

Educator Preparation and the Workforce

June 2022



COLORADO

Department of Education

Department of Higher Education

Top Industries in Colorado by Employment



Colorado Workforce
Development Council

- ④ 1. Health Care and Social Assistance
343,108 Employees
- 2. Accommodation and Food Services
279,364 Employees
- 3. Retail Trade
269,302 Employees
- 4. Educational Services**
225,070 Employees

By the Numbers

- 178 school districts
- 1,888 schools
- 53,000 teacher
- 3,200 administrators
- 905,000 students



Educator Preparation at IHEs



10,414

Candidates enrolled in traditional IHE programs.



22

Public and private colleges and universities that offer educator preparation programs.



42

Teacher, special service provider, principal and administrator endorsements.

Goals of Educator Preparation

- ★ Improve education and educator preparation by ensuring **high-quality preparation programs** to make sure teachers and other educators are profession ready upon completion.
- ★ Develop and promote **affordable pathways** by maximizing principles put forth in the affordability framework to offset the costs of preparation.
- ★ Advance **diversity, equity, and inclusion** in p-20 classrooms to ensure educators are prepared to serve all children.

High-quality preparation programs

SB19-190 – Growing Great Teachers Act, directed CDHE & CDE to review research and identify best practices for teacher preparation programs. The resulting report is [Best in Class: Five Principles of Effective Educator Preparation](#)

It was from these principles that the performance-based standards for the evaluation of EPPs were derived and codified in Colorado Revised Statute (C.R.S.) §23-1-121 (SB20-158).

The performance-based standards are captured in the following categories or domains used to review EPPs: Program Design, Educator Knowledge and Competencies, Clinical Experience, and Program Impact & Continuous Improvement.

To support recruitment, preparation, & retention, high-leverage areas to focus on are those that bolster preparation and offset the cost.

Expand community college and high school pipeline programs to recruit potential teachers earlier.

Expand high-retention pathways into teaching as paid teacher residencies

Incentivize candidates who complete preparation programs and commit to teach in high-need content and geographical areas.

Pipeline Programs

Development of the Teaching Career Pathway to be used in the TREP program ([SB21-185](#))

- Allows diverse aspiring educators to complete nearly 60 credits in coursework.
- Includes early, intensive, and meaningful work-based experiences.
 - Opportunity for paid experiences and credit for prior learning.
- Receive wraparound supports that spur long-term retention in the field.
 - Opportunity for more holistic supports to include financial support mentors.

Paid Residencies /Clinical Field Experiences

[Teacher Residency Expansion Program](#). Since 2018, CDE has awarded nearly \$600,000 to three preparation providers to fund residency programs. Recent results indicate high candidate job placement rates, satisfaction, and performance outcomes.

HB22-1220 Removing Barriers in Educator Preparation established stipends to support candidates completing their clinical field experiences.

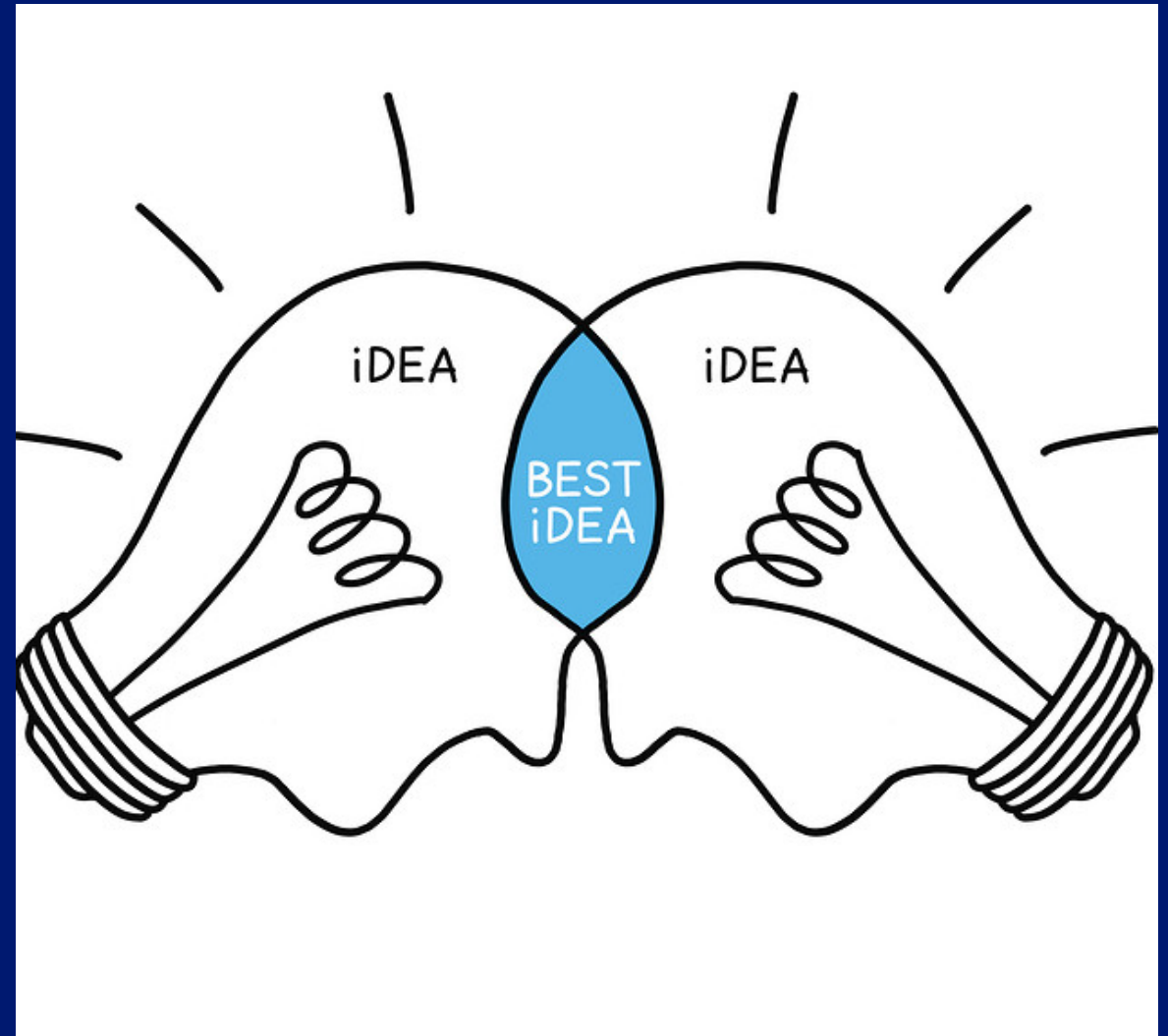
Incentivizing high-need areas

[The Colorado Center for Rural Education](#) has helped the department award \$3.2 million in stipends to recruit teacher candidates and retain practicing educators in rural CO.

Federal stimulus funding is available through [Temporary Educator Loan Forgiveness](#) where early career educators can receive up to \$5,000 toward their student loans if they teach in rural areas or hard to fill content areas.

Additional Commission Considerations

- Prioritizing investments to lower costs to aspiring teachers.
 - Consideration of funding formula model metrics.
 - Rewarding providers that offer differential tuition for educator preparation programs.
- Advocating for paid clinical experiences (work-based learning) for educator candidates.
- Support research of financial burdens of educator preparation.
- Advocating for pathways and programs that stack credentials and ensure that professional development for educators leads to credit toward a degree.
- Advocating for the Department's presence in policy to address early childhood education/educators.





Elevating Ed Prep Together

