

Colorado Teacher Retention – Recruitment Issues: Northwest School Districts 2018-19

In early October 2018, the Colorado School Finance Project (CSFP) asked Superintendents and CFOs/Budget Managers 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 60 districts across the state.

Following is some of what we heard from districts in the Northwest:

- We are short 4 licensed positions – primarily in Music and English Language Learners. This is an ongoing issue.
- Our substitute roster is not enough to meet our needs on high-demand days. There are several days each year where we are not able to successfully staff all absences.
- We are feeling the shortage acutely in preschool, where the starting salary is \$11.20 per hour and we literally cannot fill positions.
- An insufficient supply of well-qualified teaching candidates exists in our rural district – particularly STEAM fields, Special Ed, and Bilingual Education / English Language Learning. We work very hard to staff every room and position.
- Short Middle School Math teachers and Secondary Spanish – First time we aren't fully staffed.
- Increases in year-to-year Special Education and English Language Development populations drive our shortages in these areas deeper.