

Colorado Teacher Retention – Recruitment Issues: Southwest 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 Southwest:

- SPED position – hired a 1st year teacher in the alternative licensing program.
- Instructional support as hard to fill as teachers – this is an ongoing issue.
- Elementary teaching position – filled with a Parapro with all the requirements to teach other than a license.
- We need substitute teachers, bus drivers and food service staff.
- We had to move our Industrial Arts teacher for most of his schedule to teach High School Math. We now have only 1 section of Industrial Arts.
- Unable to access substitutes – finding CDE requirements rule out many.
- Short 1 FTE SPED and 1 ELL. Several other openings filled through emergency authorizations, temporary eligibilities, and alternative licenses. Ongoing issue.
- Small number of substitutes – only 3 have a teaching credential
- Very difficult to fill position if teacher resigns after year started.