Educator Shortage Strategic Action Plan

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• 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 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 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 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 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
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.)
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