

Chapter 3:  
2019 Professional Qualifications of Teachers

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Table of Contents

Professional Qualifications 3

What percent of teachers and school leaders are inexperienced? 3

What percent of teachers are teaching with emergency or provisional credentials? 3

What percent of teachers are teaching out-of-field? 3

# Professional Qualifications

The Every Student Succeeds Act (ESSA) requires states to evaluate whether there are disparities in the rates at which low-income students are taught by inexperienced and out-of-field teachers, as well as teachers teaching with emergency or provisional credentials.

Information here is presented in the aggregate (for all schools), as well as separately by low-poverty quartile and high-poverty quartile schools. Schools are ranked from highest to lowest based on poverty rates, and schools with the highest poverty rates (those in top 25%) are considered high-poverty quartile schools, whereas schools with the lowest poverty rates (those in top 25%) are considered low-poverty quartile schools.

What percent of teachers and school leaders are inexperienced?

Table 1 shows the number (in terms of FTE, full-time equivalent) and percent of inexperienced teachers, as well as principals and other school leaders. Staff are considered inexperienced if they have fewer than 3 years of experience. Overall, 25.5% of teachers and 32.0% of school leaders are considered inexperienced. Rates of inexperience are lower for low-poverty schools (23.3% for teachers and 27.0% for school leaders), in comparison to high-poverty schools (30.5% for teachers and 36.6% for school leaders).

Table 1. Number and Percentage of Inexperienced Teachers and Principals/School Leaders

| **Staff Category** | **School Category** | Total FTE | Inexperienced FTE | % Inexperienced FTE |
| --- | --- | --- | --- | --- |
| Teachers | All Schools | 43146.71 | 10999.53 | 25.5% |
| Teachers | Low-Poverty Schools | 13424.37 | 3125.25 | 23.3% |
| Teachers | High-Poverty Schools | 10043.21 | 3061.98 | 30.5% |
| Principals and Other School Leaders | All Schools | 3490.13 | 1118.44 | 32.0% |
| Principals and Other School Leaders | Low-Poverty Schools | 944.66 | 255.51 | 27.0% |
| Principals and Other School Leaders | High-Poverty Schools | 1002.10 | 366.83 | 36.6% |

What percent of teachers are teaching with emergency or provisional credentials?

Table 2 shows the number, in terms of FTE, and percent of teachers teaching with emergency or provisional credentials. Overall, 3.0% of teachers are teaching with emergency or provisional credentials. Approximately 2.9% of teachers in low-poverty schools are teaching with emergency or provisional credentials, compared to 3.6% of teachers in high-poverty schools.

Table 2. Number and Percentage of Teachers Teaching with Emergency or Provisional Credentials

| **Staff Category** | **School Category** | Total FTE | Emergency or Provisional Credential FTE | % Emergency or Provisional Credential FTE |
| --- | --- | --- | --- | --- |
| Teachers | All Schools | 43146.71 | 1275.14 | 3.0% |
| Teachers | Low-Poverty Schools | 13424.37 | 387.83 | 2.9% |
| Teachers | High-Poverty Schools | 10043.21 | 363.68 | 3.6% |

What percent of teachers are teaching out-of-field?

Table 3 shows the number, in terms of FTE, and percent of teachers not teaching in the subject or field for which the teacher is certified or licensed. Overall, 3.9% of teachers are teaching out-of-field. Approximately 4.3% of teachers in low-poverty schools are teaching out-of-field, compared to 5.8% of teachers in high-poverty schools.

Table 3. Number and Percentage of Teachers Teaching Out-of-Field

| **Staff Category** | **School Category** | Total FTE | Out-of-Field FTE | % Out-of-Field FTE |
| --- | --- | --- | --- | --- |
| Teachers | All Schools | 43146.71 | 1697.63 | 3.9% |
| Teachers | Low-Poverty Schools | 13424.37 | 579.70 | 4.3% |
| Teachers | High-Poverty Schools | 10043.21 | 583.96 | 5.8% |