



**COLORADO**  
Department of Education

# Educator Shortage Strategic Action Plan

November 2017

Colleen O'Neil, Ed.D., Executive Director, Educator Talent

# HB 17-1003 Educator Shortage Facts

- HB 17-1003 was authored by Rep. McLachlan (D-Durango) and Sen. Coram (R- Montrose), approved by the Colorado legislature and signed by Governor Hickenlooper in May 2017.
- The bill requires the Colorado Department of Higher Education (CDHE), in partnership with the Colorado Department of Education (CDE), to develop a collaborative action plan that outlines the necessary steps to resolve our educator shortages.
- 14 town hall meetings across the state drew more than 400 participants.
- Survey in which 6,000 comments were collected.
- Small group meetings yielded another 100 participants.

# Strategic Action Plan: Goal 1

## Strategic Goal 1: Retain Educator Talent by Increasing Teacher Retention

### Objective 1:

Ensure Teachers are Supported by Providing Initial and Ongoing Training and Professional Development Necessary for Impactful Teaching

- **Strategy 1:** Create and Fund State Legislative Requirement for districts to provide Teacher Induction Programs for Initial Licensed Teachers
- **Strategy 2:** Develop and Fund Statewide Competitive Grant Programs to Support Professional Development and Recognition for Educators
- **Strategy 3:** Increase the Number of Teachers Trained through Educator Preparation Programs that include Teacher Residencies and Grow Your Own Programs
- **Strategy 4:** Align Educator Preparation Program Content and Endorsements with the Needs and Expectations of School Districts
- **Strategy 5:** Prepare Teacher Candidates for Rural Teaching and Living

# Strategic Action Plan: Goal 2

**Strategic Goal 2:** Retain and Attract Educator Talent by Increasing Teacher Compensation and Benefits

**Objective 1:** Create State Legislation Requiring Minimum Teacher Salary at or above School Districts' Cost-of-Living

**Objective 2:** Create Compensation Incentives to Subsidize District Cost-of-Living

- **Strategy 1:** Offer Student Loan Forgiveness
- **Strategy 2:** Offer Housing Incentives

**Objective 3:** Create Compensation Incentives for Teacher Shortage Areas

- **Strategy 1:** Provide Supplemental Compensation for Teachers working in hard-to-staff schools (particularly remote rural schools)
- **Strategy 2:** Establish and Implement a Differentiated Pay Scale for Content Teacher Shortage Areas

# Strategic Action Plan: Recommendation Three

**Strategic Goal 3:** Attract Educator Talent by Increasing the Number of Teachers in Shortage Areas

**Objective 1:** Establish Hiring Projections

- **Strategy 1:** Provide Incentives for Early Notification of Retirement to Facilitate Accurate Projections
- **Strategy 2:** Cultivate Partnerships with In-State and Out-of-State Educator Preparation Programs Based on Projections

**Objective 2:** Increase the Number of Dual Licensure Program Offerings in Teacher Shortage Areas

# Strategic Action Plan: Recommendation Three (cont.)

## **Strategic Goal 3: Attract Educator Talent by Increasing the Number of Teachers in Shortage Areas (Continued)**

### **Objective 3: Prepare Teacher Candidates in Teacher Shortage Areas**

- **Strategy 1:** Offer Scholarships for Content Teacher Shortage Areas to Complete Licensure Requirements and Enter Teaching
- **Strategy 2:** Offer Scholarships for Teachers of Color to Complete Licensure Requirements and Enter Teaching
- **Strategy 3:** Align Student Teaching Practicums with Anticipated District Teacher Position Openings
- **Strategy 4:** Provide Transportation and Technology Stipends for Rural Teachers

### **Objective 4: Encourage Teachers Retired from Teacher Shortage Areas to Return to Teaching**

- **Strategy 1:** Extend Colorado Public Employees Retirement Association (PERA) Senate Bill 10001 to Allow Retired Teachers to Re-enter the Profession in Rural, Suburban, and Urban districts

# Strategic Action Plan: Goal 4

**Strategic Goal 4:** Attract Educator Talent by Increasing Enrollment and Completion of Educator Preparation Programs (EPP)

**Objective 1:** Increase Positive Perceptions and Messaging Around Teaching as a Career

- **Strategy 1:** Forge Public and Private Partnerships to Develop a Marketing Campaign

**Objective 2:** Create Financial Assistance Incentives for Potential Educator Preparation Program Majors

**Objective 3:** Consider Educator Preparation Provider's Policies related to Practicums that Affect Students' Employment

# Strategic Action Plan: No-Cost Recommendations

## Additional No-Cost Recommendations

As statute specified, specific no-cost recommendations are required within this action plan. These recommendations may contribute to efforts to elevate the perception of careers in education.

- Early positive exposure for middle and high school students through teacher-mentor programs, such as Colorado's Teacher Cadet Initiative and Educators Rising
- District-level opportunities for middle and high school students to support elementary learning programs (i.e. tutoring, after school programs, reading partners, etc.)



# Strategic Action Plan: Next Steps

## CDE Next Steps

- CDE Board of Education Informational Item: November 8, 2017
- Final Document Updates and CDHE/CDE final review: November 13-17, 2017
- CDE/CDHE Preparation for Communication Release: Nov. 13-30, 2017
- Submission of Final Action Plan to Legislature: December 1, 2017
- PEBC/CDE/CDHE Superintendent Forum (high level overview of recommendations): December 7, 2017
- Legislative House and Senate Education Committee Review, Feedback and Potential Hearing: Winter 2017
- CDE Strategic Action Planning and Support of Recommendations: January 2017 - Ongoing

# Discussion

- Questions, Comments, Feedback

