

# Educator Shortage Survey

## Frequently Asked Questions



**COLORADO**  
Department of Education

### Background Information

As part of the strategic action plan developed in response to Colorado House Bill 17-1003, the Colorado Department of Education surveys the state's school districts and Boards of Cooperative Educational Services (BOCES) about the employment of teachers, special services providers (SSPs), and starting with the 2019-20 survey, principals/assistant principals and paraprofessionals. The Educator Shortage Survey Results include the facts about the number of vacant educator positions and the ways those vacancies were filled, if they were filled at all. These shortage data allow CDE to identify educator shortage areas across the state and report to the Colorado Legislature to inform decisions regarding support for recruiting and retaining educators.

### Frequently Asked Questions

Please note that the frequently asked questions included here are in reference to the matrix question in the survey. A preview of the survey is available [here](#).

#### **Q: Are there any categories that CANNOT be filled by alternative candidates?**

A: Yes, the following categories do not have alternative licensure pathways and thus CANNOT be reported as being filled by an alternative licensure candidate:

- Culturally and Linguistically Diverse Education
- Early Childhood Special Education
- Gifted Education Specialist
- Special Education Specialist: Deaf and Hard of Hearing
- Special Education Specialist: Visually Impaired
- Teacher Librarian
- School Audiologist
- School Counselor
- School Nurse
- School Occupational Therapist
- School Orientation and Mobility Specialist
- School Physical Therapist
- School Psychologist
- School Social Worker
- School Speech-Language Pathologist

#### **Q: How do you enter data for special services providers (SSPs) and special education teachers who are working under a Temporary Educator Eligibility (TEE) authorization?**

A: FTE information for individuals working under a TEE authorization should be reported in the column corresponding to positions filled by emergency candidates (question 6).

**Q: How do you enter data if you had to hire one individual to teach more than one subject area?**

A: Enter the appropriate FTE into each subject area. For example, if hiring an individual to teach three math classes and one science class, then 0.75 (FTE) would be entered under Mathematics and 0.25 (FTE) under Science.

**Q: If a position remained unfilled for the entire school year, do I need to enter the FTE under vacant positions at the beginning of the school year (question 2) and under unfilled positions (question 7)?**

A: Yes; if a position remained unfilled for the entire school year, you need to enter the FTE under both vacant positions at the beginning of the school year (question 2) and unfilled positions (question 7).

**Q: Where do you enter data for English as a second language teachers?**

A: If you had to hire an English as a second language teacher, include that FTE under Culturally and Linguistically Diverse Education.

**Q: Where do you enter data for home economics or culinary arts teachers?**

A: If you had to hire a home economics or culinary arts teacher, include that FTE under Family and Consumer Sciences.

**Q: What are the corresponding job classification codes (from the HR snapshot) for the teacher positions listed by subject area in the survey?**

A: For the majority of the teacher positions listed by subject area, such as Science, Social Studies, Music, or Physical Education, the corresponding job classification codes are 201, 204, and 206. For Elementary and Early Childhood Education, the corresponding job classification codes include 201, 204, 206, 222, and 223. The corresponding job classification codes for English Language Arts are 201, 204, 206, and 222. The corresponding job classification codes for Mathematics are 201, 204, 206, and 223. Lastly, the corresponding job classification code for Special Education is 202 and for Teacher Librarian is 216. Please note that Culturally and Linguistically Diverse Education and Gifted Education do not have specific corresponding job classification codes.

**Q: What are the corresponding job classification codes (from the HR snapshot) for the Principal/Assistant Principal/Building Leader category?**

A: The corresponding job classification codes are 105 (principal) and 106 (assistant principal).

**Q: What are the corresponding job classification codes (from the HR snapshot) for the special services provider (SSP) positions included in the survey?**

A: The corresponding job classification codes for SSPs are as follows: School Audiologist – 231, School Counselor – 211, School Nurse – 233, School Occupational Therapist – 234, School Orientation and Mobility Specialist – 242, School Physical Therapist – 235, School Psychologist – 236, School Social Worker – 237, and School Speech-Language Pathologist – 238.



**Q: What are the corresponding job classification codes (from the HR snapshot) for the Paraprofessional category?**

A: The corresponding Paraprofessional job classification codes include 401 through 406 and 408 through 424.

**Q: I have a teacher being prepared through a Teacher of Record Program (collaboratively developed by the district and the institution of higher education). Where do I enter data for such teachers?**

A: Teachers participating in the Teacher of Record Program should be reported under positions filled by an alternative licensure candidate/program (question 5). NOTE: this does NOT refer to teachers who are the teacher of record in their classroom. This only refers to those participating in a Teacher of Record Program approved by the CDE.

**Q: How do you enter data for contract workers?**

A: If you had to hire a contract worker because you could not otherwise fill a position, please include that FTE in the column corresponding to positions filled by Long Term Subs (question 3) for the 2023-24 shortage survey, and then add a note that the position was filled by a contract worker.

## WHERE CAN I LEARN MORE?

For more information about the **Human Resources Snapshot**, including due dates, instructions, and screenshots of the educator shortage survey, go to [http://www.cde.state.co.us/datapipeline/snap\\_hr](http://www.cde.state.co.us/datapipeline/snap_hr).

To access results from previously collected educator shortage surveys, go to <http://www.cde.state.co.us/educatortalent/edshortage-surveyresults>.

To explore data related to the preparation, recruitment, employment, evaluation, and mobility of Colorado educators, go to <http://www.cde.state.co.us/educatortalent/researchandimpact>.