

TEACHER SHORTAGE FACT SHEET



COLORADO
Department of Education

RESPONDING TO THE CRISIS

In response to Colorado House Bill 17-1003, *Concerning a Strategic Action Plan to Address Teacher Shortages in Colorado*, the Colorado Department of Education (CDE) and Colorado Department of Higher Education (CDHE) collaboratively collected data to analyze the state’s teacher shortage problem. During four weeks in fall 2017, CDE administered a statewide survey to all school districts and Boards of Cooperative Educational Services (BOCES). The purpose of the survey was to gather facts for the 2017-18 school year about the volume of teacher applications received, numbers of vacant teaching positions by endorsement area, and the ways those vacancies were filled, if they were filled.

It is important to interpret these data in light of the fact that the fall 2017 survey administration was voluntary and therefore may not be representative of the state. The survey response rate was 47 percent of all districts and BOCES. More specifically, 100 percent of urban/suburban districts, 37 percent of rural/small rural districts and 45 percent of BOCES participated. *Beginning in fall 2018, participation in this annual survey will be mandatory, providing a comprehensive, statewide view of shortages.*

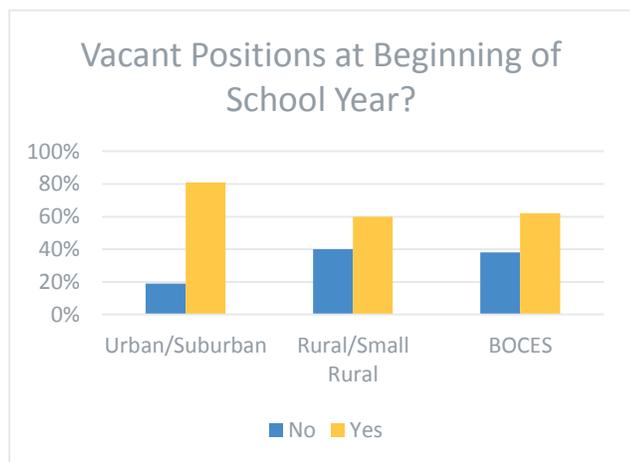
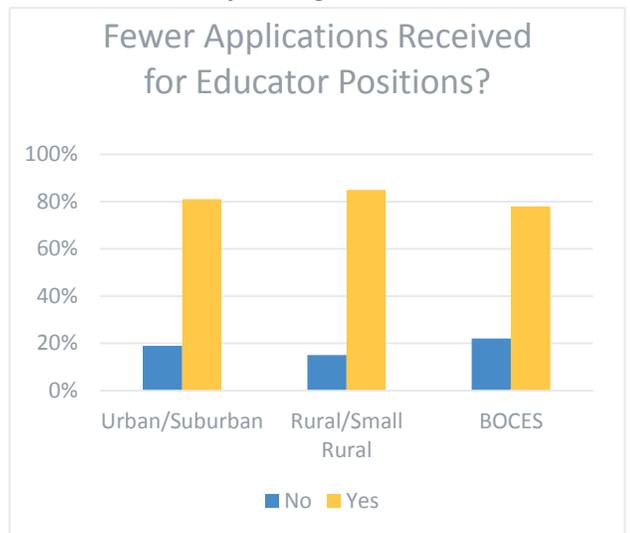
SURVEY RESULTS:

Question: Have you noticed fewer initial or professionally licensed candidates applying for positions in your district or BOCES this year as opposed to last year?

Answer: Approximately 81 percent of urban/suburban districts, 85 percent of rural/small rural districts, and 77 percent of BOCES that participated said they had fewer licensed candidate applications for the 2017-2018 school year.

Question: Did you have a vacant position(s) that you were unable to fill at the beginning of your school year?

Answer: Approximately 81 percent of urban/suburban districts, 60 percent of rural/small rural districts, and 63 percent of BOCES that responded had vacant educator positions unable to be filled at the beginning of the 2017-2018 school year.



