



## Colorado Educator Loan Forgiveness Program

2022

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**Prepared and submitted by the  
Colorado Department of Higher Education (CDHE)**

Report to the House and Senate Education Committee  
Statute: C.R.S 23-3.9-100.2

December 2022

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## Introduction

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The Department of Higher Education and the Colorado Commission on Higher Education have conducted a review of the Colorado Educator Loan Forgiveness Program, established pursuant to C.R.S 23-3.9-100.2.

This report is being submitted to the House and Senate Education Committees of the Colorado General Assembly as required by the legislation.

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## Program Update

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This report is due to the State and Education Committees of the Senate and House of Representatives by December 15, 2022, and by December 15 of each ensuing year. Where possible, the report contains information about the Colorado Educator Loan Forgiveness Program, including but not limited to, the following:

1. The content shortage areas identified by the Colorado Department of Education (CDE).
2. The number of applications received, and the number of participants awarded loan forgiveness.
3. The public schools in which the participants are employed.
4. Demographic information for the participants.
5. The teacher preparation program attended by the participants.
6. The amount of money applied toward loan forgiveness, and
7. For all participants awarded loan forgiveness, the length of time each participant has been a licensed teacher and how long they have worked in a rural community.

### Actions Taken for Current Implementation

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For this calendar year, the following necessary actions were taken, and/or program components designed, to effectively administer the Educator Loan Forgiveness Program.

1. [Program website](#) updated – Keeping the community informed about the program- its origins, application open/closing dates, eligibility requirements. and the timeline moving forward.
2. Educator Program Coordinator hired October 4<sup>th</sup>, 2022.
3. Program policy amendments made – SB21-185; SB20-158
4. [Program guidelines](#) updated – Reflecting amendments to the original bill including updated applicant eligibility requirements
5. Contracted vendor responsible for initial interest survey, application, review of applicants, award letters, document collection, employment verification, disbursement of funds, customer service
6. [FAQs](#) eligibility guidelines maintained.
7. Communications collateral developed – [Informational booklet](#) created including information about the history of the program, current timeline of the program, who qualifies, FAQ, and contact information for the program staff. An electronic version of this booklet will be utilized for communications efforts moving forward as well as flyers and social media.

8. Consolidated the initial interest survey and application for cycle two. Students will now complete one application.
9. Stakeholder relationship building – Developing relationships with the Colorado Center for Rural Education Advisory Group and CDE
10. Media outreach – Electronic mail notifications through educator unions, associations, educator training programs, and press releases to major media sources.
11. Round One Completed – Award letters sent May 2022. Payments initiated July 2022 and will end in June 2023.

## Timeline

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The following timeline of actions is anticipated for full implementation this fiscal year:

1. Continue outreach efforts to advertise the program to as many Colorado educators as possible with news release and media outreach
2. Application for cycle two open November 4<sup>th</sup>, 2022 – January 15<sup>th</sup>, 2023
3. Vendor will provide application review, confirmation of program eligibility (verification of employment and licensure) and rank the applications according to the prioritization guidelines set forth in revised statutes. Upon our approval of those top applicants, vendor will send award letters, and inform all remaining applicants they were not selected for funds this round in May 2023.
4. CDHE will transfer program funds monthly to the vendor and vendor will distribute funds directly to the financial institutions holding the educational loans of the award recipients based on either two installments or monthly installments (monthly installments included in case qualified educator is enrolled in federal loan forgiveness, so that they continue to count added benefit toward months of service)
5. In October 2023, vendor will re-confirm program eligibility of program participants and CDHE will approve the disbursement of the second half of the total grant award to the financial institutions holding the educational loans of the award recipients.
6. Vendor will securely send us all application records for us to house electronically in archives (including personally identifiable information of applicants) so we maintain compliance with appropriate records management rules and will securely send us all application records (not including personally identifiable information) for use in reports.
7. Collect and track data of program participants and applicants, to prepare this report for December 2023.

