative efforts and research resulted in four strategic goals:

1

Retain Educator Talent by Increasing Teacher Retention

2

Retain and Attract Educator Talent by Increasing Teacher Compensation and Benefits

3

Attract Educator Talent in Content Shortage Areas by Developing Targeted Programs in Areas of Need

4

Attract Educator Talent by Creating Programs to Increase Enrollment and Completion of Educator Preparation Programs (EPP)

Legislated Funding Support Update

| Program | Summary | Status |
|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SB 18-085 Rural Financial Incentives (expanded SB16-104) | Stipends for rural student teachers, alternative licensure candidates, and concurrent enrollment certification | In 2018, the program received 228 applicants and awarded 100 stipends. |
| HB 18-1002 Rural School Fellowship Program | Stipends to cover cost of educator preparation | <ul style="list-style-type: none"> • 12 stipends issued in fall 2018 • Application is active • Spring 2019 not yet awarded |
| HB 18-1332 Collaborative Educator Preparation | Funds for partnerships between educator preparation programs and local education agencies | <ul style="list-style-type: none"> • 37 proposals asking for \$4,218,913 • 17 grants awarded, \$1,952,963 • Impacting 44 districts and BOCES |
| HB 18-1189 Expanding Effective Residency Programs | Funds to expand existing teacher residency programs and study best practices | <ul style="list-style-type: none"> • 6 proposals asking for \$2,030,983 • 2 programs partially funded, 1 program fully funded • \$598,447 over 3 years |
| HB 18-1309 Programs Addressing Teacher Shortages | Creates the teacher of record license Provides funds for local 'grow your own' educator programs | <ul style="list-style-type: none"> • Rules have been drafted • State Board to approve notice in February and hearing in April |
| HB 18-1412 Retaining Teachers | Funds for local teacher retention initiatives | <ul style="list-style-type: none"> • 27 applications received, asking for \$7,474,262. • Final award decisions to be made mid-February |

Additional Statewide Initiatives

- **Elevation of the Profession**
 - Colorado Workforce Development Council
 - Educator Talent Pathways Development through Careers in Colorado
 - Public Service Campaign (Chalkbeat Ads Promising Practices)
- **Development of the Educator Pipeline**
 - Troops to Teachers Career Skills Program
 - Diverse and Learner Ready Teacher Recruitment
 - Exploring TeachColorado.org Digital Recruiting Platform
 - Teacher Cadet Program
- **Principal Support and Development**
 - Revision of the Principal Quality Standards
 - [Education Leadership Council](#) recommendations for deep professional learning for current principals

Questions
for Us?

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