Number of vacancies at beginning of 2017-18 school year in responding districts/BOCES:

- Urban/Suburban: 213
- Rural/Small Rural: 58
- BOCES: 14

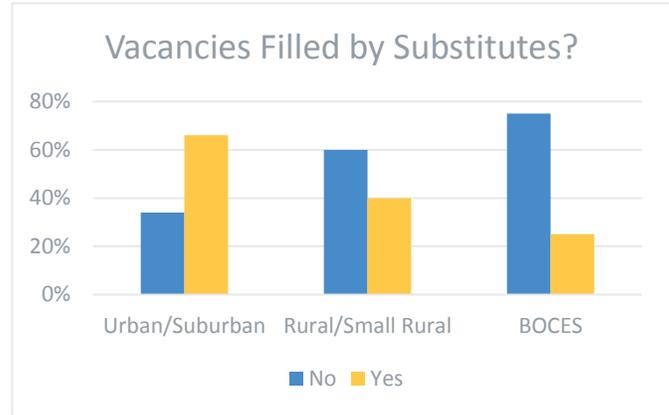
Endorsement areas with the highest number of vacancies were Special Education Generalist, Secondary Mathematics, Secondary Science, and Culturally and Linguistically Diverse Education.

Question: Did you employ long-term a substitute(s) to fill a position(s) that you were unable to hire a licensed educator?

Answer: Approximately 66 percent of urban/suburban districts said they had filled vacancies with long-term substitutes at the beginning of the 2017-2018 school year. Forty percent of rural/small rural districts and 25 percent of BOCES said they had staffed vacancies with long-term substitutes.

Number of vacancies at beginning of 2017-18 school year filled with long-term substitute in responding districts and BOCES:

- Urban/Suburban: 141
- Rural/Small Rural: 30
- BOCES: 1

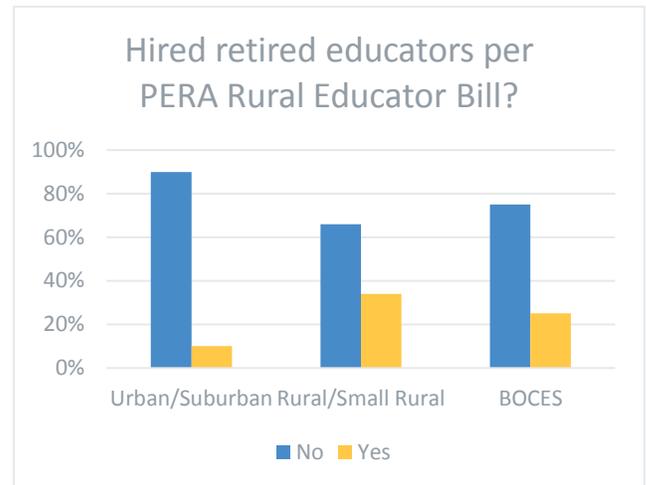


Question Did you utilize the flexibility to hire retired educators allowed through HB17-1176 (PERA Rural Educator Bill)?

Answer: Ninety percent of urban/suburban districts did not hire retired educators allowed through HB17-1176. Thirty-four percent of rural/small rural districts and 25 percent of BOCES did hire retired educators allowed through HB17-1176.

Question: Did you hire alternative or emergency candidates last school year? Of those, what percentage returned to teach in your district this year?

Answer: The vast majority of urban/suburban (77 percent) and rural/small rural districts and BOCES (62 percent) responding to the survey reported hiring alternative or emergency candidates in 2016-2017. The majority of urban/suburban and rural/small rural districts and BOCES retained at least 50 percent of their alternative or emergency candidates hired in the 2016-2017 school year, although many of these educational agencies did not retain any alternative or emergency candidates.



RECRUITMENT METHODS

School districts and BOCES said they primarily recruited educators through job positions, which they share through professional organizations, job boards and in-state and out-of-state colleges and universities and job fairs. They also reported recruiting door-to-door for alternative or emergency licensure candidates.

Where can I learn more?

- For additional information about Colorado’s teacher shortage, see the [strategic plan](#) or the [full report](#) developed in response to House Bill 17-1003.
- For questions about the survey and/or to provide feedback, contact Educator Preparation staff at Educator_Preparation@cde.state.co.us.