

Colorado Teacher Retention – Recruitment Issues: West Central 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 West Central Region:

- STEM teachers very difficult to find and hire. Nine teachers on Alternative Licensure this year. On-going issues.
- Special Ed teachers are getting more and more difficult to hire.
- Specialized position of audiologist, occupational therapist and speech therapists are impossible to fill. We contract for most of these services and it is very expensive to do that. Ongoing problem.
- Not short this year, but had a hard time hiring qualified people for all positions – ongoing.
- Substitute list is very, very thin.
- We have 7 alternative licensure candidates this year (6 which are new hires) across all grade levels and subject areas.
- Short: 1 Primary Education Teacher; 3 Special Education Teachers, 1 Secondary General Education (Charter School). Ongoing especially with Special Education.
- Shortage across the board, not just Special Ed and Math anymore. Prevalent in Elementary, Social Studies, etc.