

## **Educator Preparation Pathways Specialist**

Colorado Department of Higher Education

**POSTING DATE:** July 27, 2021

**ADVERTISED TO DATE:** August 10, 2021

**COMPENSATION:** \$68,000-\$73,000 annually

### **DESCRIPTION OF JOB:**

The Educator Pathway Specialist is CDHE's main point of contact and subject matter expert for pathways into the teaching profession. Specifically, the Pathway Specialist is responsible for developing, mapping, and providing communication on programs and pathways that lead to educator licensure. The Pathway Specialist coordinates with various stakeholders to develop career pathways that enables individuals to become teachers, including traditional pathways through college and pathways for adults transitioning from the military and other professions, which is crucial for staffing unfilled and difficult-to-fill educator positions.

### **Essential Duties & Responsibilities**

The Educator Pathway Specialist responsibilities include, but are not limited to:

- Develop a teaching career pathway as outlined in [SB21-185](#), to be implemented no later than the 2022-23 academic year, in collaboration with state agencies and partners, including the community college system and deans and directors of schools of education.
- Identify and promote academic and career resources to support educator development.
- Develop residency and apprenticeship models that support paid clinical experiences for students aspiring to work as licensed educators.
- Administer the mentor teacher grant program as outlined in [SB19-190](#).
- Lead work with local school districts and preparation providers to elevate the role of mentor teachers to promote development and retention of K-12 educators.
- Map teacher knowledge, skills, and competencies to investigate prior learning experiences and opportunities for stackable credentials.
- Collaborate with department colleagues engaged in similar and aligned work on credit for prior learning, student and worker transitions, and partnerships with employers.
- Identify barriers that lead to inequitable credential completion; engage with relevant stakeholders to promote policy and programmatic change to erase equity gaps.
- Advise postsecondary preparation providers on the development of targeted programs to meet specific state needs.
- Work with the Colorado Department of Education to compile, post, and update a publicly-available database of programs and pathways that lead to educator licensure.
- Identify and report on pathways that may be underutilized; develop advocacy plans to increase utilization of said pathways.

**REQUIRED QUALIFICATIONS:**

- Bachelor's degree or higher
- Three to five years' experience in P-12 education, higher education, public policy or related field
- Specific experience in professional licensure, advising, career pathways, or educator preparation preferred
- Knowledge of Colorado educator preparation and/or Grow Your Own programs
- Research skills, including the ability to compile data and information and disseminate it through reports, visual maps, and presentations to various audiences
- Ability to bring together stakeholders from diverse backgrounds to identify solutions around shared problems and concerns
- Self-starter, self-directed, and action oriented
- Strong communicator, including developing written reports and given presentations to subject-matter experts and general audiences
- Strong organizational skills and attention to detail
- Skills in building relationships to engage in creating, discovering, and working together

**WORKING CONDITIONS**

Work takes place in a typical office environment. It does not require physical activity other than that typically utilized in such a setting, working with standard office equipment such as phone, fax, and personal computers. Some travel may be required. The department is currently working from home and is expected to resume working in an office environment in some capacity in fall 2021.

This position reports to the Director of Educator Preparation at CDHE. The Colorado Department of Higher Education offers benefits that include medical, dental, vision, and life insurance available to the employee and eligible dependents on a cost share basis between employee and the Department. Disability insurance is provided at no cost to the employee. Paid leave time accrues at 14 hours per month for vacation leave and 10 hours per month for sick leave. There are 10 paid holidays in a calendar year. Employees of the State of Colorado do not contribute to Social Security but contribute to the Colorado Public Employee Retirement Association (PERA).

## **APPLICATION PROCEDURES:**

To be considered for this position, candidates must possess the minimum qualifications listed above and submit :(1) detailed letter describing qualifications; (2) resume or curriculum vitae; and (3) an email address for further communication to:

[HR@dhe.state.co.us](mailto:HR@dhe.state.co.us)

Or:

Colorado Department of Higher Education  
Attention: Human Resources  
1600 Broadway, Suite 2200  
Denver, Colorado 80202

This position is **not** governed by the selection process of the classified personnel system and is not part of the classified state personnel system.

**Application Deadline:** Position will remain open until filled. Application review begins immediately and position start is immediate. Employment is contingent on successful completion of a criminal background check.

The State of Colorado believes that equity, diversity, and inclusion drive our success, and we encourage candidates from all identities, backgrounds, and abilities to apply. The State of Colorado is an equal opportunity employer committed to building inclusive, innovative work environments with employees who reflect our communities and enthusiastically serve them. Therefore, in all aspects of the employment process, we provide employment opportunities to all qualified applicants without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity or expression, pregnancy, medical condition related to pregnancy, creed, ancestry, national origin, marital status, genetic information, or military status (with preference given to military veterans), or any other protected status in accordance with applicable law.

The Colorado Department of Higher Education is committed to the full inclusion of all qualified individuals. As part of this commitment, our agency will assist individuals who have a disability with any reasonable accommodation requests related to employment, including completing the application process, interviewing, completing any pre-employment testing, participating in the employee selection process, and/or to perform essential job functions where the requested accommodation does not impose an undue hardship. If you have a disability and require reasonable accommodation to ensure you have a positive experience applying or interviewing for this position, please direct your inquiries to our Human Resource Director, Cindy Langan, at [HR@dhe.state.co.us](mailto:HR@dhe.state.co.us) or call 720.264.8575.