## Prioritization

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The grant applicant priority is:

1. Qualified position in rural district/school AND in a content shortage area\*
2. Qualified position in a rural district/school\*

3. Qualified position in a content shortage area in a non-rural district/school\*

\* “qualified position” is defined in C.R.S 23-3.9-101

CDE must identify content shortage areas for priority applicant groups for the program. The following are based on the 2022-2023 educator shortage survey:

### Statewide Educator Shortage Areas

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#### Content/Endorsement Area

- Business/Marketing
- Culturally And Linguistically Diverse Education
- Early Childhood Education
- Early Childhood Special Education
- Elementary Education
- English Language Arts
- Industrial Arts
- Instructional Technology
- Mathematics
- Music
- Physical Education
- Science
- Social Studies
- Special Education Generalist
- Special Education Specialist: Deaf and Hard of Hearing
- Visual Art
- World Languages

#### SSP Areas

- School Counselor
- School Nurse
- School Occupational Therapist
- School Physical Therapist
- School Psychologist
- School Social Worker
- School Speech-Language Pathologist

#### Rural-Only Educator Shortage Areas

- All teacher content/endorsement areas
- All SSP areas

## Outcomes 2021-2022 Application Cycle One

### Application

- CDHE received 1548 full applications
- 100 applicants received an award with 15 replacement awards

### Employment of Awarded Participants

#### School Districts

Akron R-1	Dolores County RE No.2	Huerfano Re-1	Monte Vista C-8	Springfield RE-4
Alamosa RE-11J	Eagle County RE 50	Ignacio 11 JT	Montezuma-Cortez RE-1	Steamboat Springs RE-2
Aspen 1	Eaton RE-2	Johnstown-Milliken RE-5J	Montrose County RE-1J	Stratton R-4
Ault-Highland RE-9	Elizabeth School District	La Veta Re-2	Mountain Valley RE 1	Summit RE-1
Bayfield 10 Jt-R	Ellicott 22	Lamar Re-2	Platte Canyon 1	Weld County
Bennett 29J	Estes Park R-3	Las Animas RE-1	Prairie RE-11	Weld County School District RE-3J
Board of Cooperative Educational Services (BOCES)	Fort Morgan Re3	Limon RE-4J	Rangely RE-4	Weld Re-8 Schools
Calhan RJ-1	Garfield 16	Mancos Re-6	Roaring Fork RE-1	Wray RD-2
Canon City RE-1	Garfield Re-2	Meeker RE-1	Salida R-32	
Center 26 JT	Gunnison Watershed RE1J	Moffat 2	Sargent RE-33J	
Delta County 50(J)	Holyoke Re-1J	Moffat County RE: No 1	Silverton 1	

## Demographics for Awarded Participants

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Gender*	#
Female	85
Male	11
Prefer not to Answer	1

Race/Ethnicity*	#
African American or Black	1
American Indian or Alaskan Native	1
Asian	1
Hispanic or Latinx	11
Two or More Races	4
White	82
Prefer not to Answer	4

Ages*	#
25-39	33
40-62	60
62+	3
Prefer not to Answer	1

\*Some participants chose not to answer

## Teacher Preparation Program

Participants attended the following programs

Adams State University	Concordia University-Portland	Marymount University	The Ohio State University	University of Phoenix
Arizona State University	Emporia State	Metropolitan State University of Denver	The University of Texas at Austin	University of Texas at Arlington
Berry College	Fort Hays State University	Monmouth College	University of Colorado Denver	University of Wyoming
Bethany College	Fort Lewis College	New Mexico Highlands University.	University of Colorado Boulder	University Texas-Arlington
Central Washington University	Goucher College	New Mexico State University	University of Denver	Walden University
Colorado Christian University	Grand Canyon University	Northern Arizona University	University of Kansas	Western Colorado University
Colorado Mesa University	Lesley University	Northern Illinois University	University of Massachusetts Amherst	Western Governors University
Colorado Mountain College	Louisiana State University	Regis University	University of Memphis,	Winona State University
Colorado State University	Loyola University	San Diego State University	University of Missouri-Kansas City	Wright State
Colorado State University-Global Campus	Marquette University	San Jose State University	University of Northern Colorado	
Concordia University	Martin Luther College	Slippery Rock University	University of Oregon	

## Amount of Money Applied

\$245,317.89



## Years as a Licensed Teacher

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# of Years	# of Teachers
6-10 Years	33
11-20 Years	50
21-30 Years	13

## Amount of Time Teaching in a Rural Community

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# of Years	# of Teachers
0-10 Years	58
11-20 Years	32
21-30 Years	5

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