

Colorado Teacher Retention – Recruitment Issues: BOCES  
2018-19

In early October 2018, the Colorado School Finance Project (CSFP) asked Superintendents, CFOs/Budget Managers and BOCES Directors what they are experiencing in teacher recruitment/retention issues.

For the past 10 years, Colorado school districts have been and continue to be impacted by the Budget Stabilization / Negative Factor. The impact to districts and classrooms has been ongoing, as the cumulative loss is over \$7 billion.

To date, we have received responses from over 70 districts and BOCES across the state.

Following is some of what we heard from Colorado BOCES:

- We struggle every year to fully staff our school psychology department.
- Unable to hire a School Psychologist this year – filled the position by hiring a social worker and adjusted staff responsibilities.
- We have cooperated with neighboring BOCES but could not fill need for 0.2 Audiology; 0.5 Teacher of Deaf; 2 SPED teachers in our member districts. Had to hire private contractor for \$80 per hour including drive time and mileage.
- Still short a School Psychologist – tried hiring a school psychologist in training but that person resigned this month. No realistic prospect of finding a School Psychologist mid-year. We will divide up duties and add to responsibilities of other staff who are already stretched very thin.
- We need to find ways to offer competitive salaries and build our own professionals of people who want to stay and build capacity in best practices.
- We must use an outside contracting company for 2 Occupational Therapists, 1 Speech. Also had to hire outside our area for a teacher of the Deaf and Hard of Hearing, which makes us pay lots of money in travel, meals and motel. Ongoing issue for at least 6 years.
- Unable to hire a Certified Occupational Therapist (COT)– filled the position by hiring a Certified Occupational Therapist Assistant (COT-A) from an outside agency that is much more expensive.
- Only 1 of the 4 districts in my BOCES has a School Psychologist on staff. The needs of the other 3 is met by using a staffing company, hiring a part-time psychologist out of another BOCES 1 day every 2 weeks. Ongoing issue.
- We did not fill our Gifted and Talented Coordinator position this year because of a lack of an endorsed applicant.